

BTE

THE BLACK TECH EFFECT



100 PROMISING BLACK-LED, HIGH-GROWTH TECH COMPANIES



Table of contents

03 A LETTER FROM OUR TEAM

05 USHERING IN AN ERA OF RESILIENCY & TRIUMPH AMID GREAT CHANGE

05 INTRODUCTION: SOLVING THE LONG-TERM PATH TO SUPPORT

07 WHERE DO WE STAND WITH BLACK ENTERPRISE FUNDING?

09 VC FIRMS BACKING BLACK FOUNDERS

10 MAINTAINING OPTIMISM IN DIVERSITY & INCLUSION EFFORTS

11 SCALING INNOVATION THROUGH CLEVER ACQUISITIONS

12 WORKING WITH & THROUGH MENTAL HEALTH

13 METHODOLOGY

14 THE U.S. MARKET AND BLACK ENTERPRISE ALCHEMY: TURNING
GRIME INTO GOLD

16 GROWTH IN BLACK-FOUNDED TECH ON A GLOBAL SCALE

17 2024 TRENDING TECH VERTICAL MARKETS

20 THE RESILIENCY OF A RENAISSANCE WOMAN

20 HBCUS & VETERANS UNITE

21 100 PROMISING BLACK-LED, HIGH-GROWTH TECH COMPANIES

48 ENDNOTES

A Letter From Our Team

Year round, we are fueled by a mission to shift the deficit narrative of Black founders to a positive light. The annual Black Tech Effect report is our opportunity to not only address the evident challenges Black innovators face within our ecosystem but also celebrate their often smothered brilliance, perseverance, and creative pathways to success.

The staggering amount of great work emerging in Black tech this year made narrowing the list of startups to 100 challenging—but it was nevertheless exciting to explore. Ensuring a comprehensive analysis, we heard and implemented your feedback regarding the inclusion of Black-tech startups in nontraditional markets and verticals as well as global representation.

With an intentional focus on how Black innovators are taking up space within their respective markets, we have gained invaluable insight on the trajectory of Black tech progression. Organizations like ACT House, TechStars, Goodie Nation, Black Ambition, Black Innovation Alliance and many other resource groups have made this possible.

To our 2024 Black Tech Effect founders: Congratulations! We see you. We stand with you. We celebrate you!

Always forward,



Director of Research, Plexus



Year after year, we are committed to celebrating the success of 100 promising Black-led, high-growth tech companies while acknowledging the ongoing challenges that are affecting the Black tech ecosystem. We aspire to shift the narrative of Black tech companies from a deficit lens to an empowered one where we can reimagine the current state of tech toward the tech we want.

Ushering in an Era of Resiliency & Triumph Amid Great Change

INTRODUCTION: SOLVING THE LONG-TERM PATH TO SUPPORT

What does the startup world look like for Black-founded companies today? Despite both foreseen and unforeseen “glass ceiling” challenges, Black innovators are continuing to lead cutting-edge ventures to make lasting impacts in their communities and industries. From health and food to financial and SaaS technology, underrepresented founders across a myriad of tech categories are now showing more resilience than ever.

Addressing the challenges that have affected the success of Black-owned businesses in the U.S. is not impossible, but it will require a very multidimensional approach. Through enacting systemic policy changes, cultivating diversity in finance, and leveraging philanthropy for structural transformation, the nation can begin to rectify the great deal of historical, incessant inequities that have existed for far too long. But we do have to start with where we are.

On Martin Luther King Jr. Day 2022, the moving words of Treasury Secretary Janet Yellen echoed an uncomfortable truth that stands throughout American history: the U.S. economy has never operated equitably for Black Americans. Whether it's systemic policies wrapped in underrepresentation, wealth disparities confirmed by undeniable income gaps, or historic inequities saturated with limitations and hardships, prosperity destined for Black-owned business has been severely repressed. [A report by the Federal Reserve and Brookings](#) explains how racial disparities have been the very downfall of Black entrepreneurs. According to the Federal Reserve, in 2019, the median net worth of white families was \$188,200—7.8 times that of their Black counterparts, at \$24,100. Also, in 2019, there were a total of 5,771,292 employer firms (businesses with more than one employee), of which only 2.3% (134,567) were Black-owned, even though Black people make up 14.2% of the country's population.



What are the solutions? A productive start would be with a revamp of financial assistance—such as the Emergency Capital Investment Program—through community development, financial institutions, and minority depository institutions. If past shortcomings were to be addressed, the future of financial support could better reach the Black businesses in need. Further, more support from the Minority Business Development Agency (MBDA) could help. The MBDA can provide flexible funding streams and business centers at minority-serving institutions, helping to stimulate wealth creation and opportunity in the Black community. In line with other policy recommendations offered in a [2020 Center for American Progress report](#), the MBDA should “initiate an economic equity grant program that would fund municipal projects that foster wealth creation, opportunity, and minority business development in Black communities.”

When we dig deeper, there are several other opportunities to conduct change and usher in support for Black businesses. Beyond a macro-organizational level, this might involve some bootstrap efforts. For instance, the Infrastructure Investment and Jobs Act’s federal dollars are delivered to state and local leaders, and much of the work is contracted out to small, medium-sized, and large businesses. It might take these same leaders of the [local communities](#) to step up and form relationships with Black businesses; after all, they are usually the ones helping to create the wealth in their communities. In addition, public funding should be handled by managers who reflect the diverse public they serve. Philanthropic funding should focus on giving at the federal, state, and local levels. The opportunities for supporting Black-owned businesses are vast and, with correct, dedicated efforts, the U.S. can begin to forge a more just and equitable economic landscape for all its citizens, despite their racial background.

In our inaugural report, we laid the foundation of the Black Tech ecosystem landscape, highlighting our first cohort of recipients. This year, we’re digging deeper, examining more markets, more verticals, while highlighting the founders who are expanding across several institutions. We’re covering 100 Black-founded tech companies representing over 30 categories, across 7 countries and 25 U.S. states. But first, let’s explore the state of the Black tech ecosystem over the past year.





Where Do We Stand with Black Enterprise Funding?

Three years have passed since the murder of George Floyd. Although this tragedy prompted major tech companies and investors to pledge financial commitments toward exterminating systemic racism, the initial euphoria is beginning to fade. In 2021, roughly [1.3 percent of the nearly \\$330 billion](#) worth of venture investment went to people of color. Yet, according to Crunchbase, in the first half (H1) of 2023, Black founders [raised around \\$565 million \(0.75%\) out of the \\$75 billion](#) of U.S. venture capitalist investments, which is a funding [track less than both 2021 and 2022](#).

The lure of venture capitalist funding comes with significant ups and downs and minority-led startups are often forced to explore other ways to sustain. While [self-funding and bootstrapping](#) are not for everyone, some founders are weighing the pros and the cons. However, the vast majority of startups still need institutional investments and, for years, many looked to resources such as Silicon Valley Bank for support. But in March 2023, [Silicon Valley Bank \(SVB\) collapsed](#), leaving many businesses shocked and vulnerable. On the eve of the initial weekend of the collapse, businesses could not access the funds in their accounts, and bills had to be paid using alternative methods. The day before SVB was shut down, \$42 billion was withdrawn from customers' accounts, making this one of the leading bank failures in U.S. history.

Black founders felt the brunt of this blow the most because SVB was more than a financial institution for them to conduct their business. SVB was known for [going above and beyond to support Black enterprises](#). To bring about improvements in the near future, there has been an effort to increase the level of transparency around who VCs are backing. [A new law](#) set to take effect on March 1, 2025, will demand VCs in the state of California to explicitly release information detailing the diversity of their investments. This means California VC firms will have to release the race, disability, gender, and LGBTQ+ status of the founders they've invested in. This is a step in the right direction for the future ahead, and legislators are hoping for this law to spread through other states in the U.S.



Regardless of the inequitable landscapes that remain, many Black founders have proven they are capable of scaling (and winning) through creative and alternative funding, acquisitions, Black mergers. They're even beginning to [lean into their own networks](#), rather than searching for capital from the [old guard players](#) who have made it obvious that they aren't willing to support them. It's also important to highlight those who have taken the more traditional VC investment route and broken the mold of the market as unicorns. (A unicorn startup is one with a value of over \$1 billion.) In 2022, three startups with at least one Black founder—[Esusu](#), [Somatus](#), and [Incredible Health](#)—joined a cohort of 170 new U.S. unicorn companies (based on an [analysis of Crunchbase data](#)).

While systemic racism involves a constellation of policies that racialize how resources are distributed, the pioneership of Black founders [continues to progress](#) beyond the expectations of their counterparts and break generational barriers. [In her Barron's commentary](#), Marguerite Pressley Davis, the founder and CEO of [Finance Savvy](#), states: "When Black founders broke the 1% threshold, it proved what a groundswell of support makes possible. That milestone was a sign that the future will include more opportunities for all founders—one that we should revisit and climb above."



VC Firms Backing Black Founders

While recent news bombards our culture with updates on how Black funds are [under attack](#), good news still remains. There has been a substantial increase in Black fund managers who are stepping up to support (and unite) with Black founders. Further, there's even been Black founders who have [stepped away from their own organizations](#) to become VC managers. Here are a few significant examples:

- [Barclay's Black Formation Investments](#): a \$50M pre-seed investment platform fund managed by Zeal Capital Partners.
- [Latimer Ventures](#): an early-stage venture capital firm holding a \$15M fund exclusively for Black and Brown technology founders.
- [Growth Warrior Capital](#): a Black, woman-owned early-stage VC firm that developed an AI pitch deck to help startup founders make strong pitches for their investors.
- [Black Seed](#): a VC firm that raised \$5M in inaugural funds to invest in Black founders.
- [Resilient Ventures](#): A Durham-based VC firm that invests in Black entrepreneurs. For its next iteration, it's targeting \$15M.
- [NovaSat Ventures](#): a Pan-African VC firm that's secured \$80M in capital from Japan's SBI Holdings. It's dedicated to funding early-stage businesses in Africa that address the demand for basic goods and services.
- [Black Farmers Fund](#): a Black, woman-founded firm that raised \$11M to change the state of the Black agriculture and farming industry.
- [Candide's Afterglow fund](#): a Black-owned, Oakland-based climate justice fund that secured \$36M to provide climate solutions for low-income communities.

The backbone of all the recent VC and Black funding progress will call for the support of strategic, organized leadership and management. Companies such as [Black women in Asset Management](#), [Black Venture Summit](#), [DiverseVC Conference](#), [Black fund Manager's Forum](#) are rising to that challenge.



Maintaining Optimism in Diversity & Inclusion Efforts

As the Black startup ecosystem is evolving, so too is the Black tech workforce. The good news is that Black workers are [increasing in numbers](#); however, the adverse fact is that they are underrepresented in tech jobs. Black workers make up [8% of the individuals](#) in the tech industry and just 3% of Fortune 500's tech executives. There's progress happening, but we've still got work to do. To make the tech workforce more inclusive, as well as increase representation and close the Black tech talent gap, companies like Glassdoor are integrating DEI into their key processes.

With the decline in investments and overall support, corporations and VCs have faced much pushback since stepping up to support Black startups while

addressing the lack of DEI in tech. The argument put forth to warrant the [end of affirmative action in 2023](#) mirrors a similar stance in recent lawsuits made against venture capitalist firms that heavily support Black entrepreneurship.

For example, [The Fearless Fund](#) (founded by two women of color) was [recently sued](#) by the American Alliance for Equal Rights over their Fearless Strivers Grant Contest. The contest awarded \$20,000 to businesses that are run by Black women. The Alliance argued other races were illegally excluded from being able to apply for the grant, citing a violation of the Civil Rights Act of 1866. In [September 2023, the ruling](#) concluded that "a venture capital firm can continue offering a grant program only to Black women entrepreneurs." This was a significant victory for the firm. As we maintain optimism while more sound, strategic DEI efforts are both implemented and carried out, we can only hope to see more success across all sectors.

Scaling Innovation Through Clever Acquisitions

Considering the slow start to 2023, according to Crunchbase, [acquisitions of tech startups are on the rise](#). When startups struggle to get new investments, they usually opt to sell to an acquirer as an alternative. On the other hand, acquirers are finding there are more benefits when they bring in valuable talent and assets for a competitive price through acquired collaborations.

For Big Tech in 2023, Microsoft acquired Activision Blizzard for \$75 billion, Broadcom acquired VMware for \$61 billion, and Adobe acquired Figma for \$20 billion. Some of the smaller acquisitions included Robinhood's purchase of startup [X1](#) for \$95 million, and the Thomson Reuters purchase of the AI legal assistant [Casetext](#).

Involving Black-founded companies, consolidations and acquisitions are also on the rise as an alternative to the lack of venture investments. Mercaris, the nation's leading provider of sustainable agriculture, has been [acquired by Argus](#). Mentor Method—a cross-function mentorship program that is widely used by renowned organizations such as The Department of Education, Amazon, Deloitte, and more—has been [acquired by the New York-based training and coaching company, The Cru](#). Through this acquisition, The Cru hopes to further champion diversity, workforce development, and talent engagement solutions for women. The collaboration also makes Mentor Method's founder, Janice Omadeke, the first Black woman in Austin, TX to secure a venture-backed tech exit.

Atlanta-based digital banking app Greenwood—founded solely for Black and Latino communities—[has acquired Kinly](#), another prominent fintech company centered on a similar mission. Together they aim to close the racial wealth gap in the U.S. Jopwell, Black-owned and mainly known as the first and most significant DEI tech company, [has been acquired by global talent provider True](#). Their mission centers on advancing the careers of Black, Latino, and Native American students in an effort to strengthen corporate diversity.

Scholly, a consumer bank founded in 2015 by Christopher Gray after being awarded over \$1.3 million in scholarships, has been partially acquired by Sallie Mae who is planning to use Scholly's administration technology to better match users with scholarships that are most uniquely fit for them.



Working With & Through Mental Health

As a way to decompress from the strains of her mental health on a day-to-day basis, founder [Isa Watson](#) goes skydiving. Since she began in 2021, she has completed over 200 jumps and plans to compete in the 2024 U.S. Nationals for skydiving. It's what helps her cope and, like Watson, many others in the tech sector are finding unique ways to work with—and not against—their relations with mental health. According to Watson, “When you're a Black woman in this country, you're expected to be twice as good to get half as much. It's exhausting. I haven't had the privilege of feeling free and when I'm skydiving, I feel so free. And once you feel free, you get addicted to feeling free.”

Not surprisingly, inner work must be done by Black founders as the current economic climate for leaders has proved to have [negative impacts](#) on their mental health. With funding slowing down and investors becoming increasingly particular on where they invest their money, [over 70 percent](#) of founders are finding it difficult to cope with the uncertainty. However, only [23 out of every 100](#) founders/CEOs sought out a psychologist for help. Women were more likely to seek help to deal with their anxiety than men, due to stigmas that continue to persist when it comes to men seeking mental help. According to the report [The Untold Toll: The Impact of Stress on the Well-being of Startup Founders and CEOs](#), more male founders were concerned about the impact on their success if they voiced any mental health concerns.

Ultimately, the livelihood of employees and the return on investment for VC firms depends on the success of the startup. So often, startup founders lose sleep, are frequently under enormous pressure, and suffer from more burnout than their peers. As a result, according to Pitchbook, more venture capitalists are [putting resources toward supporting founders' mental health](#).



Methodology

01

YEARS IN OPERATION



02

IMPACT



03

TOTAL FUNDING VALUATION

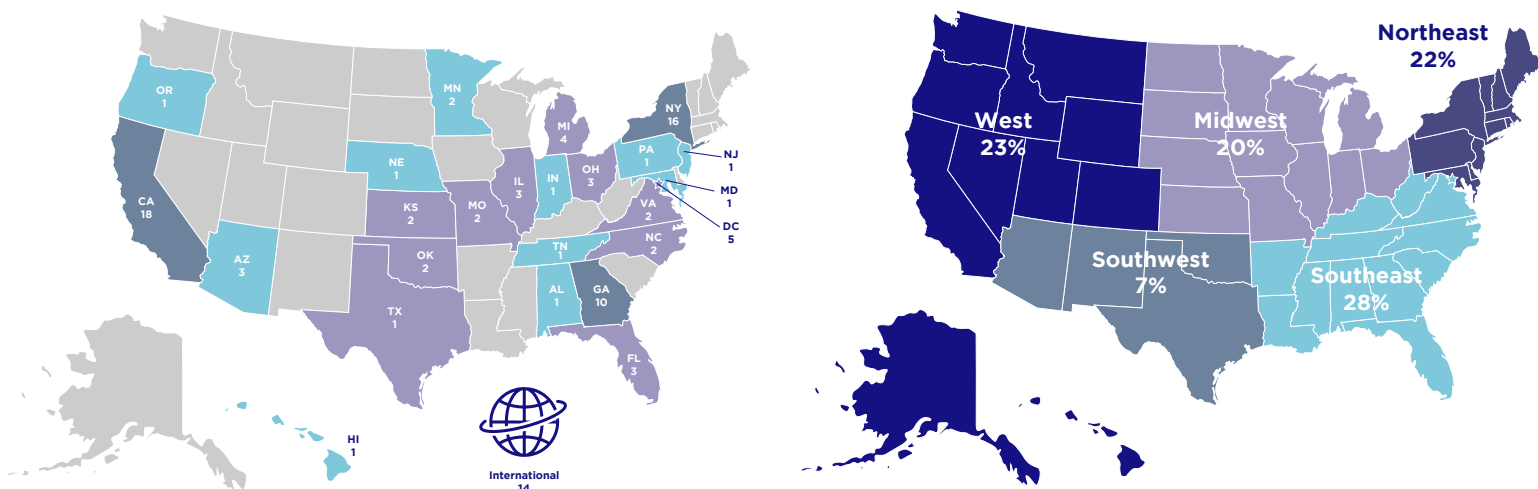


We've uncovered more than 1,000 Black-founded tech companies, leveraging insights gleaned from publicly available sources such as Crunchbase, Pitchbook, LinkedIn, company websites, and featured articles. The criteria for the "Black-founded" status required at least one founder identifying as Black or of African descent, and all companies had to be in operation as of September 2023.

We also refined our selection by excluding companies that underwent exits or significant structural shifts in the past year. Our list generation involved a model that weighed three key metrics: social impact, valuation and funding, and years in operation. In defining social impact, we considered products or services that provide sustainable solutions while addressing disparities in the Black community—including areas like health, education, and access to food and water. While acknowledging financial literacy challenges in the Black community, FinTech companies were excluded from the social impact score due to their substantial presence in the industry.



The U.S. Market and Black Enterprise Alchemy: Turning Grime into Gold



Note: Graph #1 represents the number # of companies founded in each state. Graph #2 represents concentration of companies per US region.

In 2023, the Southeast region had a higher composition (28%) of companies on our list, while the West—known for its large tech presence in Silicon Valley—came in second (23%), followed by the Northeast at a close third (22%). The Midwest region, representing 20% of the list, has been booming with tech and innovation. Let's examine why.

Tulsa. Detroit. Philly. Chicago. Would it make sense to name these cities as the mecca(s) of Black culture and enterprise? Historically, these regions hold most of the power when it comes to influence, soul, and stewardship of the Black human race. One might also recall how Tulsa, Oklahoma was formerly considered [America's Black Wall Street](#) before a [dreadful massacre](#), orchestrated by an angry white mob, wiped out the entire town in 1921. Today, 100+ years later, the city has more than revived, and all but thrives in a [healthy ecosystem](#) of Black enterprise, including tech. For example, Atlanta-based digital banking app [Greenwood](#) (named after Tulsa's once-prominent Greenwood District) has proved to be quite successful in recent years. Founded solely for Black and Latino communities, they've just undergone their first acquisition with Kinly, another prominent FinTech centered on the mission to close the racial wealth gap in the U.S.

To realize that this quad-region of life force is leading in a myriad of ways is neither surprising, nor unprecedented. It's why [Detroit was selected](#) to host 2023's Black Tech Week based purely on popular demand, consistent rapid growth in early-stage funding, and its booming startup culture. It's why the Chicago region [is considered](#) the "U.S. Tech Hub for quantum technologies" by the Biden-Harris administration. It's why a neighborhood in West Philly is still embedded in the collective Black mind as [the source](#) of one of the biggest cultural references of our time.

The truth is: when the pandemic hit, Black enterprise suffered greatly. Small businesses in particular [took the biggest hit](#)—nearly half of them were affected nationwide. [It's reported](#) that from February to April of 2020 alone, the number of active business owners dropped by 22%, a new record low. Of this sharp decline, 41% involved Black businesses. But a common thread in the fabric of Black humanity is one that involves resilience.

The '[Black entrepreneurship boom](#)' that we've been experiencing over the past three years alone is significant proof of this. For instance, at the end of 2021, Black business owners accounted for 28% more than they did pre-pandemic. For comparison, the number of white business owners around that same time was only 5% higher; for Latino entrepreneurs, it was 19%. The most progress took place in the Black community.

Ed Gaskin of the Bay State Banner in Massachusetts [argues](#) that Boston (a region just as prominent as Silicon Valley when it comes to tech innovation) has a very significant Black population, yet it lacks greatly in Black tech founders. The reason this call-out is important is because now, more than ever, tech innovation permeates every part of our daily lives in ways that only continue to increase. This imbalance in power and influence adds to the friction of missed opportunity that leaves Black America out of the vital progress that pushes us as a human race forward.

When we shift the lens a bit and focus on just how much America needs these Black founders and business owners, we find out why. The incessant fight toward equality in every aspect starts with where consumers spend their dollars. The more Black-owned enterprise that exists, the more opportunity there is to distribute consumer dollars back into the hands of the Black community. [About 58% of Black adults](#) agree that "buying Black" is effective for stimulating the well-being of Black America.



Growth in Black-Founded Tech on a Global Scale

To ultimately grow sustainable, Black-founded startups around the world, it will take a great deal of real, actionable change on a global scale. Countries to start building in aside from the U.S.? Africa, Canada, and the UK. Africa's on the brink of a [technological revolution](#) in FinTech, AgriTech, Healthcare, Renewable Energy, and EdTech. The [most notable tech trends](#) shaping their infrastructure include new energy solutions for sustainability, datafication and AI, cybersecurity and digital trust, and industry cloud platforms. In [Nigeria](#), citizens are focused heavily on funding tech and creative pursuits that stimulate the economy. Kenya leads the way in [startup culture](#), collecting an astounding \$511.4 million in funding, as of August 2023.

Canada, historically, is not known for its diversity, nor its Black population; however, [a community](#) does exist. For instance, [Vancouver has built up an active leadership in the tech industry](#) committed to addressing the systemic issues that prevent Black participation. For example, Anthonia Ogundele, a Black Canadian and the founder of [Ethos Lab](#), has created year-round programming for children and young teens to reduce systemic barriers when it comes to Black participation in tech. The international market represents 14% of the list.

Throughout Europe and the UK, it's been reported that [less than 0.25%](#) of UK venture capital was granted to Black founders between 2009 and 2019; however, as of late, the UK is building its efforts toward diversity.

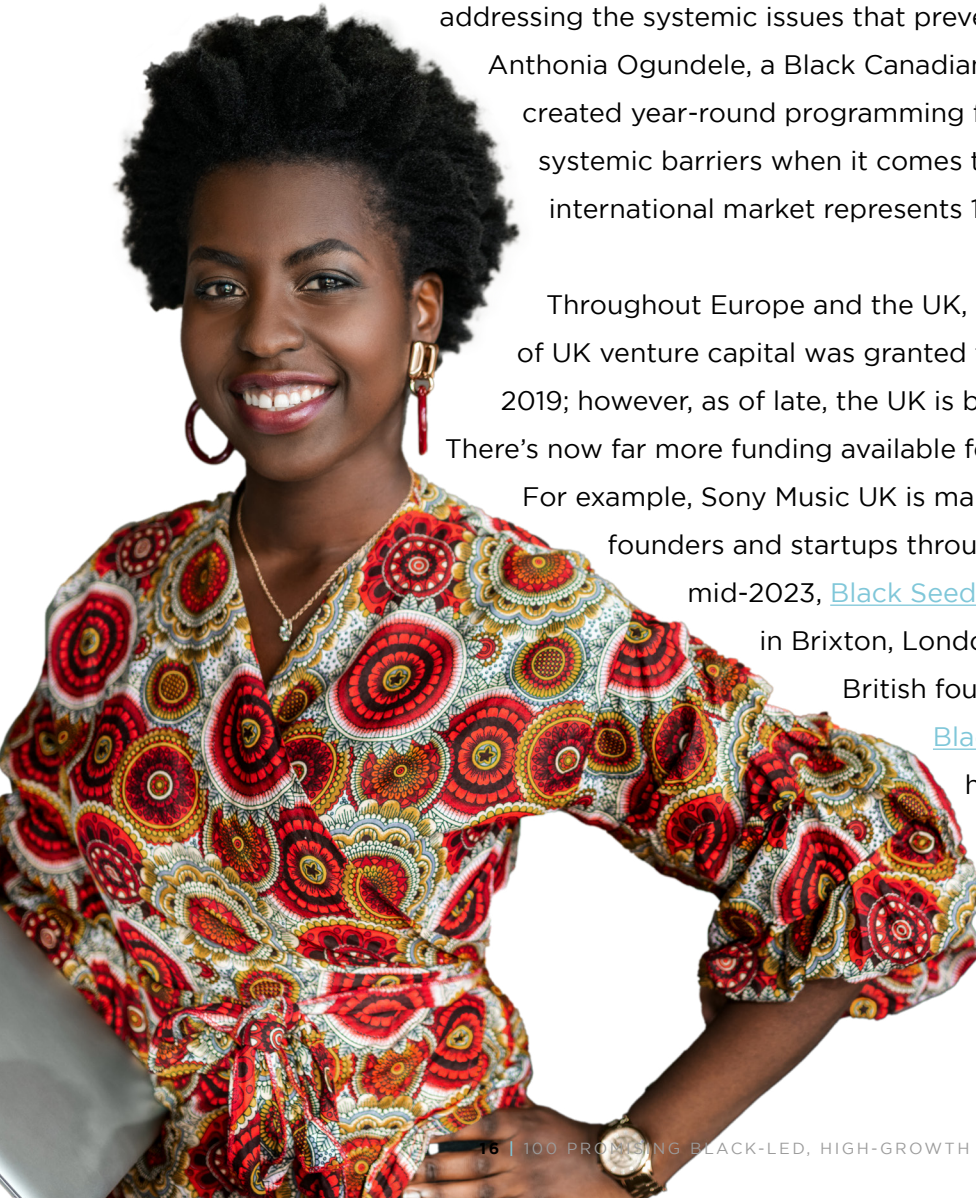
There's now far more funding available for Black founders than ever before.

For example, Sony Music UK is making notable efforts to support Black founders and startups through its [Black Founders Programme](#). In

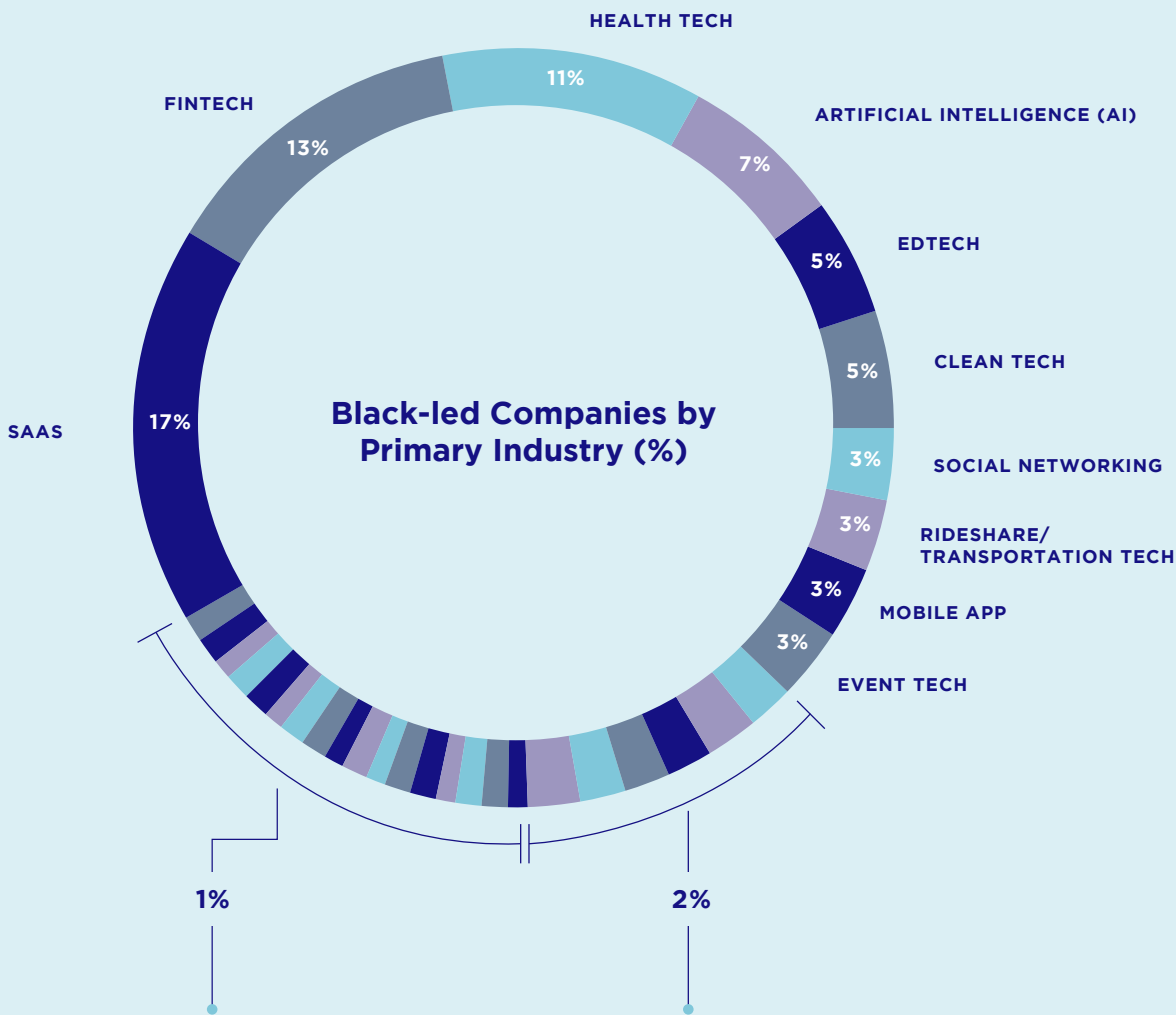
mid-2023, [Black Seed](#)—a community led by Black founders in Brixton, London—raised £5 million to invest in Black British founders. And, since 2020, the [Barclays](#)

[Black Founder Accelerator](#) program has helped more than 100 Black business owners across the UK with funding.

Fourteen percent of our list consists of international, Black-founded tech companies.



2024 Trending Tech Vertical Markets



ADTECH ▪ AERIAL ▪ AUTOMATION ▪ BEAUTYTECH
 BLOCKCHAIN ▪ CLOUD-BASED ▪ CRYPTOCURRENCY ▪ DATA
 DATA-OVER-AUDIO ▪ DIGITAL MARKETPLACE E-MARKETPLACE
 GAMING ▪ HOSPITALITY TECH ▪ INTERNET OF THINGS (IOT)
 LEGAL TECH ▪ MACHINE LEARNING ▪ MEDIA TECH
 REAL ESTATE TECH

ELECTRIC VEHICLE (EV) ▪ HR TECH
 INSURTECH ▪ PROPTECH ▪ VIRTUAL
 REALITY (VR) ▪ WEARABLE TECH

Note: Percentage based on vertical type compositions. Companies included in this report only include one vertical type, although it may fall under several categories.

Software as a Service (SaaS), FinTech, Health Tech and Artificial Intelligence (AI) are the leading verticals on our list—which rank as the fastest growing categories throughout the industry over the past few years.

SaaS (representing 17%) is the largest vertical on our list and continues to dominate the industry. In 2022, the [global SaaS market soared to \\$237.48 billion](#), projecting a robust future with an anticipated leap to \$908.21 billion by 2030, further securing an impressive compound annual growth rate (CAGR) of 18.7%. What's more, North America commanded a significant share, reaching \$104.64 billion in 2022.

Next, artificial intelligence (AI). They say it will be everywhere. Isn't it already? The past year might go down in history as its most defining, breakthrough year as a dominant force in our everyday lives. In 2022, the global AI market surged to a commanding [\\$454.12 billion](#). This dynamic sector is poised for remarkable growth, hurtling forward at an impressive double-digit Compound Annual Growth Rate (CAGR) of 19% from 2023 to 2032. North America stands at the forefront, commanding the global market with an impressive market share of 36.9% in 2023. Both experts and data alike tell us that it will only continue to grow in sophistication and cognitive prowess. As we head into 2024, we are likely on the verge of a cultural shift so profound that we'll have no choice but to brace for a new era of tech revolution. AI constitutes 7% of our primary vertical, yet many companies within this sector operate as sub-verticals or have seamlessly integrated AI into their products altogether.

One of the most exciting changes to expect in the coming months and years is quantum computing's integration with Generative AI, which will give humans unprecedented computational problem-solving capabilities. Looking forward in health care, as of late, the massive worker shortage is warring against dynamic [healthtech platforms](#). For instance, Dr. Iman Abuzeid and Rome Portlock have built the startup Incredible Health, a Black-founded career marketplace that connects nurses with medical organizations. Healthtech represents 11% of our list, with over one-third of the companies emerging in 2020.

Now, where is 2024 taking us with [wearable tech](#) and smart clothing? We started with Google glasses, now we're headed to t-shirts that can monitor



your heart rate and pants that can charge your phone. Some major fashion brands, such as Levi's, are already on board.

For cloud computing, the one thing we can't ignore is that we've got a lot of devices that create a lot of data. In 2024, the focus is on managing it all as well as its ability to support and amplify the development of Generative AI models. Cyber-attacks are on the rise. And, for businesses, they're costly. The cumulative monetary toll of these attacks is expected to reach just beyond \$10 trillion by the end of 2024. We'll continue to see the automation of cyber defense via AI frameworks that help merge traditional security measures with more advanced protocols. When it comes to the Metaverse, VR, and AR, some experts predict that we should prepare for parts of the Metaverse to become real. Engineers at Meta are also anticipating virtual shared spaces that will redefine our digital interactions.

Blockchain's reign in the Decentralized Finance (DeFi) and supply chain management spaces will continue to expand in 2024 as its coveted features for risk management and reliable security are enhanced with the integration of advanced AI analytics. [Data integrity](#) is now at the forefront of the conversations surrounding consumer protection. In the years ahead, we'll likely see more town halls and debates regarding just how far companies are willing to go to prove that they're safe and reliable enough to withstand the current times.

Lastly, we've identified companies under the following categories:



The Resiliency of a Renaissance Woman

According to [Business Insider](#), only 93 Black female founders raised \$1 million or more in venture capital before 2021, and prior to 2018 just 34 had done so. Black women continue to persevere, leading as the fastest growing. Nearly half of our list (47%) are women-founded companies. Black women primarily drove business formation during the pandemic. 38% of the women-founded companies on our list were established in 2020 or later.



HBCUs & Veterans Unite

Historically Black Colleges and Universities (HBCUs) and veterans play pivotal roles in the tech landscape. HBCUs stand out for propelling students from low-income backgrounds into higher income brackets at a rate nearly double that of other institutions. This achievement gains even more prominence when considering their minority representation—comprising less than 3% of U.S. colleges, HBCUs generate [13% of bachelor's degrees](#) for Black students and nurture 20% of Black STEM graduates. Further, HBCU graduates can anticipate a significant lifetime earnings boost of \$927,000, marking a [remarkable 56%](#) increase compared to those without the benefit of their HBCU degrees or certificates. HBCU graduate founders account for 15% of our list.



Technology's deep integration into the military naturally correlates to a significant presence of veterans in the industry. The Department of Defense reports an [annual transition of 200,000 veterans](#) from the military to civilian life, equipped with extensive experience in technology, team leadership in high-pressure environments, and project management of high-value initiatives spanning years or even decades. Notably, [70% of military veterans are Black](#), and 59% of Black veterans describe their transition to civilian employment as challenging. Reflecting this influence, veteran-founded companies constitute 4% of our list. **We'll now present the full list of companies in alphabetical order.**

100 Promising Black-led, High-Growth Tech Companies



Click company logos to learn more



AGAPÉ



Founder/Co-Founder: Khadesha Okwudili
Founded: 2018 | Rochester, New York, United States (Northeast Region)
Industries: SaaS; Health Tech

Agapé is a relationship wellness app that aims to create a space for friends, family, and partners to form meaningful connections with one another through thought-provoking prompts. The daily questions and additional features within the app are meant to strengthen relationships and bring them closer together, even from long distances. The company is expanding to include all types of bonds and relationships.



AIRFORDABLE



Founder/Co-Founder: Ama Marfo; Emmanuel Buah
Founded: 2015 | Chicago, Illinois, United States (Midwest Region)
Industries: FinTech; Travel Tech

In response to a prevailing need within the travel sector, Airfordable offers prospective passengers the convenience of making flight payments in installments. Their mission is to facilitate increased travel and cost savings for passengers. Airfordable refrains from conducting credit checks. Instead, they charge a one-time fee and deliver e-tickets upon receipt of all payments.



Ama Marfo



Emmanuel Buah



We want to help people fulfill their travel dreams by making travel accessible, affordable and easy to book. Most people in this country live paycheck to paycheck, which makes budgeting for travel a struggle or leads to a major dependence on credit cards," Marfo explains. "Travel brings us together and expands our horizon, and we believe it should be accessible to everyone. Everyone deserves to feel the transformative power of travel.



AQUAGENUITY



Founder/Co-Founder: Doll Avant
Founded: 2017 | Atlanta, Georgia, United States (Southeast Region)
Industries: Clean Tech; Renewable Energy

Flint, Michigan is not the only place in the US that experienced a water crisis. There are over 3,500 locations in the US with similar issues and, instead of leaving it to citizens to report such crises, Aquagenuity was created as a barometer for water quality. The company uses a proprietary algorithm to provide users with an AquaScore for their water source.



There are 3,810 locations in the United States with more lead in their water than Flint, Michigan. Humans should not be the sensors alerting us to water quality problems. So now, there's an app for that.



ATHLYTIC



Founder/Co-Founder: Ashton Keys
Founded: 2020 | Kansas City, Missouri, United States (Midwest Region)
Industries: Artificial Intelligence (AI)

For the first time ever, college athletes are now able to profit from their name, image and likeness through Athlytic’s mobile, AI-enabled platform. Athlytic connects college athletes with brands and brand creators to monetize their name and influence. In one centralized place, athletes can now build profiles, create content for interested companies, and earn money easily.



ATTANE



Founder/Co-Founder: Emily Brown
Founded: 2021 | Kansas City, Missouri, United States (Midwest Region)
Industries: Health Tech; Mobile App

In a country where nearly half of the population suffers from a chronic illness, Attane Health aims to deliver a digitized solution for their nutritional needs. The company provides individualized health plans, education, grocery lists, data analysis and support for people living with chronic illnesses. In addition, they partner with healthcare providers, organizations, employers, and payers.



AVION



Founder/Co-Founder: Mohammed Ahmed; Brook Ayalneh
Founded: 2018 | San Francisco, California, United States (West Region)
Industries: Aerial; HealthTech

Can eVTOL drones travel across various terrain to deliver crucial medical supplies to remote clinics? Yes! This is what Avion does. The company uses innovative technology to provide solutions to clinics, clients, and pharmacies in need. So far, Avion has provided services to over 500 clinics and made over 5,000 deliveries. This digital health platform bridges the gap between clinics and vital healthcare resources.



BATTERYXCHANGE



Founder/Co-Founder: Desmond Wiggan; Aubrey Yeboah
Founded: 2019 | Kansas City, Missouri, United States (Midwest Region)
Industries: SaaS; Mobil

More than 80% of individuals do not leave their home with a phone charger packed away in their purse or pocket. As a result, BatteryXchange created a solution for individuals to charge their mobile devices on the go. Users can download the BatteryXchange mobile app to find kiosks that allow them to rent a battery charger for free while they continue using their device.





BEATMATCH 

Founder/Co-Founder: Chudi Iregbulem
Founded: 2020 | Los Angeles, California, United States (West Region)
Industries: Social Networking

Beatmatch is a matchmaker for music lovers. Once you play a song, it connects you with upcoming concerts by the artist, parties, or festivals. The platform also connects people based on similar music tastes and allows users to chat with each other prior to a meet up, concert, or event—inventing yet another way to build community.



BODDLE   

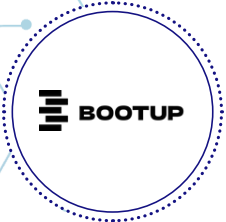
Founder/Co-Founder: Edna Martinson
Founded: 2018 | Tulsa, Oklahoma, United States (Southwest Region)
Industries: EdTech; Gaming

Certified and compliant with FERPA, COPPA, and SOPPA, the Boddle app puts the fun in learning. Both parents and teachers can create accounts for their students to learn math and ELA curriculum through engaging games and challenges. Boddle applies adaptive technology to meet learners where they are. As of late, Boddle has over 5 million users.



Edna Martinson

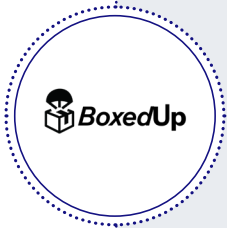
“When we were thinking about building an educational game for kids, we wanted to center it around characters that kids could really grow to love and that had a really special meaning behind it,” Martinson expressed. “So, we built these bottle headed characters and that’s where the name of the company comes from. As kids are learning in the game, they’re collecting knowledge points so their heads are filling up with knowledge, which they can then use to do really cool stuff in their virtual environments and make their virtual worlds better.”



BOOTUP 

Founder/Co-Founder: Chandler Malone
Founded: 2019 | Miami Beach, Florida, United States (Southeast Region)
Industries: E-Marketplace

Bootup noticed a problem. As the number of jobs in the tech field increases, the number of people attending college year over year is decreasing. Thereby, widening the tech talent gap. Bootup’s solution? They’ve developed a software to build a pipeline for companies, municipalities, and nonprofits to upskill their employees and constituents to prepare them for jobs in the tech sector.



BOXEDUP

**Founder/Co-Founder: Donald Boone****Founded: 2019 | Atlanta, Georgia, United States (Southeast Region)****Industries: SaaS**

BoxedUp aims to help business owners improve their customers' experience by managing and integrating a variety of services for existing storefronts and RMS systems. These services include monitoring equipment rentals, tracking invoices and payments, managing inventory, and administering same-day delivery via their courier transportation integration. Other features include order management, quote automation, and gear list building.



Donald Boone



We found a \$10 billion opportunity where owner-operators are renting things out via Instagram and rental shops are still using really old websites. We think that there was an opportunity for us to be the technology platform, the marketplace. The equipment owners don't want to deal with the tech — they're artists at the end of the day.



BUUPASS

**Founder/Co-Founder: Wyclife Omondi****Founded: 2016 | Nairobi, Nairobi Area, Kenya****Industries: Rideshare/Transportation Tech; Ticketing**

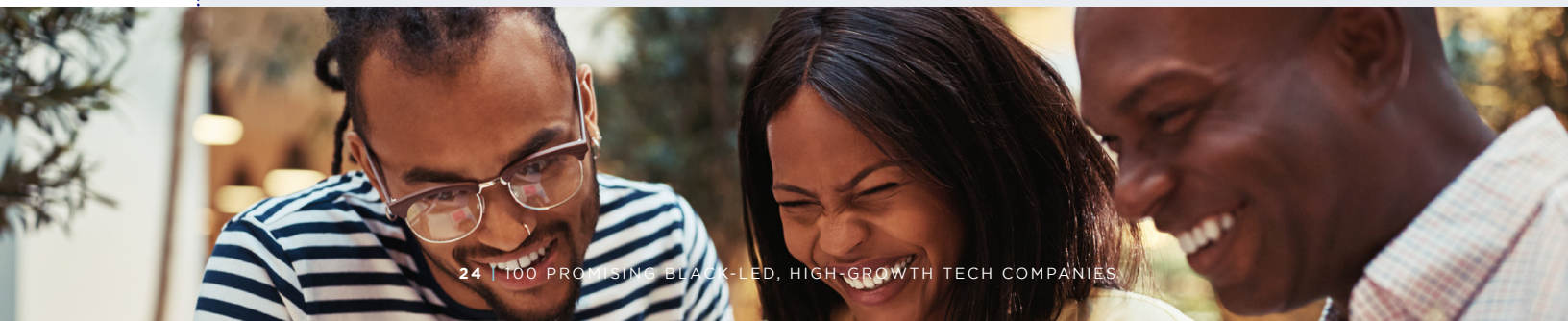
For Kenyans, BuuPass makes it easy to book a flight, bus, or train ticket all in one place. Through their various partnerships, flexible payment options, and easy-to-use app, customers can book and manage trips at their own convenience. To date, BuuPass has serviced over 2.5 million customers, sold over 9 million bus tickets, and has over 1,250 buses in operation.




CAREER KARMA

**Founder/Co-Founder: Ruben Harris****Founded: 2018 | San Francisco, California, United States (West Region)****Industries: Social Networking**

Career Karma is helping individuals and employers develop their talent and skills in the tech industry. They do so by providing training programs tailored to members' sector of interest. Bootcamp topics range from software engineering to cybersecurity. The app currently has over 300,000 members and partnered with Google to train over 5,000 through an app called Black Genius Academy.



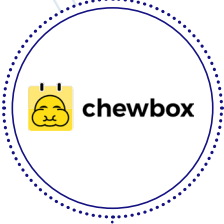
 Click company logos to learn more



CHARGERHELP!   

Founder/Co-Founder: Kameale Terry; Evette Ellis
Founded: 2020 | Los Angeles, California, United States (West Region)
Industries: Mobile App; Electric Vehicle (EV); Clean Tech; Transportation Tech

With the business model “reliability as a service,” ChargerHelp is equipping EV charging companies with expert technicians to service their stations whenever they need repair. Their EMPWR platform provides data and maintenance records for companies’ EVSE O&M systems. The data also provides service companies with insights and recommendations that promote increased reliability for their customers.



CHEWBOX   

Founder/Co-Founder: Kim Gaston
Founded: 2021 | Honolulu, Hawaii, United States (West Region)
Industries: SaaS; Mobility

For employees who would like to schedule their meals a day, a week, or even months in advance, ChewBox has risen to the challenge. This company uses both a patented logistic engine and a cloud-based POS system to build a bridge between restaurants and individuals. The app allows employees to order food from restaurants and have it delivered to their job site when scheduled.



CHEZIE  

Founder/Co-Founder: Toby Egbuna; Dumebi Egbuna
Founded: 2020 | Brooklyn, New York, United States (Northeast Region)
Industries: SaaS; HRTech

With the growing number of ERGs across corporations, Chezie has developed a solution for tracking, monitoring, and structuring their initiatives and budgets to support each ERG’s impact. The company does so by offering features and integrations on the software that are designed to collect and exhibit clear data. The data monitoring features work to support ERGs in their decision-making processes.



CHURCHSPACE  

Founder/Co-Founder: Day Edwards; Emmanuel Brown
Founded: 2019 | Houston, Texas, United States (Southwest Region)
Industries: SaaS

ChurchSpace provides a platform for event curators to book unique spaces for their upcoming events. The types of events range from weddings to workshops. On this platform, event curators can book a variety of venues including cinemas, local churches, or cozy office spaces. Soon, ChurchSpace will offer the option to book KitchenSpaces.



Day Edwards



Emmanuel Brown

“ ChurchSpace is a mission-driven marketplace that empowers churches to breathe new life into their spaces. We’re all about creating opportunities for community engagement, collaboration, and growth. Our platform enables churches to unlock the potential of their underutilized spaces while also providing food entrepreneurs, event organizers, and community members access to unique venues.


 co:census

CO:CENSUS

**Founder/Co-Founder: Tiasia O'Brien****Founded: 2018 | New York, New York, United States (Northeast Region)****Industries: SaaS; Data**

The startup co:census is an AI-powered platform that provides community based organizations with the tools they need to effectively manage their local projects and initiatives. Given each community-based project is tailored to the needs of their constituents, the co:census team works with each organization to manage engagement goals, monitor public feedback, and to generate themes or next steps based on the AI data analysis insights.


 <>CodeSee

CODESEE

**Founder/Co-Founder: Shanea Leven****Founded: 2019 | San Francisco, California, United States (West Region)****Industries: Cloud-Based; Business/Productivity Software; Software Development Applications; Data Visualization**

From startups to Fortune 500 companies, the process of reviewing coding systems can quickly become tedious and expensive. CodeSee developed a solution. The company uses specialized software to help organizations conduct their code reviews faster, reduce incidents and crashes, save time and money on their onboarding processes, and help teams to resolve complex visibility issues within their own apps.


 COMPLIANT

COMPLIANT

**Founder/Co-Founder: Shiloh Johnson****Founded: 2019 | Los Angeles, California, United States (West Region)****Industries: FinTech**

In the United States, there are over 31 million small businesses, and not every business is aware of the tax policies. Compliant created a platform for businesses in Los Angeles to get all the information they need to remain tax compliant. This company has streamlined the tax process so effectively that it now saves businesses over \$5.5 million in tax penalties and over 100,000 hours in productivity each year.


 Credrails

CREDRAILS

**Founder/Co-Founder: Clara Wanjiku Odero; Teresia Kairu****Founded: 2020 | Nairobi, Nairobi Area, Kenya****Industries: FinTech**

Credrails offers lending institutions in Africa the data, insights, and information needed to make crucial lending decisions for their customers. The developers of the company created an API that allows these institutions the ability to assess a customer's ability to pay, how big of a loan they can obtain, and flag risks. The engine, created by Credrails, empowers institutions to make better decisions.



CULINA HEALTH



Founder/Co-Founder: Vanessa Risetto; Tamar Samuels
Founded: 2020 | Hoboken, New Jersey, United States
(Northeast Region)

Industries: Health Tech; Food Tech

Culina Health has partnered with major insurance plans to provide nutritional care for everyone regardless of their health condition. The company aims to demystify what it means to work with a nutritionist. The Culina Health Method™ provides a unique approach for tackling each individual and their health goals.

CURASTORY




Founder/Co-Founder: Tiffany Kelly
Founded: 2019 | New York, New York, United States
(Northeast Region)

Industries: AdTech

Worldwide, there are over 4.7 billion social media users. Along with the growing number of users, there are also a growing number of content creators. Curastory developed a platform for content creators to create, distribute, and monetize their videos. Their all-in-one platform provides content creators with the tools needed to create visual and audio production in a way that attracts consistent viewership.

CUTSTRUCT




Founder/Co-Founder: John Oamen; Tayo Odunsi
Founded: 2019 | Lagos, Lagos, Nigeria

Industries: PropTech

CutStruct is a construction technology firm that gives construction companies assistance in the procurement of materials and equipment for their construction projects. On their digitized website, customers can quickly browse, select, and purchase materials that are delivered straight to their physical location. In addition, the platform allows companies in Nigeria to track and monitor their project to task completion.

DASHIBLE

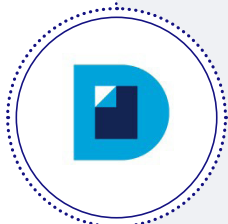



Founder/Co-Founder: Marvin Johnson
Founded: 2019 | New York, New York, United States
(Northeast Region)

Industries: SaaS

Think of a customer rewards card from your favorite store, but on steroids. By partnering with Dashible, companies can provide customers with a digital rewards card that lets them earn bitcoin for their purchases. The goal for Dashible is to help attract new customers and increase customer loyalty for local businesses.





DEFINELY 

Founder/Co-Founder: Nnamdi Emelifeonwu
Founded: 2017 | London, England, United Kingdom
Industries: LegalTech

As an AI plug-in compatible with Microsoft Word, Definely uses specific algorithms to simplify the process it takes for lawyers to read, write, and review lengthy contracts and documents. Definely efficiently gathers information for lawyers so they can better utilize their time elsewhere. Definely's motto sums it all up just fine: "Finally. Legal technology for lawyers, by lawyers."



DOLLARIDE  

Founder/Co-Founder: Su Sanni; Chris Coles
Founded: 2018 | Brooklyn, New York, United States (Northeast Region)
Industries: Rideshare/Transportation Tech

With their eclectic single-dollar-priced vans, Dollaride is addressing both a transportation gap in urban communities and the need for cleaner energy vehicles throughout Brooklyn and Queens, NY. The company was awarded \$10 million from NYSERDA to help address one of NYC's transit problems. Dollaride's technology offers the capital solutions and infrastructure businesses need to grow their fleet of EV commuter vans.



DUNAMIS CLEAN   

Founder/Co-Founder: Natalie King
Founded: 2012 | Southfield, Michigan, United States (Midwest Region)
Industries: Clean Tech; Transportation; Solar

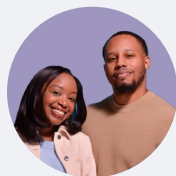
Dunamis Clean Energy Partners offers products and services to businesses and EV manufacturers. The technology and manufacturing firm also offers clean lighting products for commercial and industrial facilities. The company works with each firm to provide the products and services needed for a better customer experience. They also offer products that are energy-efficient and environmentally friendly, including its EV chargers.



EATOKRA  

Founder/Co-Founder: Anthony Edwards; Janique Edwards
Founded: 2016 | Brooklyn, New York, United States (Northeast Region)
Industries: Mobile App

For diners looking to intentionally dine in and support Black-owned restaurants, EatOkra is pioneering an easy way to find these locations on their app. The platform has a national database of over 9,500 listings for potential customers to choose from. It's connected over 500,000 foodies with Black-owned restaurants to date. EatOkra has also partnered with major brands including UberEats, Pepsi, and Apple.



Anthony & Janique Edwards



"Our main business is to celebrate black-owned businesses," Anthony said. "And not just restaurants, we also work to uplift chefs, catering companies, meal prep businesses, influencers and storytellers."



ECARRA 

Founder/Co-Founder: Rock Robinson
Founded: 2017 | Dallas, Texas, United States (Southwest Region)
Industries: Electric Vehicle (EV); Ride Sharing; Green Tech; Mobility

The goal of eCarra is to work in collaboration with procurement partners and automotive manufacturers to offer an abundance of electric vehicles functioning as Transportation as a Service (TaaS). Using their platform, operators are provided with tools to track and monitor user performance, customer experience, and generate in-app sales and campaigns. Operators are also able to monitor air quality and track harmful emissions.



EXHALE   

Founder/Co-Founder: Katara McCarty
Founded: 2020 | Indianapolis, Indiana, United States (Midwest Region)
Industries: Health Tech; Mobile App

Exhale is a self-care app for Black women. The company aims to set a space for Black women to address the mental, physical, and emotional effects that are by-products of systemic racism. As the company suggests, returning to the breath is a good place to start. This emotional well-being app is filled with content, activities, and visuals that promote relaxation.



FIVE TO NINE   

Founder/Co-Founder: Jasmine Shells; Denise Umubyeyi
Founded: 2019 | Chicago, Illinois, United States (Midwest Region)
Industries: SaaS; Event Tech

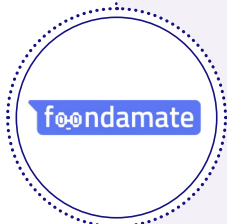
Hosting an event takes a great deal of planning in order to be executed as envisioned. Without the proper tools and systems in place, the impact may go unnoticed. Enters Five to Nine. The founders created the company to provide employers a platform where all event planning can happen in one place.



FLERI 

Founder/Co-Founder: Sam Baddoo
Founded: 2021 | Columbus, Ohio, United States (Midwest Region)
Industries: FinTech; InsurTech; HealthTech

For families and individuals managing the responsibility of caring for loved ones, Fleri intends to make the process practical, convenient, and affordable. Fleri's platform provides users with the ability to select from a variety of services that help develop a personalized plan. Some of the services include eye care, therapy, and hospice care.



FOONDAMATE



Founder/Co-Founder: Dacod Magagula

Founded: 2020 | Cape Town, NA - South Africa, South Africa

Industries: EdTech

FoondaMate is an application that provides students with immediate exam and homework help through an AI study robot. So far, over 3 million students have joined. With FoondaMate, students can message their robot study mate with questions around the clock and receive specific, tailored answers based on the topic. Students can also get the answers translated in their home languages.



Dacod Magagula



At FoondaMate, we believe talent is equally distributed yet opportunities are not. There are often competing factors that contribute to educational inequality—not just in Africa, but across the world—and our technology is helping to universally address these. It's humbling to think so many learners trust us to support their desire to learn and it's a responsibility we take incredibly seriously. We're thrilled to have investors that share our passion and who believe in the power of revolutionising how and where students learn.



FORESIGHT



Founder/Co-Founder: Jannae Gammage

Founded: 2022 | Kansas City, Missouri, United States (Midwest Region)

Industries: FinTech

Foresight is on a mission to promote financial inclusion for all. The company is doing so through supporting lenders in delivering capital to small businesses. How? Foresight uses an AI co-pilot, known as Lenda, and a proprietary Credit Decisioning Engine to quickly and accurately provide lenders with key data to make informed lending decisions.



FREEING RETURNS (FORMERLY LILLI RNB INC.)



Founder/Co-Founder: Barbara Jones-Brown

Founded: 2013 | Atlanta, Georgia, United States (Southeast Region)

Industries: SaaS; Data

To date, Freeing Returns has recovered nearly \$936 million in retail loss by offering a variety of services for companies to optimize profit. Some of their profit maximization strategies include the incorporation of Spiderweb™ Analysis to showcase data and trends, the integrating of efficient systems, and the deployment of software to prevent e-commerce fraud.



GENEQTY



Founder/Co-Founder: Dionne Gumbs

Founded: 2018 | Minneapolis, Minnesota, United States (Midwest Region)

Industries: FinTech; Data

GenEQTY partners with accountants, lenders, fintechs, banks, and other financial institutions to provide data solutions and tools for the small to midsized businesses they serve. By incorporating insightful and reliable data, the company's mission is to create an ecosystem of innovative businesses that thrives. Their data will ensure businesses have access to capital resources and greater financial access.



Click company logos to learn more

GOALSETTER

**Founder/Co-Founder: Tanya Van Court****Founded: 2015 | New York, New York, United States (Northeast Region)****Industries: FinTech**

Not your average debit card, GoalSetter provides an educational experience for the whole family on how to effectively use this financial instrument. According to the company, they believe “everyone should have a solid financial foundation.” On their interactive money app, GoalSetter gives parents, guardians, and children the tools to financial success by partnering with employers, banks, and schools.

GOODFYND

**Founder/Co-Founder: Sofiat “Sofi” Abdulrazaq; Lemaire Stewart****Founded: 2017 | Alexandria, Virginia, United States (Southeast Region)****Industries: Digital Marketplace**

Goodfynd provides food trucks and mobile vendors with the tools needed to grow a successful operation. On this platform, vendors can review payment systems, personalize their dashboards for customer satisfaction, and customize their marketing strategies. Users can also book a truck, add their truck, or simply find food from a truck – all within the app.

HAPPIED

**Founder/Co-Founder: April Johnson****Founded: 2016 | Washington, District of Columbia, United States (Southeast Region)****Industries: Event Tech**

For companies seeking to plan a yearly retreat or a virtual event, Happied has them covered. Happied streamlines the process for companies to conduct a hassle-free event for their employees and/or leadership team. On the Happied platform, companies are connected with an expert and then given the tools for budgeting, planning, and executing an impactful event.

HEALTHTRACKA

**Founder/Co-Founder: Ifeoluwa Dare-Johnson; Victor Amusan****Founded: 2021 | Lagos, Lagos, Nigeria****Industries: Health Tech**

“Your Test, Your Time, Your Place” is Healthtracka’s motto. This company gives over 500 tailor-made health tests to its customers along with trained phlebotomists that arrive directly at their home for pick-up. Healthtracka then runs the results through accredited and certified labs to provide accurate results that patients can use to determine direct next steps based on their unique health needs.



HIRE RUNNER  

Founder/Co-Founder: Arlan Hamilton

Founded: 2021 | Los Angeles, California, United States (West Region)

Industries: HR Tech

We've seen quite a bit of layoffs take place in the tech industry in the past few years, leaving a lot of top talent unemployed. As a matchmaker for tech companies seeking out tech talent, Hire Runner aims to bridge the gap between the two. The company works with entrepreneurs, startups, recruiters, and large corporations to pair them with skilled and talented individuals who are looking for tech jobs.



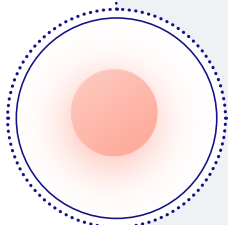
INCLUSOLOGY  

Founder/Co-Founder: Dr. Cheryl Ingram

Founded: 2018 | Omaha, Nebraska, United States (Midwest Region)

Industries: SaaS; HR Tech

Inclusology is a DEI platform that enables industry leaders to monitor and assess their equity initiatives and practices. Think of this company as a DEI consultant, but 10x. Inclusology ensures companies and organizations have the tools they need to promote equitable performances and to make informed data-driven decisions. The software has saved companies 10,000 productivity hours in conflict resolution, and \$9 million in employee retention spending.



INPATHY   

Founder/Co-Founder: Ziarekenya Smith

Founded: 2018 | Detroit, Michigan, United States (Midwest Region)

Industries: Social Networking; Health Tech

Inpathy aims to make social media more real. Users on this social media platform share their emotions in real time. The 'following' systems that we're accustomed to don't exist on Inpathy. The company is dedicated to building authentic conversations with users in their most human form. As of now, their Facebook community has over 700 members.



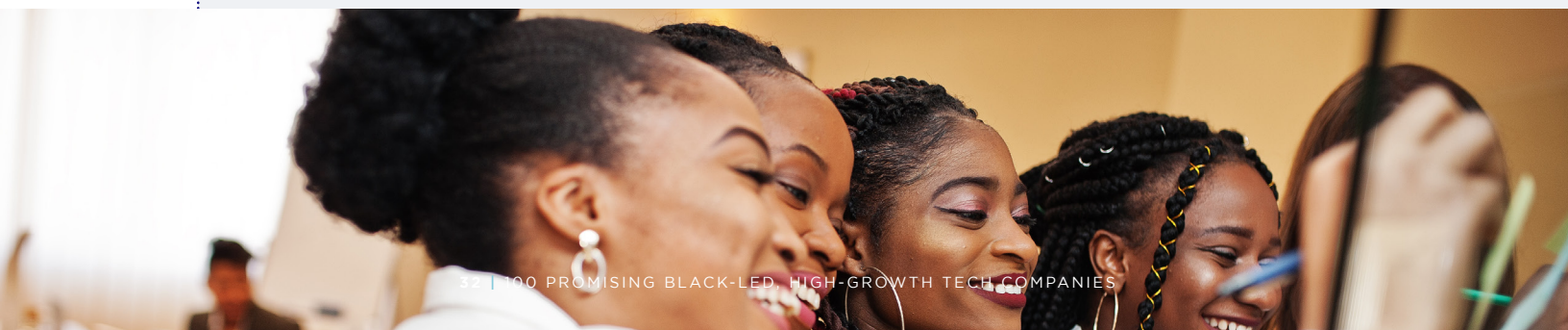
INVOCARES  

Founder/Co-Founder: Mohamed Kamara

Founded: 2020 | Silver Spring, Maryland, United States (Northeast Region)

Industries: Health Tech

InvoCares is a mobile app that seeks to provide culturally sensitive health solutions to women of color. This company bridges the gap between women of color and providers who are culturally competent enough to understand their needs. Women of color can use the app to receive holistic services for their health conditions as well as for their children.





Founder/Co-Founder: Alessandra Knight, Edwin Akrong
Founded: 2021 | Los Angeles, California, United States (West Region)
Industries: Artificial Intelligence (AI); SaaS

An AI assistant for all, Katch is the personalized assistant that manages your time and calendar via email. Users can ‘cc’ their AI assistant on their emails or send out direct emails to the AI assistant to schedule meetings. In a secure manner, Katch wants users to “stop chasing down people to confirm times and locations, once and for all.”



Founder/Co-Founder: Evan Leaphart
Founded: 2018 | Miami, Florida, United States (Southeast Region)
Industries: FinTech; EdTech

Kiddie Kredit is a mobile app designed to give children credit scores for completing chores. The company does so by implementing their “patent pending algorithm that creates a score from 0-100.” Children can effectively monitor their credit for incentives and other rewards from their parents. The app also teaches financial literacy in an effort to encourage children to build financially-free futures.



Evan Leaphart

“We want to own the space of Generation Alpha. What we want to be is the domain experts within that space. The oldest among Generation Alpha is turning 13 this year. “We’re with them on that journey.”



Founder/Co-Founder: Jess Anuna
Founded: 2018 | San Francisco, California, United States (West Region)
Industries: FinTech

With the increase in cross-border payments expected to grow 43% by 2030, Klasha makes it easy to accept and make payments to Africa through sophisticated payment rails. The company makes the digital transfer of money seamless, irrespective of currency, borders, and the method of payment. Klasha aims to knock down barriers to business between the continent and the rest of the world.



Jess Anuna

“Africa is the fastest-growing continent in the world, and by 2025, half of the world’s working population will live there, so Africans must remain globally competitive and access the goods they want, regardless of their geographic location. Today, our payment coverage spans six high-growth African countries, with payouts in over 120 currencies.



LAUNDRIS



Founder/Co-Founder: Don Ward
Founded: 2017 | Tulsa, Oklahoma, United States (Southwest Region)
Industries: SaaS; Internet of Things (IoT)

Laundris is an AI-powered B2B-patented platform that manages inventory for hospitals and vendors. The software offers up information to promote and ensure business success. Some features of the platform include analytics, forecasting, management recommendations, and sustainability metrics. Users of this platform can conduct asset management in one centralized location.

LISNR



Founder/Co-Founder: Rodney Williams
Founded: 2012 | Cincinnati, Ohio, United States (Midwest Region)
Industries: Data-Over-Audio

LISNR® facilitates and enables contactless data transfer through micro-communications. The company is one of the pioneering ultrasonic proximity platforms to save companies' expenditure on expensive hardware to achieve a frictionless customer experience. LISNR® has advanced contactless checkout experiences for retailers and mobility-based enterprises. In addition, the company's products also help merchants to obtain data to better understand the consumer.

MAHMEE



Founder/Co-Founder: Melissa Hanna
Founded: 2014 | Los Angeles, California, United States (West Region)
Industries: Health Tech

Mahmee provides wraparound care for women during pregnancy and postpartum. The types of services they offer includes doula care, mental health, nutrition, feeding, care coordination and clinical guidance. Mahmee provides support for women seven days a week, giving them the option to book appointments at their clinic locations in LA and/or make appointments for at-home visits.

MARSHMALLOW



Founder/Co-Founder: Alexander Kent-Braham, Oliver Kent-Braham
Founded: 2017 | London, England, United Kingdom (Europe)
Industries: InsurTech; FinTech

The goal of Marshmallow is to disrupt unfair insurance premium pricing faced by individuals moving to the UK. They do so by integrating their advanced technologies that work to create a comprehensive view of unbiased insurance premiums that are based on a variety of data points. As of now, they have sold over 340,000 policies, and the app has been downloaded over 300,000 times.



MATERIALS NEXUS



Founder/Co-Founder: Jonathan Bean
Founded: 2020 | London, England, United Kingdom (Europe)
Industries: Clean Tech; Artificial Intelligence (AI); Deep Tech

As we shift toward a net-zero nation, Materials Nexus plans to aid in the discovery and design of new materials that will be needed to achieve this mission. Through their use of AI, advanced software, and quantum calculations, Materials Nexus is at the forefront of this significant research. They seek to both find and design accessible, less-damaging materials.

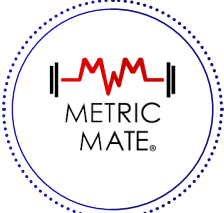


MAYVENN



Founder/CEO: Diishan Imira
Founded: 2013 | Oakland, California (West Region)
Industries: Mobile App; E-Commerce

She started with one box of hair extensions sourced from the back of a Toyota Corolla. Now, she supplies over 50,000 hair stylists with the same beautiful hair. Mayvonn's founder and CEO, Diishan Imira, is at the forefront of enriching the lives of hairstylists beyond the workplace. By partnering directly with stylists, Mayvonn has impacted thousands of customers and continues to give back to the communities it serves.



METRIC MATE



Founder/Co-Founder: M-T Strickland; Braxton Davis; Ecleamus Ricks
Founded: 2017 | Atlanta, Georgia (Southeast Region)
Industries: Data; Health Tech

Post-2020, the home fitness equipment industry exploded in growth. And the founders of Metric Mate were already positioned for it. Metric Mate turns ordinary strength training equipment into top-tier SMART equipment through the use of its patented mobile app platform. Beginners and experts alike are able to have expert data analytics at the tip of their fingers to restore their health and train like a pro.



MIXTROZ

Founder/Co-Founder: Ashlee Ammons; Kerry Schrader
Founded: 2014 | Birmingham, Alabama (Southeast Region)
Industries: Event Tech

Say goodbye to boring networking icebreakers and hello to Mixtroz. Mixtroz is an app-based SaaS product designed for people attending networking events with 50+ people. It lets them enjoy authentic, meaningful conversations by collecting real-time data. The app makes meeting people easier, encourages higher-quality connections, and enables less-awkward follow-ups for post-meeting reviews.



MOOVE  

Founder/Co-Founder: Jide Odunsi; Ladi Delano
Founded: 2020 | Lagos, Nigeria (Africa)
Industries: Fintech; Mobility

Moove, an African-born mobility fintech product, grants entrepreneurs with limited access to vehicle ownership the opportunity to finance their vehicles through its proprietary platform. Moove is Uber's largest auto-supply partner across Europe, the Middle East, and Africa. They've built a world-class vehicle financing program that, since its inception, has already served millions of mobility entrepreneurs.



MULBERRY 

Founder/Co-Founder: Chinedu Eleanya
Founded: 2018 | New York, New York (Northeast Region)
Industries: InsurTech; CRM

Buying multiple product protection plans and warranties can be expensive. That's why Mulberry enables consumers to protect nearly anything they purchase under one comprehensive plan, with one monthly fee. Mulberry helps consumers shop with more confidence and allows its partners to offer product protection as an additional service that creates more value for customers.



NESTCOIN  

Founder/Co-Founder: Ziarekenya Smith
Founded: 2018 | Detroit, Michigan, United States (Midwest Region)
Industries: Social Networking; Health Tech

The founders of Nestcoin believe that high-quality financial services should be borderless, without regard to their geographical location. That's why they introduced Onboard, a self-custody app that securely stores cryptocurrencies in a digital wallet so its users can bypass any middlemen and own their own assets. It also allows the instant conversion of cryptocurrency to cash for in-store payments across 160 countries.



NICKLPASS 

Founder/Co-Founder: Sumorwuo Zaza
Founded: 2019 | Philadelphia, Pennsylvania (Northeast Region)
Industries: Media Tech

Ever dream about getting instant access to your favorite digital news sources without having to review your password doc every time? NICKLpass has made the tedious process of logging into paywalled accounts easier than ever by allowing its subscribers access to their favorite news publications any time, any place – with just one login. Plus, you don't even need an internet connection.



Sumorwuo Zaza



The desire for quality journalism is in every market. For a lot of publications abroad, we were reminded their digital transformation is actually still behind. We're giving them an opportunity to get on par with the US.



OPTIONS MD   

Founder/Co-Founder: Morgan Hewett
Founded: 2020 | Los Angeles, California (West Region)
Industries: Health Tech

It can take time and a team of medical professionals to serve people with treatment-resistant depression. OptionMD is a virtual clinic that personalizes the care of each patient with data-driven treatments. Its unique algorithm was designed by clinicians to streamline the processes for practitioners, thus enabling them to spend more with their patients and focus on longitudinal care.



OTIS AI 

Founder/Co-Founder: Clarence Williams
Founded: 2019 | New York, New York (Northeast Region)
Industries: Artificial Intelligence; Martech

Otis AI is an out-of-the-box AI-powered digital marketing solution that helps small to mid-sized business owners with the draining marketing minutiae that often competes with the time needed to grow their business. By harnessing the power of AI, business owners can ensure that their marketing dollars are fully optimized to maximize ROI in one easy-to-use and intuitive platform.



OWANGA    

Founder/Co-Founder: Benedict Owanga; Chinelo Adi
Founded: 2022 | Ngaliema, Kinshasa, Democratic Republic of Congo (Dominican Republic)
Industries: Clean Tech; Renewable Energy

Many people in Congo, Africa earn less than \$10 a day, making the cost of electricity nearly impossible to afford. Owanga’s mission is to increase the accessibility of clean and renewable energy for the Congolese people – for just \$2 a day, via its solar-charged battery packs. This innovative company brings electricity to people without power while simultaneously boosting their economy.



PARFAIT  

Founder/Co-Founder: Isoken Igbinedion; Ifueko Igbinedion
Founded: 2021 | New York, New York (Northeast Region)
Industries: Artificial Intelligence; BeautyTech

Parfait is a direct-to-consumer company that applies AI technology to new-wig customization to eliminate the costs normally associated with traditional, in-person customization services. Using facial recognition technology, Parfait captures multiple dimensions of a person’s face to generate customizable 3D hair models. This allows customers to see instant results while saving time and money—making beauty more accessible than ever before.



Isoken Igbinedion



Ifueko Igbinedion



In an era where technology began making the lives of everyday people easier with driverless vehicles, smartphones, improving our ability to connect with people, there’s little attention being paid to solve problems for marginalized communities. And that problem is deeply felt by Black women, especially in the beauty industry.



PLANNLY HEALTH



Founder/Co-Founder: Alisha Harris; Earl Harris
Founded: 2020 | Phoenix, Arizona (Southwest Region)
Industries: Artificial Intelligence; Health Tech

Medical errors cost billions of dollars a year, which often results in burnout, staff shortages, and increased attrition of medical personnel. Plannly leverages AI to identify multiple risks such as chronic stress, heavy workloads, and burnout. They then provide actionable insights to mitigate these risks, and to increase patient satisfaction along with quality of care.

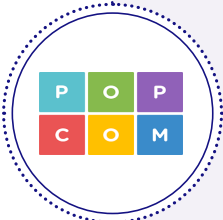


Alisha Harris



Earl Harris

“Everyone’s wellness needs are unique, and they constantly change over the course of a year. Giving employers a platform to where their benefits can actually adapt to these employees’ changes is the problem that we’re solving.”



POPCOM



Founder/Co-Founder: Dawn Dickson
Founded: 2017| Columbus, Ohio (Midwest Region)
Industries: Automation; SaaS; Internet of Things (IoT)

Popcom provides an innovative alternative to traditional brick-and-mortar stores. By leveraging the latest in robotics and touch-screen technology, retailers can expand their product offering’s footprint through Popcom’s digital kiosks. Through facial recognition software, machine learning, and the ability to display ads when not in use, traditional retailers can collect the analytics they need to compete with the e-commerce industry.



POSH



Founder/Co-Founder: Alisha Harris; Earl Harris
Founded: 2019| New York, New York (Northeast Region)
Industries: Event Tech

From music festivals to community events, Posh is the perfect tool for event creators to sell tickets or get RSVPs. Created by event organizers, Posh’s state-of-the-art platform can engage attendees through a collection of digital and SMS campaign tools that make scaling an event easier than ever before. Best of all, it’s free to use.



POSTURE



Founder/Co-Founder: Stacy Kirk; William McBorough
Founded: 2019| Los Angeles, California (West Region)
Industries: SaaS; Cyber Security; Data

Posture fast-tracks cybersecurity and HIPAA compliance for small and mid-size businesses, often within a few short hours. Its solutions can be put into place immediately. They can then create a risk profile of a company using its AI engine within minutes. The founders of Posture believe that every company should have an affordable and realistic path to cybersecurity compliance.





PRAXIS LABS



Founder/Co-Founder: Elise Smith; Heather Shen
Founded: 2019| New York, New York (Northeast Region)
Industries: Virtual Reality (VR); EdTech; HRTech

Through its research-based learning science, Praxis Labs helps companies improve their diversity, equity, inclusion, and value by offering an end-to-end virtual reality (VR) experience across the talent lifecycle. Through its innovative and immersive SaaS platform, Praxis Labs has the mission of making the workplace (and society) more equitable to increase retention and productivity.



Elise Smith



Heather Shen

“ We are at the advent of [DEI] becoming a core business priority. It’s powerful. Human skills have been elevated in the workplace in a way that we haven’t seen before, particularly in this time of market uncertainty. What are those durable skills? What are those human skills that allow us to lean into ambiguity? To lean into the discomfort of a difficult conversation of how these human, durable skills build long-term, sustainable businesses?



QUIKLIQ



Founder/Co-Founder: Navarr Grevious; Mikael Pyles
Founded: 2018| Miami Beach, Florida (Southeast Region)
Industries: SaaS; Digital Marketplace; Delivery

With modern technology ushering the beverage industry into the e-commerce era, QuikLiq found a way to supercharge the sales and optimize the business operations of local liquor store owners. Its marketplace solution helps stores scale their online presence and get their products into the hands of their customers sooner, often with same-day delivery.



RECONSTRUCTION



Founder/Co-Founder: Kaya Henderson; Roland Fryer
Founded: 2020| Memphis, Tennessee (Southeast Region)
Industries: EdTech; Artificial Intelligence

Reconstruction is rewriting history to integrate the experiences of Black people, Black culture, and Black contributions. It offers a comprehensive online platform called Onyx that enables teachers to create culturally relevant content, saving them valuable time. It also offers live virtual courses and professional development modules to help teachers educate their students in culturally responsive ways.



REZI



Founder/Co-Founder: Sean Mithcell; Keenan D. Williams
Founded: 2016| New York, New York (Northeast Region)
Industries: Real Estate Tech

The real estate industry is changing. And what comes with that change? Skyrocketing rental fees and broken leases. REZI is on a mission to improve the rental business by guaranteeing landlords their tenants’ monthly rent. It also enables tenants to secure apartments without the fees that are associated with applications, credit checks, and broker services. On REZI’s platform, tenants can pay their rent with just a few clicks, or easily set up recurring payments.



RHEAPLY

Founder/Co-Founder: Dr. Garry Cooper
Founded: 2015| Chicago, Illinois (Midwest Region)
Industries: SaaS

Rheaply is on the forefront of the circular economy by offering a cloud-based solution through which people and organizations can connect to exchange resources for reuse. The founder of Rheaply is passionate about helping organizations find the next use for their resources. Whether those resources came from an office liquidation or storage clear out, companies can reduce their costs and reclaim value by fostering a climate-positive future.



SAMBANOVA



Founder/Co-Founder: Kunle Olukotun
Founded: 2017| Palo Alto, California (West Region)
Industries: Artificial Intelligence (AI); Machine Learning; Analytics

SambaNova is an AI accelerator that offers a full-stack generative AI platform specifically designed for enterprise and government organizations. SambaNova provides all the hardware and software needed for companies to have their own AI tools up and running in days, not months. This provides companies a secure AI system to train fast and scale at hyper speed.



SHOTTRACKER

Founder/Co-Founder: Davyeon Ross
Founded: 2013| Mission, Kansas (Midwest Region)
Industries: Wearable Tech; Data

ShotTracker brings pro-level analytics to fans in real time. Through its innovative ShotTracker-enabled ball, tiny player sensors, and anchors in the raptors, ShotTracker provides detailed player stats for any basketball game. This affords athletes the opportunity to review their shot maps, zone charts, and scores to gain a competitive advantage on and off the court.



SHUR



Founder/Co-Founder: Kahlil Byrd
Founded: 2020| New York, New York (Northeast Region)
Industries: FinTech; InsurTech

The team at Shur.co is passionate about transitioning student loan borrowers from debt to wealth. Using its proprietary financial capability platform, Shur protects loan repayment and credit scores, granting borrowers a smoother journey to wealth creation. This eases the burden of carrying large amounts of debt for student loan borrowers who are trying to move up.



Click company logos to learn more

SHYFT POWER SOLUTIONS

SHYFT
POWER SOLUTIONS**Founder/Co-Founder: Ugwen I. Eneyo****Founded: 2016| San Francisco, California (West Region)****Industries: Internet of Things (IoT); Renewable Energy**

Shyft Power Solutions provides a platform to easily monitor and manage energy systems that use data-driven approaches to optimize energy assets and save customers money. The platform offers a turnkey solution for managing distributed energy for real estate developers, energy service providers, and home and business owners that makes it more intelligent and affordable.

SKIIMOO TECH

S
SKIIMOO TECH**Founder/Co-Founder: Glenise Kinard-Moore****Founded: 2019| Atlanta, Georgia (Southeast Region)****Industries: Wearable Tech; Sex Tech**

By leveraging its expertise within the research, science, technology, and engineering domains, SkiiMoo Tech provides wearable technology solutions for under-recognized markets. The company provides technology products that impact the human experience “in the most positive ways imaginable.” It recently launched the VDOM, a wearable device connected to a smartphone app that is engineered to enhance the most intimate experiences.

SMARTASSET



smartasset™

Founder/Co-Founder: Michael Carvin**Founded: 2012| New York, New York (Northeast Region)****Industries: FinTech**

SmartAsset is the online financial information and advice engine that powers SmartAdvisor, a national marketplace that connects consumers directly to financial advisors to help them make more informed financial decisions. In 2020, its proprietary algorithm had reached more than 75 million users, and it helped financial advisors close more than \$10 billion in new assets.

SMARTEX.AI



SMARTEX

Founder/Co-Founder: Antonio Rocha**Founded: 2018| Porta, Lisboa, Portugal (Portugal)****Industries: Artificial Intelligence (AI); Computer Vision; Textiles**

Smartex empowers fabric manufacturers to gain more control of their existing equipment and operations by providing a tech solution that creates less waste. Smartex created the Smartex System, an advanced light and camera system that uses AI to help manufacturers detect irregularities sooner. This helps minimize waste and increases efficiency and product margins.



SOKO APP



Founder/Co-Founder: Hugh Molotsi
Founded: 2021| Cupertino, California (West Region)
Industries: Mobile App; E-Commerce; Food Tech; Sustainability Tech; Transportation

Founder Hugh Molotsi wanted to help people by leveraging technology to improve their lives, regardless of their income or class. The Soko farmer's market app was created to help people connect with local farmers and producers outside of the in-person market. Users can discover new local markets and order produce directly in the app with just a few clicks, helping to close the gap between producers and their customers.



SPORA HEALTH



Founder/Co-Founder: Dan Miller
Founded: 2019| San Francisco, California (West Region)
Industries: Health Tech; Telehealth

Spora Health is helping people of color access primary care providers online by lowering the costs of telemedicine services. With one monthly access fee, subscribers have a network of health providers at their fingertips that are culturally competent and understanding. The doctors of Spora Health take pride in providing healthcare plans that are sensitive to the backgrounds of their patients.



STEMULI



Founder/Co-Founder: Taylor Shead
Founded: 2016| Dallas, Texas (Southwest Region)
Industries: Ed Tech; Gaming; Artificial Intelligence (AI)

Stemuli is focused on improving the way students find their dream career and increase their economic stability. The online platform is built with AI that enables students to showcase their talents to a marketplace of employers in order to land the job of their dreams. The platform asks new learners specific questions to help them zero in on the industries they are interested in exploring.



STORJ



Founder/Co-Founder: Shawn Wilkinson
Founded: 2014| Atlanta, Georgia (Southeast Region)
Industries: Blockchain; Cloud Data Services; Cloud Infrastructure

Housing data in a single data center can be risky. Storj provides a better way to store data by decentralizing, encrypting, and distributing your data across a secure global network. This allows files to be split into multiple pieces across multiple nodes so, if there is a network outage or other problem, your files can easily be recreated, and your data is never lost.



SUGAR 

Founder/Co-Founder: Fatima Dicko
Founded: 2019 | Los Angeles, California (West Region)
Industries: Prop Tech; Real Estate Tech

Sugar strengthens the community with its online software and mobile app. Residents of apartment and condo buildings can lend, sell, or purchase items from each other, interact with their neighbors, pay rent, unlock doors, and accrue rewards. The manager portal makes it possible to send surveys to residents, make announcements, and co-brand with Sugar’s platform for a seamless management experience.



Fatima Dicko



As a Black woman founder who immigrated to the United States from Mali at an early age, it’s incredibly energizing and humbling at the same time. Having this level of support reinforces the idea that it honestly takes a village to move closer towards our goals. My dad is a huge fan of the proverb ‘If you want to go fast, go alone. If you want to go far, go together.’ I truly believe this couldn’t be more true in the world of entrepreneurship.



SUVERA   

Founder/Co-Founder: Ivan Beckley
Founded: 2019 | London, England (United Kingdom)
Industries: Health Tech

Suvera takes a proactive approach to keeping people in good health. It focuses on patients with long-term conditions by partnering with practices to offer virtual clinics where patients can receive the care they need from their own home. Its virtual clinic is engineered with the patient in mind to allow easy navigation and intuitive access to its services that they can use at any time.

TQINTELLIGENCE



Founder/Co-Founder: Yared Alemu
Founded: 2016 | Atlanta, Georgia (Southeast Region)
Industries: Health Tech; SaaS

Through TQIntelligence’s advanced voice-based artificial intelligence, mental health therapists can better recognize the struggles that children may not be able to articulate to their therapist. Its HIPAA-compliant, innovative technology uses what the company calls Clarity AI Voice Emotion Recognition to quantify mental health issues in children, which reduces costly and unnecessary hospitalizations.



TRAVELSIST



Founder/Co-Founder: Veronica Woodruff
Founded: 2018| Atlanta, Georgia (Southeast Region)
Industries: SaaS; Travel

Travelsist is revolutionizing the airport experience for passengers that need extra time by providing on-demand personal assistance. Using AI and machine learning, its mobile app immediately connects passengers to 'Travelsistants' who alleviate common travel stressors for passengers with disabilities, families with small children, senior passengers, and business travelers.



Veronica Woodruff



What I love most about being able to offer people the opportunity to work at a company that's at the airport is that they have an opportunity to meet someone that's beyond their front door. There are so many people that come from so many different walks of life, that you never know how a 10-minute conversation can influence or change your life; that person can be someone that can offer you an even better job than Travelsist.



ULESSON



Founder/Co-Founder: Sim Shagaya
Founded: 2019| Abuja, Nigeria (Africa)
Industries: Ed Tech

The company uLesson delivers a best-in-class, affordable educational curriculum to primary, junior secondary, and senior secondary students with flexible subscription options. It has everything students need to succeed, including tutoring with dedicated subject matter experts, a large library of animated videos for engaged learning, practice tests for exam readiness, and learning reports to track progress.

UNDELAY



Founder/Co-Founder: Safir Monroe
Founded: 2018| Atlanta, Georgia (Southeast Region)
Industries: Machine Learning

Locating different airline gates, food options, and taxi pickup zones can be frustrating. UnDelay seeks to decrease the confusion of airside operations with its AI-driven platform because efficiencies in airline operations often translate to increased satisfaction and revenue. Created by a former airline software engineer, UnDelay combines data analytics and technology to create an easier travel experience for all.

UPSKILL VR



Founder/Co-Founder: Carla Bond
Founded: 2018| Washington, District of Columbia (Southeast Region)
Industries: Virtual Reality (VR); Augmented Reality (AR); Ed Tech; Health Tech

Upskill VR has taken the traditional classroom style of CPR training and brought it into the 21st century with a realistic VR training program. Utilizing the expertise of paramedics, police officers, and military veterans, Upskill VR's training program helps its students retain information longer and works to increase the confidence of the trainee, should their skills be called upon.



VEHYA



Founder/Co-Founder: William McCoy
Founded: 2021| Detroit, Michigan (Midwest Region)
Industries: Electric Vehicle (EV); Sustainable Tech; Solar

From home EV chargers to solar panels, Vehya's online marketplace offers consumers and businesses a centralized place for sustainable electrified supplies and services. For consumers, Vehya's online platform makes it easy to buy, install, and maintain EV chargers. Service providers can gain brand awareness and equity in Vehya's marketplace and become part of the electrification of the future.

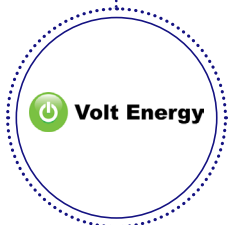


VILLIE



Founder/Co-Founder: Kimberly Jolasun; Sam Beal
Founded: 2021| Atlanta, Georgia (Southeast Region)
Industries: SaaS

Raising a child often takes a village, or "Villie." Inspired by its founder's West African culture, Villie uses artificial intelligence to help parents build a community of support for one another. With the motto, "No parent should have to navigate parenthood alone," Villie exists to personalize and share the journey of raising children among a caring and supportive community.



VOLT ENERGY UTILITY



Founder/Co-Founder: Gilbert Campbell
Founded: 2010| Washington, District of Columbia (Southeast Region)
Industries: Clean Tech; Renewable Energy

Volt Energy Utility has made a national footprint as a minority-owned solar energy development company. Volt Energy Utility develops, finances, and operates utility-scale clean energy projects. It then contributes a percentage of its revenue to programs that support environmental health and economic justice. Volt is working hard to increase inclusive economic opportunities by investing in clean energy infrastructure for underserved and rural



WAVE



Founder/Co-Founder: Diondre Lewis
Founded: 2019| Charlotte, North Carolina (Southeast Region)
Industries: Rideshare/Transportation Tech

Wave has been coined as the ultra-safe rideshare and food delivery company that takes safety and quality to a new level. Drivers require thorough background checks, receive better benefits, and enjoy better pay. On the flipside, riders get to feel safe with live Dashcam streaming, emergency panic buttons, and additional safety features in the app, all designed with the safest, high-quality ride in mind.





WELLTHI



Founder/Co-Founder: Fonta Gilliam
Founded: 2020 | Arlington, Virginia (Southeast Region)
Industries: FinTech

Imagine online banking with the added touch of online social communities. That’s what Wellthi has cultivated. Through its inventive technology, families and friends can collaborate to structure their financial goals. With decades of experience in social and fintech, Wellthi continues to be recognized by major industry associations for helping individuals build wealth together.

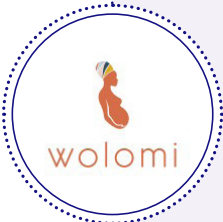


WICKED SAINTS



Founder/Co-Founder: Jessica Murrey
Founded: 2020 | Medford, Oregon (West Region)
Industries: Gaming, Augmented Reality (AR)

From the company that created Pokémon Go, founder Jessica Murrey set out to create an adventure activism game with a majority Black C-suite. Wicked Saints Studios has designed a game that merges behavioral tech with augmented reality to deliver a new kind of interactive storytelling experience that helps players in the metaverse learn how to attack the problem instead of the person.



WOLOMI



Founder/Co-Founder: Layo George
Founded: 2019 | Washington, District of Columbia (Southeast Region)
Industries: Health Tech

Created by a registered nurse of color, Wolomi brings together women of color to navigate the often-confusing healthcare system for moms and moms-to-be. By creating an online pregnancy community, Wolomi can provide access to pregnancy experts, resources, and events to a larger community to improve maternal health outcomes. It also provides access to an app for women that may not have the resources to become a member.



Layo George



With the help of Wolomi, moms can have on their fingertips—community. They can have on their fingertips ability to reach out to different experts, who are culturally competent.



WORKCHEW



Founder/Co-Founder: Allyson McDougal; Maisha Burt
Founded: 2018| Washington, District of Columbia (Southeast Region)
Industries: Hospitality Tech

WorkChew connects remote workers to restaurants and hotels that double as flexible, socially distanced workspaces. By selecting a city on its website, WorkChew populates a list of restaurants and hotels that participate in its program. This provides the user with the establishment's details and incentives, such as a 10% off coupon or free morning coffee, to draw remote workers in.



WORKTORCH



Founder/Co-Founder: Deborah Gladney; Angela Muhwezi-Hall
Founded: 2020| Wichita, Kansas (Midwest Region)
Industries: HR Tech

It's difficult for service-industry professionals to move up the ladder. That's where WorkTorch comes in. WorkTorch provides a platform dedicated to empowering service-industry professionals with the resources and tools they need to advance and enjoy their careers. It also helps employers create an environment where workers are more engaged, which contributes to higher productivity and retention.



Deborah Gladney



Angela Muhwezi-Hall



WorkTorch is growing because we empower both sides of the employment spectrum — the career seeker and the hiring company. We connect service industry professionals to the careers they want, as well as provide company support to ensure that their new employees feel empowered and nurtured.



Endnotes

This report contains stock photographs for illustrative purposes only. Some images do not reflect the identities of any person or company represented in the report. The data contained in this report comes directly from Crunchbase, Pitchbook, company websites and featured articles as of Dec 2023. These sources, like all databases of private-market transactions, have a documented pattern of reporting delays.

All company images and logos were sourced from their respective websites.

Agapé | Airfordable | Aquagenuity | Athlytic | Avion | BatteryXchange | Beatmatch | Boddle | Bootup | BoxedUp | BuuPass | Career Karma | ChargerHelp! | ChewBox | Chezie | ChurchSpace | co:census | CodeSee | Compliant | Credrails | Culina Health | Curastory | CutStruct | Dashible | Definely | Dollaride | Dunamis Clean Energy Partners | EatOkra | eCarra | Exhale | Five to Nine | Fleri | FoondaMate | Foresight | Free From Market | Freeing Returns (formerly Lilli RNB Inc.) | GenEQTY | GoalSetter | Goodfynd | Happied | Healthtracka | Hire Runner | Inclusology | Inpathy | nvoCares | Katch | Kiddie Kredit | Klasha | Laundris | LISNR | Mahmee | Marshmallow | Materials Nexus | Mayvenn | Metric Mate | Mixtroz | Moove | Mulberry Technology | Nestcoin | NICKLpass | Options MD | Otis AI | Owanga | Parfait | Plannly Health | Popcom | Posh | Posture | Praxis Labs | QuikLiq | Reconstruction | REZI | Rheaply | SambaNova Systems | ShotTracker | Shur | SHYFT Power Solutions | SkiiMoo Tech | SmartAsset | Smartex.ai | Soko App | Spora Health | Stemuli | Storj | Sugar | Suvera | TQIntelligence | Travelsist | uLesson | UnDelay | Upskill VR | Vehya | Villie | Volt Energy Utility | Wave | Wellthi | Wicked Saints Studios | Wolomi | WorkChew | WorkTorch

Report Contributors

Taylor J. James, Director of Research, Plexus Information Services
Maleka Walker, M.S.P.H.

Suggested Citation

James, T., Walker, M. (2024). The Black Tech Effect: 100 Promising Black-led, High-Growth Tech Companies. Retrieved from: theblacktecheffect.com.

About [Plexus Information Services](#)

Plexus Information Services, Inc. is an analytics and insights company committed to tackling the distinctive challenges of minority-owned businesses through pioneering research. Led by Taylor J. James, Director of Research, and Sherrell Dorsey, Principal, public, private, and nonprofit organizations tap Plexus for better understanding of the Black innovation economy.

About [Omidyar Network](#)

Established by philanthropists Pam and Pierre Omidyar, Omidyar Network is a social change venture that has committed more than \$1 billion to innovative for-profit companies and nonprofit organizations since 2004. Omidyar Network works to reimagine critical systems and the ideas that govern them, and to build more inclusive and equitable societies in which individuals have the social, economic, and democratic power to thrive.

Questions about the Report?

Reach us at taylor@getplexus.io

