

Kara James

The FIND Design

Kara James' story is a testament to the power of transformation, purpose, and resilience. Born in Pontiac, Michigan, Kara faced significant challenges early in life—her father's incarceration and the weight of systemic hardships shaped her childhood. As a teenager, she relocated to Tennessee, where she encountered racism and adversity that could have defined her. Instead, she chose to rise, channeling her struggles into fuel for a greater mission.

After a successful 15-year career in corporate leadership, Kara felt a deeper calling—one rooted in empowerment, healing, and justice for Black girls and girls of color. In 2014, she co-founded The F.I.N.D. (Families in Need of Direction) Design, a nonprofit organization with a powerful purpose: to create healing spaces for girls navigating systemic oppression and personal trauma. Under Kara's leadership as Executive Director, The F.I.N.D. Design has directly impacted over 3,000 girls across schools and juvenile systems.

Kara's work does more than provide services—it transforms lives. Through initiatives that center healing, sisterhood, emotional intelligence, and the understanding of self-worth, Kara has laid the foundation for these girls to thrive. She connects the dots between individual healing and community transformation: when Black girls are emotionally well, supported, and rooted in their power, it strengthens families, communities, and generations to come.

Kara is clear about her life's mission: to help Black and brown girls heal and reclaim the joy they deserve. She carries this purpose with unwavering commitment, never forgetting that healing is revolutionary.

Yet, above all her roles and achievements, Kara takes the greatest pride in being Tiara's mom. Her daughter remains her deepest inspiration—a constant reminder of the joy, resilience, and love that guide her path.

Kara James is not just a leader—she's a movement. One rooted in healing, fueled by love, and determined to see girls rise.

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