

Tia Upshaw

2025 Recipient



Founder & CEO, Blk Women in Excellence | Entrepreneur | Speaker | Changemaker.

Tia Upshaw is an award-winning entrepreneur, speaker, and community advocate based in Nova Scotia. She is the Founder and CEO of Blk Women in Excellence (BWIE), a nationally recognized organization dedicated to empowering Black and Brown women through entrepreneurship. What began as a vision rooted in lived experience has grown into a powerful platform providing free training, coaching, mentorship, and access to business tools for women across Canada.

A proud mother of three and a relentless force for equity, Tia built BWIE from the ground up—without external funding or staff—for nearly three years. Today, the organization employs a full team and delivers multiple entrepreneurship and healing programs that have directly supported over 800 women. Tia's leadership has been recognized with numerous accolades, including the Nova Scotia Human Rights Rocky Jones Award, Top 100 Black Women in Canada, Atlantic Canada's Top 50 CEO Award, Atlantic Canada's 50 most powerful Women in Business Awards.

Tia is also the host of ***Tuesdays with Tia*** on CTV Morning Live, a segment that highlights the power of diverse entrepreneurs and community voices in Atlantic Canada. Through all her work—whether at the podium, in boardrooms, or community spaces—Tia brings an unfiltered, unapologetic commitment to empowering others and creating change. She is truly a legacy in the making.