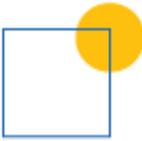




THE BLUEPRINT

Virtual Town Hall



The Black Man's Fight for Economic Opportunities

The Blueprint Virtual Town Hall

September 29, 2020

Transcript

Moderator: Stephen Powell

Speakers: David Cozart, Kenneth Braswell and Joe Jones

Stephen Powell ([00:17](#)):

Greetings everyone, my name is Steven Powell. I am the Chief Programs and Partnerships Officer of the National Cares Mentoring Movement, which is a pioneering community mobilization initiative that directly addresses the life shredding impacts of intergenerational black poverty by laying a blueprint for family and community recovery. I'm so honored and blessed to be among these dynamic men as we look at our blueprint for what's going to be required for black men to really stay on the fight for economic opportunities. So the way this is going to go, I'm just going to ask each of our amazing panelists to introduce themselves within a minute, and then we'll move right into the questions. So why don't we start with David Cozart?

David Cozart ([00:58](#)):

Yeah have good evening and hello and thank you for having me be a part of this prestigious panel. David Cozart, Lexington, Kentucky. I am the Director of the Fatherhood Initiative here in Lexington and part of the Lexington Leadership Foundation. We're a faith based organization that seeks to connect, unify, and mobilize to tackle the toughest issues in the city. We do some youth programming and I provide leadership to the Fatherhood Program, which is designed to restore, equip, and deploy fathers and men back in the faith community, the community at large, and especially the family where we do some economic stability components as well. So glad to be here.

Stephen Powell ([01:44](#)):

Good to see you, brother. Why don't we move on to Joe Jones. The amazing Joe Jones.

Joe Jones ([01:48](#)):

Hey man, hey Stephen. Man look fellas, it's really good to be here. Kenny, congratulations on the continued great work of Fathers, Inc. and particularly the Blueprint Report, man. And I just want to say man, before I give my less than a minute now. When I went through the report, I thought about the things that you identified,



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uplifted, and are pushing out, it is central and absolutely critical that we focus on those things and not have it be a one-off. And I think the moment that we're in particularly around social justice, it speaks to the value of having the blueprint as a tool for us to have continued conversation.

Joe Jones ([02:25](#)):

So again, I'm Joe Jones, founder and CEO of the Center for Urban Families in Baltimore. Our mission, our stated mission is to strengthen urban communities by helping fathers and families achieve stability and economic success. But in a nutshell our mantra is to dismantle poverty and to do it in a way that supports people moving out of poverty and not to toggle back and forth. And I know I don't have to share with anybody here how difficult of a challenge it is given the barriers that fathers and families face that have been in part, in a substantive way, lifted up in the blueprint.

Stephen Powell ([03:01](#)):

Thank you brother, Joe. And last but not least, I know this is your show Kenny. And when I opened, I talked about the blueprint for family and community recovery. And I will say that for our organization, a part of that blueprint is strong partners. And I just want all of our viewers to know that Kenneth and Father's Incorporated has been an amazing partner to our university for parents program in Atlanta, really helping to amplify our two generational approach. So brother Kenny, just give him an overview of what Fathers Incorporated does, and then we'll move right into the questions. You're on mute brother. Kenny, you're on mute.

Kenneth Braswell ([03:42](#)):

Thank you so much. And thanks to the three of you guys for always answering my call. I always find it favor and a blessing to be able to pick up the phone and call innovative brothers and hardworking, hard spirited brothers, and you guys just respond. So you need to know from the bottom of my heart.

Joe Jones ([04:01](#)):

That's because we're calling you this weekend man.

Kenneth Braswell ([04:06](#)):

Yeah but it's like, you can't call everybody and we know how it is. We're busy doing our work and so I just, I'm always in awe when I call someone, particularly at you guys caliber, and you respond and you show up. So that is very much appreciative, not only in my personal life, but as a brother to brother, to brother, to brother, but in this work that we're striving to do in our community. And so my name is Kenneth Braswell. I am the CEO of Fathers Incorporated by way of Brooklyn, New York.

Kenneth Braswell ([04:36](#)):



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We have found ourselves for the last six years in Atlanta, Georgia doing direct service work and providing answers to the many issues that is plaguing our community, particularly through the lens of responsible fatherhood. And I loved the language that you're using Joe, because I'm really morphing in my language with respect to the work that we're doing to call it something more true to what we're really doing. And so we're not just doing work for fathers. We're working with fathers and their families. Working with fathers means that we're working with their families and we're working with their communities and for the blueprint, it was just my way of being able to alert all of us that are engaging in this work that we need to create a new starting point.

Kenneth Braswell ([05:23](#)):

And so these dads that we're working with today, they're not the 1960s, seventies and eighties dads. They are a different kind of dad, a different kind of black man. And so in order to work with them, you got to work with them with new solutions and I'm glad to be locked arms with all of you in doing that work.

Stephen Powell ([05:41](#)):

Well, we are divinely aligned. I always love when people from New York introduce themselves because when they from Brooklyn, they always going to let you know they from Brooklyn.

Kenneth Braswell ([05:47](#)):

Absolutely. [crosstalk 00:05:48].

Stephen Powell ([05:47](#)):

Special shout out to all of our Brooklyn family. So, let's get right into it. So Kenny you're in Atlanta. David you're in Lexington, Kentucky. Joe, you're down in Baltimore. Everybody's doing great work locally and nationally. But when you look at this, what are some of the issues that you're seeing in your respective works around economic opportunities for black fathers? Why don't we start with you Joe?

Joe Jones ([06:13](#)):

And how much time do we have for this conversation?

Stephen Powell ([06:16](#)):

Yeah, man.

Joe Jones ([06:18](#)):

I've come to this place, man. And I like to kind of get vivid examples that hopefully resonate with people in terms of how I think about the response to your question. So many of us know, particularly as men of color, that we've existed in communities where the policy relative to law enforcement has been around zero tolerance, right? And



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when I think about what that means in a city like Baltimore and other urban centers, where we've had zero tolerance policies. And you go back to Baltimore, 2011, and you think about the policy that was in place there, then that sucked up large numbers of African-American men, many of whom, the overwhelming majority of whom were fathers and it's sucked them up through the arrest system.

Joe Jones ([07:04](#)):

So they arrested them. And the prosecutor at the time said, this makes no sense because we were arresting people for very, very, very minor crimes. So zero tolerance is getting the most basic, minor crime and that would be a strategy towards getting to more violent crimes, if you believed in that policy. But what happened, the city prosecutor refused to prosecute those cases and therefore some cases were prosecuted, but the overwhelming majority were not prosecuted. And so that meant that these fathers had an arrest record and some had a conviction record. So you fast forward to them needing to get connected to the labor force. Employers often don't have the ability to delineate, they look at a criminal record and arrest from a conviction, they just see some stuff on paper and they automatically get that, I'm not sure if that person is right for my work environment, right?

Joe Jones ([08:04](#)):

So you fast forward 20 from 2011 to 2020, these adult men who were arrested, and keep in mind for every arrest that is on your record in our area, it costs \$35 per charge for expungement, assuming you can get it expunged. So no more of an impact that I can think of when it comes to economics when we have a disproportionate number of African-American fathers connected to the criminal justice system, either in jail or out of jail. And so it makes it really, it's, it creates these hurdles to labor force attachment, right? And we've got to stop starting from behind. We're always starting from behind. And so for me, that's one of the issues that I see play out terms of how our law enforcement policies have been a huge contributor to creating barriers to labor force attachment.

Joe Jones ([09:02](#)):

In addition to other issues, including child support, particularly with this regressive impact on low income fathers in particular. If you just add those two data points, criminal records and child support policy, you can already see that the odds are stacked against the father trying to do the right thing. And we don't have as many fatherhood services in our communities that could be a benefit to help fathers work through these challenges to make sure that they don't lose confidence. And if they do, they've got a support system that will help to propel them forward until they can get steady in the labor market.

Stephen Powell ([09:39](#)):

Thank you. Same question, David.



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David Cozart ([09:43](#)):

I'm a Baptist minister and y'all establish protocol by acknowledging the shepherd of the house. I did not do that, Brother Braswell.

Kenneth Braswell ([09:51](#)):

Please man.

Stephen Powell ([09:53](#)):

And we're going to take a collection too.

David Cozart ([09:57](#)):

I dig. And I do want to state to you that the blueprint is one of those instruments that is going to continue to raise the field up and the metrics and indicators in there are absolute on point. And so to that end and brother Jones hit it and they're in the blueprint and you talk about incarceration and you talk about the prosecutorial process, the judiciary process and how that cascades down to a barrier to economic stability and employment for men.

David Cozart ([10:27](#)):

All I would add to that is in this state where we probably only have three or four urban proper places, the rest of the bars are rural here in Kentucky by and large those diversions that are associated with law enforcement and the judiciary process that are offered to some, are offered in a lesser degree here. The programs and the incubators, the incubators that might help start entrepreneurialism, is not tailored always well to our black fathers. The independent development council, the IDA, I don't think are tailored to our black fathers because the frequency and dosage of the outcomes of those IDAs are not always ideal for individuals that are trying to establish themselves economically.

David Cozart ([11:21](#)):

So very practically put, I got to get through the right now. And so the, the incentive at the end of the IDA is not always conducive to some of the farmers that we work with. And so those are some challenges that I see in reference to economic opportunities and then just the availability of first-generation wealth, right? We often are trying to change our tree. Some of the fathers are still a part of the family tree that you have yet to have that initial injection of wealth. And I know, that's something we'll likely discuss as well.

Stephen Powell ([11:57](#)):

And is this a prevalent conversation in the faith community, David, from your lens as a minister?



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David Cozart ([12:06](#)):

In my body of faith, it is. We're a very community engaged congregation. Has it been traditionally? I don't think as much as it should be. So yes, I appreciate you calling that out because the traditional approach of the African-American church that I've had the experience with has not always engaged outwardly in this social justice and economic empowerment component. We want to fund the church, but are we talking about how I build wealth across the congregation that will break that generational cycle of poverty?

Stephen Powell ([12:47](#)):

Thank you. Well a the shift is happening and that's for sure.

David Cozart ([12:49](#)):

Yes.

Stephen Powell ([12:50](#)):

And then the same question for you, Kenny. The same opening question.

Kenneth Braswell ([12:53](#)):

Yeah. I won't add much to what they've already said. I would just kind of pinpoint something that David ended with, which is looking at what and how COVID has exposed the wealth gap challenges in our community, if for no other reason, looking at both Joe and David and myself and national mentoring cares as not-for-profit organizations who have withstood what has happened during this civil unrest and during COVID by remaining in operation and having our doors remain open, everybody can't speak to that. On the other side of this, we're going to have, we will have lost a lot of people in the not-for-profits space who was not thinking about building sustainability of not only their not-for-profit organizations, but our businesses, right.

Kenneth Braswell ([13:48](#)):

And our personal spaces they're talking about now, the Aspen Institute just released a report that said by years in 40 million people will be evicted. We know what those people are going to look like, and we know what communities they're going to land in, and we know what not-for-profits doors they're going to be coming through. And so if you're not longterm thinking as businesses, and as not-for-profits, and as individuals thinking about individual wealth within your family, multiple streams of income and business development and capital development, and those kinds of things, if we're not thinking like that in our economic spaces, we don't really have a chance in sustaining the next disaster or emergency that hits our community

Stephen Powell ([14:37](#)):

Excellent point and I think that what we're also seeing is that people are just challenged with the inability to



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make the adjustment and shift to the virtual platform in bringing services virtually as well. So the next question, why is it important to show that black fatherhood has an impact on the conversation around race equity? Why should those two conversations intersect? And I talk to you guys all the time, so I already know the answer, but to our viewers, you guys have brilliantly crossed those lines around the country. But why should that be the case?

Joe Jones ([15:12](#)):

Because it is absolutely the reality that we have lived for such a long time. If you fast forward to today and I will say using a point of demarcation the day before George Floyd passed away, right, as a result of a knee on his neck. All of the arguments that we have been talking about internally, meaning at the black family kitchen table, right? And outwardly, and some of us more voicefully outwardly than others, but we've all been having this conversation. We've been having a conversation around, the conversation we've had as black fathers we've had to have with our black sons around how you need to prepare yourself for any encounter with the police independent of the skin color of the officer.

Joe Jones ([16:05](#)):

We've we've had to deal with that. We've had to think about how every time there were educational reports released, it wasn't until black academia and other advocates forced the conversation around disaggregating that data so that we could look at the outcomes associated with our kids. Because we were lumped in with every other category. But when you started disaggregating the data, then you started to see the disparities. And one thing that really frustrates me today relative to the question you asked Stephen and a few months ago, as it relates to COVID. So we're in the middle of a worldwide pandemic, right? Dealing with a contagion that is so deadly and we still don't have our arms around exactly. When we think we might be out of this.

Joe Jones ([17:01](#)):

We passed an economic stimulus package. The United States government, the Congress passed the stimulus package, every income eligible American received a stimulus check in the amount of \$1200. Right? Even if you owed Stephen, even if you owe student loans, even if you owe uncle Sam, I've never known a time when you owed IRS and you still got a check from the government, right? Except fathers, noncustodial fathers, who, if they owed state owed child support, that the check was generated, but it was intercepted. And to make matters worse, the association of child support directors around the country did not want to intercept the payments. That was a basically United States Senate decision, the House pushed back against it. So when you think about what structural and other forms of racism look like today, it's not the old school, you know I got a cape on and I've got a hat on and I'm overtly racist.

Joe Jones ([18:14](#)):

We've got policies and structures in our society today that makes it incredibly difficult for a young man of color



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who wants to be a good dad who happens to live, particularly in urban America, to realize the true value of his parental gifts. And we can't dance around this anymore. And the last thing I'll say here is the beauty of the day after George, Floyd's unfortunate murder when a cross section of society and faces and cultures and ethnicities have joined together. You just look at what the NFL is doing and what the NBA is doing using its platform and the WNBA. Some other forms of sports figures, the young sister in tennis using her platform. So we're in a different day, but we can't sit back and say, well, y'all need to kind of like stop talking about it. No, we have to keep talking about it because the reality and the impact of it is critically real to us and it depresses the ability for America to truly realize this greatness.

Stephen Powell ([19:17](#)):

Thank you brother. And David?

David Cozart ([19:20](#)):

Yeah. Thank you for bringing that up brother Jones. So I went to Minneapolis to be in the space where that atrocity occurred. Of course I'm 40 minutes away from Breonna Taylor and those things that are occurring. And I do as well see the intersectionality of those that are coming to the space to voice their discontent. Just like you talked about the disaggregation and how that can skew the narrative, the aggregation that occurs during this unrest and dis-ease. While it's good to have diverse populations around, I would just caution us against the black calls getting lost in the activation because that can happen. When we aggregate things it can, that confluence can be a contradiction. And so we need to be aware of that. Reference black fatherhood and the economic component and racism and why they're inextricably tied.

David Cozart ([20:31](#)):

It was in the late eighties that it was largely contributed to Dr. Derrick Bell, the critical race theory. Critical race theory has some tenants that regardless of what you think about the theory holistically, it has some tenants. One that racism is not aboriginal. It is standard operations; it's how this country does business. Another one of their tenants is, is that racism serves an important purpose, an additional that that has had different iterations through the years since the eighties. One iteration of that tenant that racism serves a purpose is that racism has a material foundation.

David Cozart ([21:18](#)):

So what those tenants are saying is that cultural or structural racism is designed in some ways to keep a population economically disparate and in so doing increases the opportunity for others to maintain and or gain wealth. So we have a system that is designed for... The book would say that we'll always have the poor among us, right? Well, there, there are beneficiaries of poverty. And so to economically impact the father and all of us know, and many of those viewing today know, is that that has a cascading effect on the remainder of the family and generational wealth. And so when you disrupt that, you're disrupting entire structures. And so there's a



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purpose for some mechanisms in our society that impacts black fathers economically specifically.

Stephen Powell ([22:26](#)):

Thank you brother David. And you, Kenny?

Kenneth Braswell ([22:27](#)):

Great points. Just an extension to what both David and Joe said. My thoughts are around how we, as a community, allow our black fathers to get caught up in the media okie doke, right? And so right now, and I just did this a couple of weeks ago. I went through Philanthropic Today because I get their newsletter every day to watch the money, like I always follow the money. And I went to about 10 to 15 stories and within those 10 or 15 stories, there are organizations and companies that are now investing a little over \$2.5 billion into race equity and inclusion conversations. The problem with that is that we have now narrowly defined the conversation of race equity and inclusion to mean when black people get beat up by cops. And so none of that money is going into the conditions and doing something about the conditions that create the lifestyles that our communities are incarcerated in, in our spaces.

Kenneth Braswell ([23:37](#)):

And so of the companies and communities and organizations that I see that money flowing to, they're not going to grassroots organizations that are providing services on the ground and the millions and millions of dollars to continue to do the work not only in the emergency triage kind of work that we have to do to keep people out of their emergencies, but the solution driven things that we have to do and the empowerment things that we have to do for our people. I don't think that any of this money that is moving into our communities for the most part, there could be some examples out there is going into our community to empower our community, to withstand times like these and the over 400 years of systematic trauma that we continue to live in.

Kenneth Braswell ([24:26](#)):

I said this the other day, and I still believe it to be true. I'm actually studying it right now so I can talk about it a little more articulately, but I really do believe that our community is beginning to lose its resiliency. And that is dangerous because that is what has kept us to be who we are this long. And I think the overwhelming trauma that we have been exposed to in this country is finally beginning to hit us in a space where we're beginning to lose hope. And if we are beginning to lose hope, that's going to be a sad day for us.

Stephen Powell ([25:06](#)):

You know, it's so interesting that you say that Kenny. During the summer, we've been hosting community wellness circles. So we have a signature group mentoring program that we run at the National Cares Mentoring Movement. And we were talking to one of the young students in our program in Brooklyn. And we were asking



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how they were dealing with COVID, what are some of their greatest fears? And the young lady said, my greatest fear is not COVID. My greatest fear is hope being lost in my community because she understands what the consequences are to that. And what I've heard from all of you, one word that keeps coming up is disruption. And then sort of this understanding of a historical context that brings us to this point. And as an organization with 58 affiliates in 26 States, we've made a big focal point on ensuring that the people that we serve understand the historical harms and how that impacts the present pain.

Stephen Powell ([25:59](#)):

So with that being said, what are some things that we all could be doing to help fathers start to understand what it means to build wealth? I mean, the other thing that we've also done is host community wellness and wealth building circles. So not just focusing on wellness and stress, but also what are some of those persons that need to be a part of the circles and subject matter experts in planning to help us to begin building generational wealth? And anyone can start, and this will be the last question. And then once we get through these answers, we'll just have final remarks.

David Cozart ([26:34](#)):

David, you want to go, you want to kick it off this time? I'll come behind you.

David Cozart ([26:37](#)):

I got you. So let me reverse engineer from what I felt like was one of your genius indicators of hope. It's the last one, but adult learning theories of [inaudible 00:26:50] says the last one might be the most important. And so I appreciated hope being in there which there'll be some argument that that's anecdotal, but I think hope in our culture is very tactile. And so hope, if hope is gone and or diminishing one of the indicators of that is an individual thinks for the moment, lives for the moment, eats for the moment, and prepares for a moment because you don't have hope for the next moment. Hope for tomorrow is yet to be established. And so reference wealth and our phenomena that we see, referenced building of wealth. Oftentimes when, if we got that injection of stimulus money, brother Jones, thank you for bringing that out. And that same administration is now seeking to bring critical race theory out of compendium of curricula that are taught in the administration.

David Cozart ([27:50](#)):

But sans hope, economically when you get an injection of resource, financial or otherwise, you have a tendency to eat for the day, think for the day, and spend for the day. And the illustration would be if a man was starving and he stumbled across the kiwifruit, he is going to gorge on that kiwifruit immediately because he's been deprived. Because of his deprivation to that point, he's probably going to eat it all. Well, what you've done when you ate whole fruit is you actually ate the seed that could provide perpetuity for feeding yourself. And so when you gorge yourself, when you get a resource, you were really not providing.



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David Cozart ([28:35](#)):

So I would argue that we do, that money management is a good skill for us to propagate in fatherhood and in families and in youth. But it's more about wealth establishment than money management. And the principle of wealth establishment is taking part of what the resource you get and making certain that you're investing that in such a way that it's going to establish some wealth to come and not just gorge on it immediately, we call it hood rich, right? You get money because of the deprivation that you've had to that point, excuse the language. I'm not trying to be tone deaf, but it's a phenomena. And so we need to don't eat the whole kiwi. Eat the fruit, keep the seeds or you you know, treat it like an avocado. An avocado seed, you can plant that. That hope is critical, even as it pertains to wealth development, because you're thinking of the future. You don't think of the future when you have a dearth of hope.

Stephen Powell ([29:39](#)):

I need to just jump in. I wouldn't be a good moderator if I didn't share that, we're just at our time now. But I do want all of our viewers to be able to reach you also. Can you just give one closing quick remark and let people know where they can find you on social media?

Joe Jones ([29:55](#)):

Yeah, I would say, again, coming back to you, Kenny and I'd like to really, at some point, hear from you how you felt the night after this report was completed, when you laid your head down on a pillow. I just think about what is included in the report. It compliments a body of work. We just finished with the Annie E. Casey foundation, looking at young fathers, 18 to 24 and a report reaching their full potential, which you can access on our website CFUF.org. And really think that, Steven a minute, not a minute ago.

Joe Jones ([30:28](#)):

When we began, you talked about partnerships. We have got to continue to lean on one another and think about the different sectors that we are associated with. Whether it's the workforce development, it's the finance community, if it's housing, these are all kind of like what I consider to be this correlated disadvantage that young fathers are working with. And if we don't find a collection of resources, because it's... Think about somebody who's close to being hopeless or who is already at hope's end, it takes more than what people realize to work with them, to get them to a place where they can be stable and began to reverse that trend. It is very unhealthy for any people to be in a constant state of resiliency, because that means you're always struggling, trying to rebound from something that is not necessarily healthy.

Stephen Powell ([31:15](#)):

Excellent point. And I got to shout out Joe, because we're also equity partners with support and values partnerships.



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Joe Jones ([31:20](#)):

Yeah, yeah.

Stephen Powell ([31:22](#)):

Continuing that community healing work. So yes, onto you David and then you, Kenny. Kenny, you have the last word.

David Cozart ([31:28](#)):

Facebook and Twitter, Lexington Leadership Foundation Fatherhood Initiative. David Cozart, not a lot of them out there. So if you Google it, you'll get me. So appreciate the work of all on this call. And many that are in this ecosystem and perhaps watching this town hall. We just have to continue to push, just as this blueprint is helping through using this instrument to help push the paradigmatic and the pedagogical changes that we need to make in institutions and agencies and universities. Continue to ask the question that Ken and many others ask, you know, what about the father in everything you're doing? Promote the father in everything you're doing and continue to beat this drum that helping the father is helping the family is helping community is universally beneficial. It has exponential impact in the work that we do.

Stephen Powell ([32:28](#)):

Thank you, David.

Kenneth Braswell ([32:29](#)):

Yeah, I don't have much to add. I mean, if you're watching this town hall, you know how to find me and so, www.fathersincorporated.com. But I will say this and man, David and Joe, you gave me some stuff. Joe, you asked the question, what was I thinking when I laid my head down. Man, the amount of work that I now have to do as a result of creating this narrative. And so if I would have remained quiet, I wouldn't have set a standard for me to go after it and now I have to pull this conversation through. And so that's kind of how I felt.

Kenneth Braswell ([33:03](#)):

And then David, you got me thinking, and we got to come back in, we got to strip this conversation apart. We're going to come back and I'm going to plan something so that the four of us can come back and do something separate about something that you said. And I want you guys to think about it because I didn't think about it this way. David said, because we are deprived, we are eating our own seeds. That was gospel, church, First Sunday, Communion deep. That was... I don't even know where to go with that. I just know that that has now resonated with me with respect to the work that we're doing and how do we continue to do the body of work that we do and to make black fathers understand that there is a regulator that has to be put into place with the things that they both create and the things that they both, the things that they create and the things that they consume.



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Stephen Powell ([34:14](#)):

Thank you for that, brother. Well if there's anything we know, you will be going into your vault with another blueprint, Kenny. That's how you move, I'm not going to-

Kenneth Braswell ([34:27](#)):

Steven, froze up a little bit. And so in his frozen state, we know what he was getting ready to say, look at his hands right there. [crosstalk 00:34:36].

Stephen Powell ([34:34](#)):

Am I moving? Am I moving now? [crosstalk 00:34:38].

David Cozart ([34:34](#)):

You froze in Hallelujah state.

Kenneth Braswell ([34:35](#)):

I just saw you like this.

Stephen Powell ([34:41](#)):

Were my hands like this?

Joe Jones ([34:45](#)):

No they didn't get to there, man. They looked like this, man.

Stephen Powell ([34:48](#)):

Touch down. Look, here it is. You can find out more about the National Cares Mentoring Movement at CaresMentoring.org. We're on Twitter and Instagram at CaresMentoring. And I am on Twitter at MrMentorSteve and on IG and MrMentor [inaudible 00:35:02] Steve. But Kenny, David, Joseph, it's been an honor, pleasure, and a blessing, and we thank you all for joining us this evening. God bless and be safe.

