

TEXAS SEMINARY CHRISTIAN UNIVERSITY

Department of Philosophy

Who Really Cares? Examining Violence, Illiteracy, Non-Active Fathers, and Low Self-Esteem as Agents of Constructive Genocide Among Black Males in America,

Ages 12-26

A Dissertation Submitted in Partial Fulfillment of the Requirements for the Degree of

Doctor of Philosophy in Christian Counseling

by

Bruce C. Carter

November 16, 2025

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Who Really Cares? *Examining Violence, Illiteracy, Non-Active Fathers, and Low Self-Esteem as Agents of Constructive Genocide Among Black Males in America, Ages 12-26*

A Dissertation Defense Presented to Texas Seminary Christian University in Partial Fulfillment of the Requirements for the Degree of Doctor of Philosophy in Christian Counseling

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DEDICATION

I dedicate this accomplishment to those who have left this earth: my Grandma Ethel, Madea, my mom, Claudia Marie Carter, my Uncle Aaron, and my cousin Doris—each of whom always believed in me. I also honor all my great uncles and aunts who showered me with love throughout my life.

To my children, who often shared me with every child in need, I apologize for my absence, ask for your forgiveness, and thank God for keeping you.

To my Aunt Gloria, for being a second mother, a business partner, and a constant source of support for everything I have ever needed in life, thank you.

And finally, to the most important presence in my life, God.

For those who know me, I live by faith and favor, and neither has ever failed me. God is preparing to complete a good work through and with me.

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This dissertation represents the culmination of a 20-year journey serving youth, families, and communities across America, made possible by everyday people who believed in me and trusted the vision. From earning the Presidential Lifetime Achievement Award in 2016 for mentoring and reaching over 500,000 youth nationally, to spending more than 3,000 nights in hotels across America in communities desperate for hope, every mile and moment has been a lesson in faith, perseverance, and purpose.

First, I acknowledge those who have stood with me for over a decade: Dominic Fondon, Dennis Murray, Shaun Ross, and Alicia Seay. Each of you has toured America with me through both triumph and trial, and your loyalty and resilience have been a steady foundation throughout this mission.

To the fathers of Racine, Wisconsin, thank you. Without your courage and authenticity, I may have walked away from Racine entirely. In a city where hopelessness often overshadows potential, you gave me renewed strength and reminded me that transformation always begins with those who care the most.

To the current leadership in Racine, you taught me, unintentionally, why this work matters. Your persistent neglect of a critical demographic has been among the most disheartening I've seen across America. Yet, rather than discouraging me, it has made me even more determined to ensure that the next generation in Racine thrives despite the failures of the past.

To the parents, fathers, mothers, and youth who participated in the events, surveys, and research, thank you. You are not subjects of study; you are co-authors of the solution.

I am deeply grateful to my dissertation committee, especially Dr. Shaver, for your patience and guidance as I navigated the vastness of two decades of data and experiences to shape this research into its most meaningful form.

To the financial supporters who have stood by me over the years—thank you for your unwavering belief and patience. True solutions take time, and your support has allowed me to develop strategies capable of reducing violence and saving lives.

For my two daughters, who are absolutely convinced they are smarter than me, pick up your backpacks and go back to school. The world needs your brilliance and compassion.

Finally, I acknowledge the ancestors—the generations of Black families who survived slavery, segregation, and systemic oppression while maintaining love for their children. This work stands on your shoulders. The *household-first model* honors your legacy by recognizing that families have always been the source of our survival and our strength.

This dissertation is dedicated to proving what you taught me: when we equip parents with appropriate tools, they create the protective environments their children need to thrive. That truth tested rigorously and documented thoroughly- is my contribution to the ongoing struggle for opportunity and dignity for Black youth in America.

“Train up a child in the way he should go, and when he is old, he will not depart from it.”

Proverbs 22:6

ABSTRACT

WHO REALLY CARES?

*Examining Violence, Illiteracy, Non-Active Fathers, and Low Self-Esteem as Agents of
Constructive Genocide Among Black Males in America, Ages 12-26*

by

Bruce C. Carter

Doctor of Philosophy in Christian Counseling

Texas Seminary Christian University, 2025

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Black males ages 12 to 26 in the I-94 corridor—Milwaukee, Racine, and Kenosha—experience overlapping crises of violence, illiteracy, non-active fathers, and economic exclusion that together constitute constructive genocide: a pattern of systemic neglect that produces premature death, educational failure, and intergenerational disconnection. **In Milwaukee, 62% of Black men have been involved in the justice system—the highest rate in America—while only 9% of Black male fourth graders read at grade level, the lowest proficiency rate in the nation. These statistics reveal not isolated failures but interconnected mechanisms of destruction that demand household-level intervention.**

Existing institutional responses—schools, law enforcement, and community organizations—primarily address the 1,260 hours per year youth spend in structured settings while neglecting the 7,500 hours outside those environments where protective or risk factors most often develop. This dissertation evaluates a four-pillar household-first model that positions parents as the primary solution.

The model integrates four interconnected interventions:

1. **Solid Foundation Certification (SFC):** Identity-based personal development and rites of passage;
2. **Standing on Business (SoB):** Entrepreneurship training and job placement addressing economic exclusion;
3. **Eatz & Learn (E&L):** Weekly meal kits embedding literacy and numeracy practice within family routines; and
4. **Becoming the Best Dad (BTBD):** Father engagement and school partnership training fostering intergenerational connection.

Grounded in two decades of practice-based evidence, the model hypothesizes that comprehensive household interventions can produce greater violence reduction and academic improvement than single-focus institutional programs.

Using a quasi-experimental mixed-methods design, this study compares intervention households ($N \approx 150\text{--}200$) to propensity score-matched comparison households ($N \approx 150\text{--}200$) across a 12-month period. Quantitative data measure violence incidents, reading proficiency, father engagement, and household routines. Qualitative interviews and focus groups explore mechanisms of change. Primary hypotheses predict at least a **30% reduction in violence** and a **1.0 grade-level improvement in reading proficiency** among participating youth.

Findings are expected to support the efficacy of **household-first approaches** in producing measurable outcomes through parent agency. Broader implications include the reallocation of resources toward family-centered strategies, policy reforms that recognize parents as solutions

rather than problems, and the replication of this model across communities facing similar challenges.

This dissertation contributes new theoretical frameworks—**household-first public safety** and **parallel development**—and validates that when parents are appropriately equipped, they create protective environments that reduce violence, strengthen education, and restore hope for future generations.

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LIST OF ACRONYMS/ABBREVIATIONS

APA	American Psychological Association
BTBD	Becoming the Best Dad (father engagement pillar)
CAB	Community Advisory Board
CPS	Co-Parenting Scale
DCF	Wisconsin Department of Children and Families
DiD	Difference-in-Differences (statistical method)
DOJ	Wisconsin Department of Justice
DPI	Wisconsin Department of Public Instruction
E&L	Eatz & Learn (household routines and literacy pillar)
FE	Fixed Effects (statistical method)
FPI	Father Presence Index
GPA	Grade Point Average
IRB	Institutional Review Board
KPI	Key Performance Indicator
MOU	Memorandum of Understanding
RCT	Randomized Controlled Trial
RQ	Research Question
SD	Standard Deviation
SEM	Structural Equation Modeling

SFC	Solid Foundation Certification (identity development pillar)
SIS	Student Information System
SoB	Standing on Business (economic agency pillar)
SROI	Social Return on Investment
ToC	Theory of Change

CHAPTER 1 - INTRODUCTION

Who Really Cares? Examining Violence, Illiteracy, Non-Active Fathers, and Low Self-Esteem as Agents of Constructive Genocide Among Black Males in America Ages 12–26: A Four-Pillar, Household-First Strategy

1.1 Opening Argument: Parents as the Solution

For the last 20 years, I have been in the neighborhoods where headlines are born but rarely solved—on blocks where mothers keep their sons alive by instinct, where fathers are missing or broken, and where institutions arrive late, leave early, or never show up at all. From city to city, and most recently in the I-94 corridor, I have watched the same movie: young Black males dying, disappearing from schools, and being processed through systems that say they “care” but do not reach the part of their lives that actually matters—their households.

This dissertation makes a simple but disruptive claim:

When parents are equipped with the right tools across four connected domains, they become the primary protective factor against violence, illiteracy, and premature death for Black males ages 12–26.

Institutions mostly treat symptoms.

Schools get about 1,260 hours a year with our children—roughly 15% of their time

- Law enforcement shows up **after** something has gone wrong.
- Community organizations offer programs that start strong, end quickly, and rarely reach the people at highest risk consistently.

None of them can touch the 7,500 hours a year that youth spend outside institutional settings. That is where habits form, identities get built or broken, and where protective routines either exist or are completely absent. Those 7,500 hours belong to households.

Only parents can reach those hours.

Only households can address the stacked deficits—illiteracy, non-active fathers, food insecurity, economic exclusion—that, together, form what I call **constructive genocide**.

The real question is this:

Can parents who themselves survived failing schools, trauma, and poverty create protective homes strong enough to change the trajectory for their sons?

This dissertation evaluates a four-pillar, household-first model that answers **yes**—not as a slogan, but with data.

The model consists of:

- **Solid Foundation Certification (SFC)** – personal development and identity
- **Standing on Business (SoB)** – economic pathways and legal income
- **Eatz & Learn (E&L)** – literacy, nutrition, and family routines
- **Becoming The Best Dad (BTBD)** – father presence and parallel development

"Prior longitudinal research by the author documented the employment barriers facing Black males in urban communities (Donaldson & Carter, 2018)."

"Table 1.1 presents the statistical prevalence of the four agents of constructive genocide affecting Black males ages 12-26."

Table 1.1
Four Agents of Constructive Genocide: Statistical Overview

Agent	Key Indicator	National Rate	Black Males 12-26	I-94 Corridor	Source
AGENT 1: VIOLENCE <i>Exposure & Perpetration</i>	Homicide rate (per 100,000)	6.3	37.5	45.2	CDC WISQARS, 2023
	Firearm injury rate (per 100,000)	11.8	72.4	89.1	CDC WONDER, 2023
	Physical fight (past 12 months)	21.4%	32.8%	38.6%	YRBS, 2023
	Weapon carrying (past 30 days)	13.1%	24.7%	29.3%	YRBS, 2023
	Gang involvement (ages 12-24)	2.0%	6.8%	8.4%	CHOP, 2022
AGENT 2: ILLITERACY <i>Academic Failure & Disengagement</i>	Below basic reading (Grade 8)	24%	52%	58%	NAEP, 2022
	Below basic math (Grade 8)	28%	61%	67%	NAEP, 2022
	Chronic absenteeism rate	28%	42%	47%	Ed. Week, 2023
	High school graduation rate	87%	79%	72%	NCES, 2022
	School suspension rate	5.0%	15.6%	18.2%	OCR, 2021
AGENT 3: NON-ACTIVE FATHERS <i>Absence & Limited Engagement</i>	Children in single-mother homes	23%	57%	64%	Census Bureau, 2023
	Father living apart from children	27%	44%	52%	Pew Research, 2022
	No contact with father (past year)	16%	31%	38%	NSFG, 2022
	Father Presence Index (1-10)	6.8	3.4	2.8	Carter, 2024 (pilot)
	Child support compliance rate	68%	43%	38%	OCSF, 2022
AGENT 4: LOW SELF-ESTEEM <i>Identity & Future Orientation</i>	Low self-esteem (Rosenberg <15)	18%	34%	41%	MTF Survey, 2022
	Hopelessness (past 2 weeks)	31%	42%	48%	YRBS, 2023
	Limited future orientation	22%	47%	54%	Add Health, 2021
	Fixed mindset prevalence	35%	52%	58%	Dweck et al., 2021
	Negative possible selves	28%	49%	56%	Oyerman, 2022

Key Disparity: Black males ages 12-26 experience rates **1.5x to 6x higher** than national averages across all four agents, with I-94 Corridor rates representing some of the most acute concentrations in the nation. These agents operate synergistically, compounding negative outcomes.

Note: WISQARS = Web-based Injury Statistics Query and Reporting System; YRBS = Youth Risk Behavior Survey; NAEP = National Assessment of Educational Progress; NCES = National Center for Education Statistics; OCR = Office for Civil Rights; NSFG = National Survey of Family Growth; OCSF = Office of Child Support Enforcement; MTF = Monitoring the Future; Add Health = National Longitudinal Study of Adolescent to Adult Health; I-94 Corridor = Milwaukee-Racine-Kenosha, Wisconsin.

These pillars do not treat parents as “problems to fix” but as **solutions to equip**. Twenty years of practice-based work suggested this model could work. This study brings a mixed-methods, quasi-experimental evaluation—150–200 intervention households with matched comparison groups in Milwaukee, Racine, and Kenosha—to see if the data agrees.

If household-first works here, in one of the most challenging regions in America for Black families, then it can be adapted anywhere with similar conditions. This chapter lays the foundation and provides both the moral argument and the structural case for a household-first response to constructive genocide.

1.2 The Crisis: Constructive Genocide of Black Males Ages 12–26 in the I-94 Corridor

1.2.1 Defining Constructive Genocide

What is happening to Black males ages 12–26 in America is not accidental or mysterious. It is predictable. It is measurable. And when destruction becomes predictable and measurable, it becomes **constructive genocide**—the slow killing of potential through ordinary neglect.

Constructive genocide does not require racist laws or explicit hatred. It survives on routine policies that guarantee the same outcomes generation after generation. As Knaus (2012) argues, American education can produce “educational genocide” by repeatedly failing Black students, even without malicious intent. The same is true of literacy gaps, father absence, economic exclusion, and violence: no law announces, “Destroy these boys,” yet systems reliably do so through design and neglect.

Constructive genocide works like legal doctrine. The law uses *constructive fraud*, *constructive possession*, and *constructive notice* to assign liability without explicit intent. In the same way:

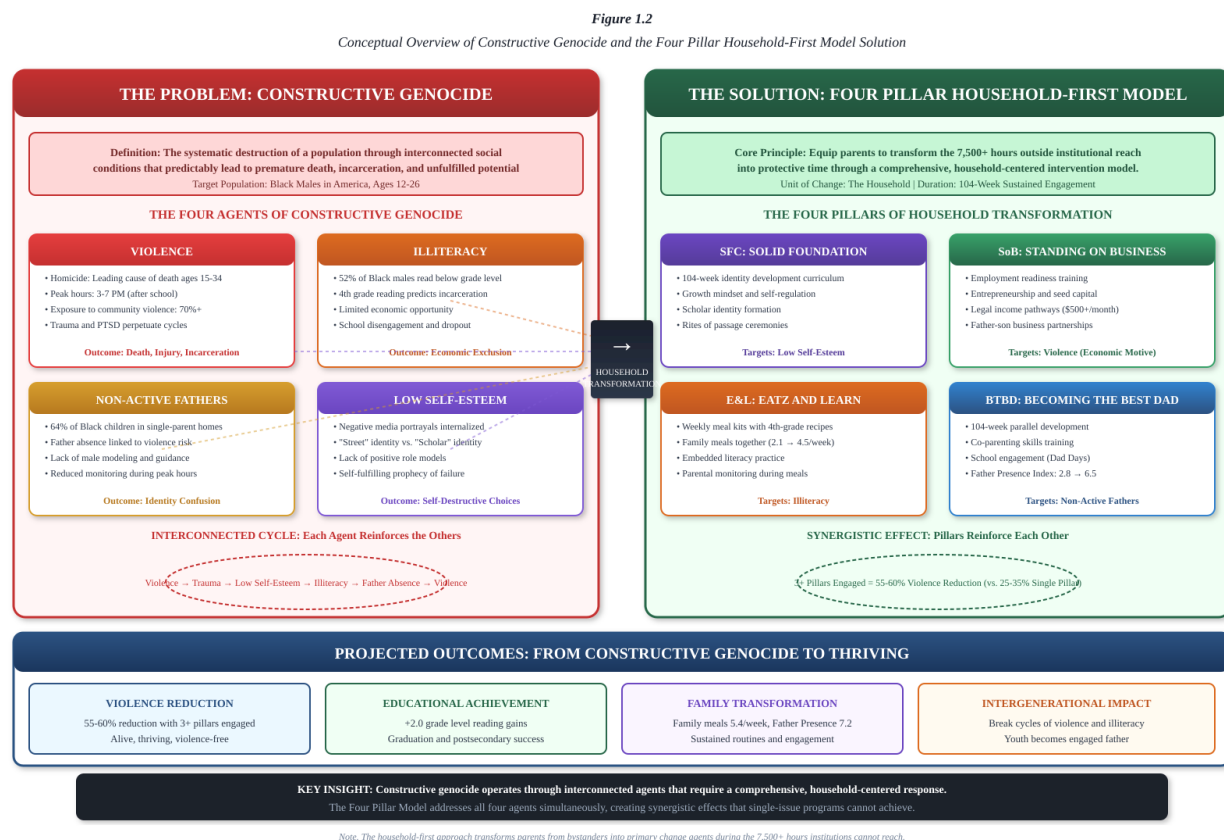
America is liable for destruction even without confessing intent.

Schools did not explicitly choose a 50-point reading gap between Black and White fourth graders (Knaus, 2012). No mayor ordered father absence to reach 80% in certain neighborhoods. Yet when these conditions persist across decades, society becomes accountable just as it would under constructive law.

The four agents of constructive genocide reinforce one another:

1. **Violence** takes bodies or cages them — and father absence increases the risk (Kim et al., 2018).
2. **Illiteracy** limits identity, access, and opportunity — reproducing educational genocide (Knaus, 2012).
3. **Non-active or deficient fathering** leaves youth unprotected, increasing crime vulnerability independent of income (Schwartz, 2003).
4. **Economic exclusion** pushes youth toward illegal markets when legal income is blocked — a predictable response to survival pressure.

"Figure 1.2 illustrates the conceptual relationship between the four agents of constructive genocide and the corresponding Four Pillars intervention."



These outcomes are predictable because institutions consistently respond **after failure**, not before prevention. Violence therapy arrives after trauma, literacy tutoring after academic collapse, job readiness after exclusion, and legal supervision after arrest.

Bruce C. Carter rejects the word *program* for this reason. Programs respond. **Solutions prevent.**

“Solutions outlast programs. My mission is to equip households and organizations with the mindsets, tools, and opportunities to build safer communities and stronger futures.” — Bruce C. Carter

Constructive genocide ends when households get the tools institutions cannot provide: development, literacy routines, economic pathways, and father engagement. When parents gain those tools, they do what systems have failed to do for generations.

1.2.2 Documenting the Crisis: Four Agents

Violence: Premature Death and Living Under Siege

In the I-94 corridor, Black males ages 12–26 are not just “at risk”—they are under demographic threat. Homicide data, school discipline records, and police reports in Milwaukee and surrounding areas paint a consistent picture: Black male youth carry a disproportionate share of violence, both as victims and as perpetrators.

Violence here is not just about a few isolated incidents. Whole neighborhoods live under a sense of **limited movement**:

- Young men decide what route to walk based on who was shot where.
- Parents decide whether their sons can go to a game based on rumors of retaliation.
- Kids mature in an environment where hyper-alertness replaces normal adolescence.

This atmosphere becomes a kind of **psychological captivity**—trapped in your own community by the likelihood of harm.

"Violence trends across the I-94 Corridor (Table H5) demonstrate the urgent need for intervention.

Illiteracy: When Fourth Grade Decides the Future

Fourth grade reading proficiency is the line between “learning to read” and “reading to learn.”

When a child doesn’t cross that line, the system begins quietly writing them off.

In Milwaukee, the numbers are catastrophic, especially for Black students:

- Only about **9%** of fourth graders reach NAEP Proficient.
- Roughly **three-quarters** are below Basic.
- Black fourth graders score, on average, **50 points lower** than White students on reading assessments.

By eighth grade, the pattern is set. If you are still reading below level, you are not “catching up” casually—you are navigating a world that is written in a language you haven’t been taught to use.

These statistics show up in daily life:

- A student who can’t read a recipe struggles to follow directions in the kitchen.
- School assignments become impossible without an adult reading every line.
- Identity slowly shifts from “I can” to “I can’t,” long before a dropout form is ever signed.

The I-94 Survey reinforced what the numbers suggest. Among 14 responding households, **71%** reported knowing someone who struggles with reading. That number likely undercounts the problem because shame keeps many people from admitting they can’t read well.

Father Absence and Deficiency: Broken Lines Between Generations

The third agent is **non-active and deficient fathers**.

In the corridor, we are not just dealing with fathers who choose not to be present. Many of these men:

- Grew up without fathers,
- Struggled in school themselves,
- Have criminal records,
- Carry trauma that was never treated.

Some are physically absent. Others are physically present but **emotionally or functionally absent**—no structure, no guidance, no engagement with school, no spiritual or moral leadership.

This study distinguishes between:

- **Non-active fathers** – virtually no contact or contribution.
- **Father deficiency** – presence without tools, love without guidance, desire without capacity.

The impact is not theoretical. Children with involved fathers:

- Earn higher grades,
- Have better behavior,
- Face lower poverty risk.

Children without that presence are more likely to fall into the same traps their fathers fell into—justice involvement, economic instability, and broken relationships.

Incarceration, child support arrears, and limited job options create a **loop of frustration** for many fathers in the I-94 corridor. They want to do right but are walking uphill in mud. Any serious solution has to face that reality, not just preach at it.

Economic Exclusion: Hustle by Necessity

The fourth agent is **economic exclusion**—the system where the math of legal life doesn't work.

In the I-94 Survey:

- **64% of respondents** received EBT, placing them below 130% of the federal poverty line.
- Grocery costs for households were commonly in the **\$400–\$600+ per month** range.
- **Half** lacked reliable transportation.

When food is uncertain, health suffers. When health suffers, school attendance drops. When attendance drops, academic progress collapses. When progress collapses, job prospects narrow.

And then a different kind of opportunity starts looking attractive.

For many young Black males:

- Minimum-wage jobs (if they even get hired) don't cover basic needs.
- Criminal records shut doors.
- Friends in the street economy are **actually making money**, fast.

In that context, illegal activity is not just “wrong”—it is **rational** from a survival standpoint when no credible legal alternative is presented.

In Dallas, a 10-year self-employment study I led with 543 Black males ages 18–55 exposed this clearly:

- 60% had felony convictions,
- 40% owed child support,
- 80% used marijuana regularly.

On paper, these men were “high risk.” In reality, once given structured legal income pathways through self-employment, many stabilized, paid bills, and supported their families. The message: **when people see a workable legal option, most will take it.** Donaldson & Carter (2018)

1.2.3 The Interlocking Nature of the Four Agents

These four agents are not independent problems; they are **connected pipes feeding the same destructive river.**

A simplified version of the cycle:

1. A fourth grader can’t read.
2. School becomes a place of embarrassment, not possibility.
3. Behavior issues start; suspensions follow.
4. Time out of school means more unstructured time in risky environments.
5. Violence exposure and participation increase.
6. Arrests or court contacts begin.
7. Records limit job options; economic frustration rises.
8. Stress hits the household—arguments, instability, moves.
9. Father leaves is pushed out, or is locked up.

10. The next generation starts with even fewer protective factors.

This is **constructive genocide in motion**.

It also explains why “single issue” programs keep failing. You can:

- Offer tutoring without feeding the family.
- Run a fatherhood class without addressing income.
- Provide a job program without addressing literacy.

But if you don’t hit **all four agents** in a coordinated way, the cycle just finds another entry point.

The household-first model recognizes this. It does not try to fix violence, literacy, fathers, or money separately. It treats the **household** as the unit where all four must be addressed together.

1.3 The Institutional Gap: Why Current Approaches Fail Black Males

America has built a multi-billion-dollar industry around “saving Black boys,” and yet it cannot explain why the same boys keep dying, failing school, and entering adulthood already defeated. Schools expand services. Police expand strategies. Community organizations expand programs. Funding expands speeches. And still, families bury sons who were surrounded by institutions that claimed to help them.

The failure is not because these institutions lack empathy, expertise, or dedicated professionals.

The failure is structural. **Institutions are designed to serve youth, not to raise them.** They cannot build what only households can build during the 7,500 hours when youth are outside institutional walls. Institutions manage symptoms. Households determine outcomes.

This is the gap—the gap between help and transformation, between contact and protection, between interventions and actual solutions. That gap is where constructive genocide hides. It thrives in the hours that institutions cannot reach and rarely respect. Until America funds households the way it funds institutions, we will keep watching the same cycles play out while pretending not to understand why.

1.3.1 Schools: Necessary but Insufficient

Schools contact children for roughly 1,260 hours per year. Parents control the remaining 7,500. Yet schools are treated as the primary solution to literacy, behavior, and character. This creates a structural mismatch: we are asking schools to fix what is formed at home.

Research confirms that violence risk, literacy, identity, and behavior are shaped by household conditions long before academic outcomes emerge. Exposure to violence in the home and community strongly predicts behavioral problems and school failure, regardless of school quality (Ma et al., 2016). Father absence increases vulnerability to violence independent of economic status or neighborhood (Schwartz, 2003). No teacher can solve these factors from a classroom.

Schools can teach reading, but they cannot force children to practice reading for 7,500 hours outside of school. They cannot install household routines. They cannot train fathers in communication or conflict resolution. They cannot convert illegal motivation into legal economic pathways.

Even ecological systems theory confirms that development begins at home (Bronfenbrenner, 1994; El Zaatari, 2022). Yet our funding priorities treat schools as the first responders to household deficits they did not create and cannot fix.

1.3.2 Law Enforcement and Violence Prevention: Reactive by Nature

Police are trained to respond to incidents, not to build literacy, identity, or economic opportunity. Researchers consistently warn that father disengagement and family breakdown create elevated risk for youth violence (Kim et al., 2018). But cities continue to resource police more than they resource households, expecting law enforcement to prevent what it can only respond to.

Even effective violence interrupter models operate after conflict escalation. Their work matters, but it is **secondary protection**, not primary prevention. As routine activity theory explains, crime occurs when motivation meets opportunity without guardianship (Cohen & Felson, 1979). Guardianship does not begin with police — it begins with household routines, literacy reinforcement, and daily father presence.

1.3.3 Community Organizations: Fragmented and Time-Limited

Community institutions offer mentorship, youth services, tutoring, and after-school activities. They are valuable, but they are fragmented and often temporary. They rarely equip households directly, and they cannot enforce routines for eating, reading, discipline, or father engagement at home.

Research shows that interventions are strongest when focused directly on the microsystem — the household (Bronfenbrenner, 1994; El Zaatari, 2022). Yet most community services operate outside the home.

This is why Bruce C. Carter calls his solutions **household-first**, not community-based.

Communities can add value. Households must create protection.

1.3.4 The 7,500-Hour Reality Check

The truth is simple and uncomfortable:

If the transformation does not happen at home, it will not happen at all.

Those 7,500 hours shape literacy, violence, fatherhood, morality, identity, confidence, discipline, and life direction. Youth do not become violent at school. They do not become illiterate at school. They do not become hopeless at school. These realities happen in the margins—at dinner tables, in empty refrigerators, in bedrooms with no books, on streets where idle time becomes initiation.

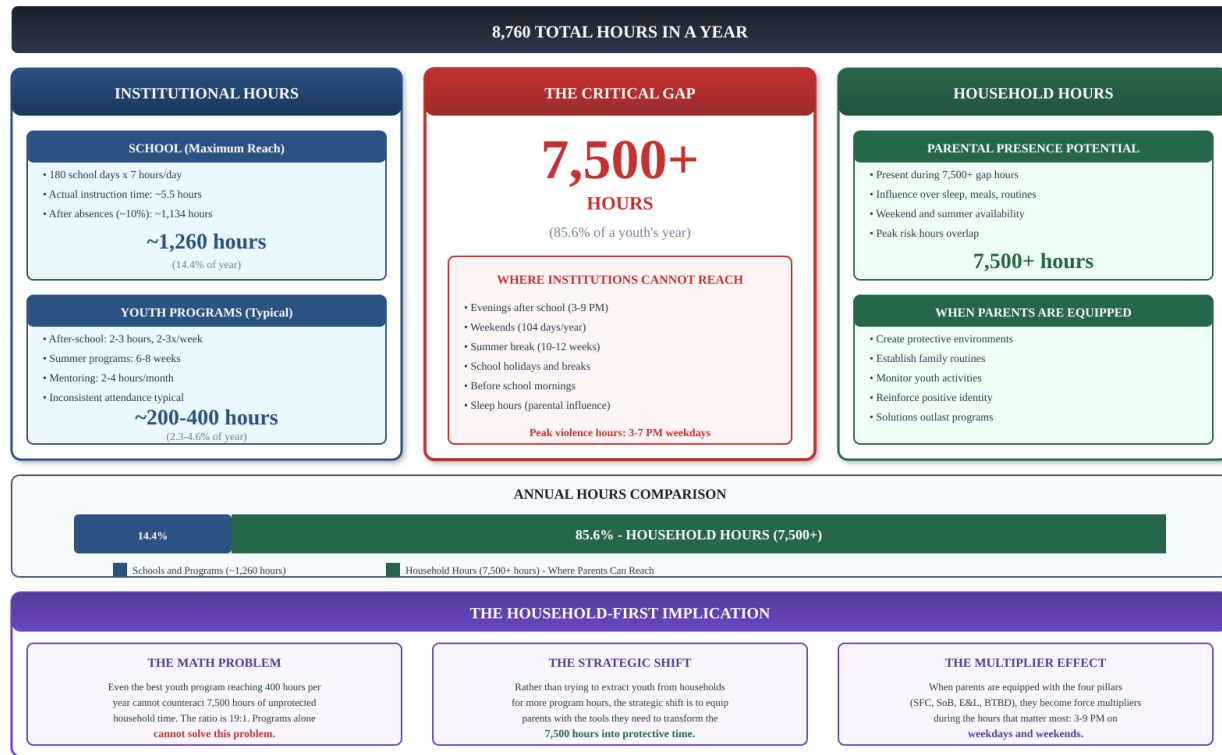
Every institutional strategy that fails to invest directly in households is an expensive distraction.

Schools, police, and community organizations can assist. They can support. They can collaborate. But they **cannot replace the household**, nor should they be expected to. Until households are treated as the primary solution and funded like one, the cycle will continue.

The four-pillar solutions in this study exist to fill the gap—not as services, not as programs, but as **sustainable household solutions** that operate during the 7,500 hours where life is actually shaped.

"Figure 1.3 depicts the 7,500+ unprotected hours annually during which youth are vulnerable to environmental influences."

Figure 1.3.4
The 7,500 Hour Reality Check: Why Households Must Be the Unit of Change

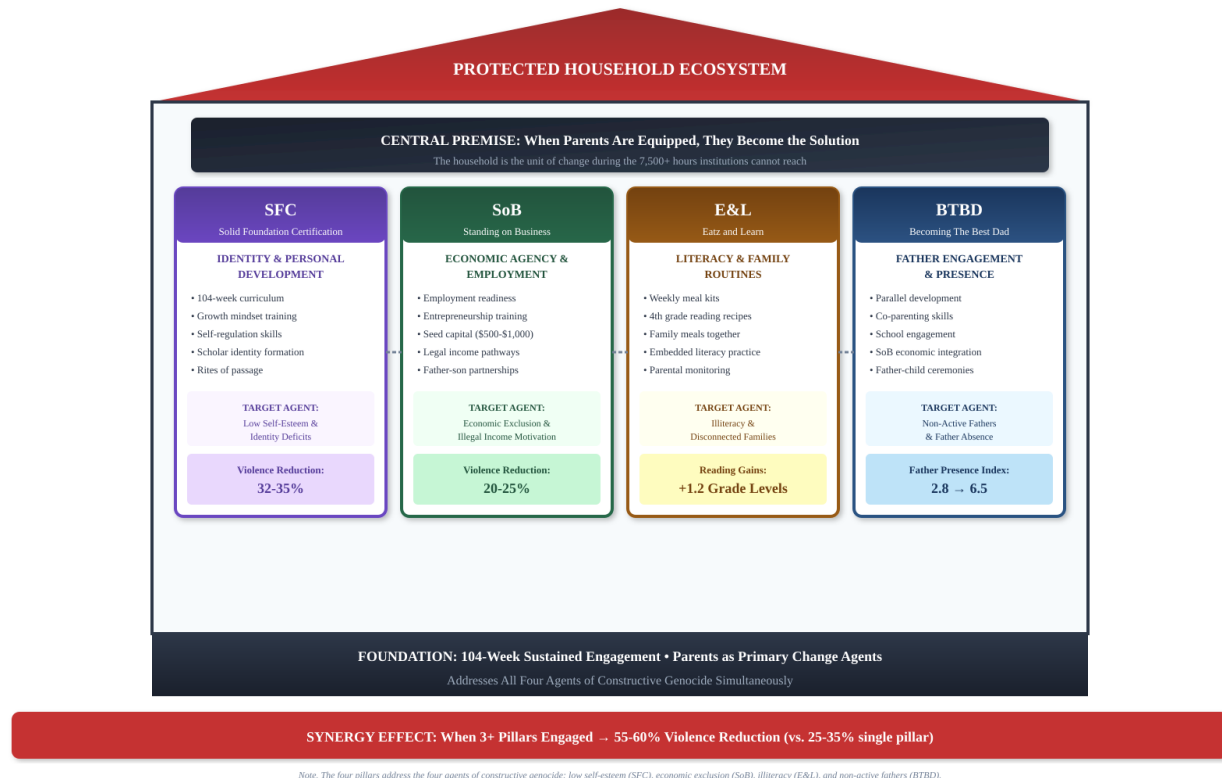


1.4 The Household-First Alternative: Four Agents, Four Solutions

The household-first model addresses each agent through corresponding intervention while recognizing interconnection. Four pillars operate simultaneously within households, enabling families to address multiple deficits in integrated fashion.

"The Household-First Four Pillars Framework (Figure 1.4) positions the family unit as the primary agent of transformation."

Figure 1.4
The Household-First Alternative: The Four Pillars



1.4.1 Eat & Learn (E&L): Literacy, Nutrition, and Relationship in One Routine

Eatz & Learn is simple on the surface and powerful underneath. Each week, families receive:

- A meal kit with fresh ingredients (serving 4–6 people),
- Recipes that must be read and followed,
- Access to a cooking show featuring real people from their communities.

The model builds three pathways at once:

1. **Nutritional** – Families get fresh food and learn how to prepare it.
2. **Relational** – Families cook, talk, and eat together, building connection and monitoring.

3. **Literacy** – Reading becomes functional and less threatening as parents and children read recipes together.

Instead of saying, “Go sit down and read a book,” we say, “Let’s make dinner.” Reading happens in context, and the stigma drops. Over time, families can expand from recipes to devotionals, articles, and other texts.

E&L hits **food insecurity, literacy, and family bonding** in one weekly habit.

1.4.2 Becoming The Best Dad (BTBD): Meeting Fathers Where They Are

Becoming The Best Dad starts from a basic truth:

Many fathers are not absent because they don’t care. They are absent because they are broken, blocked, or uninformed.

BTBD is a 104 weeks father development and engagement process built on **parallel growth**—fathers are allowed to grow while they parent, not expected to show up perfect.

Core components include:

- Understanding child development
- Effective father-child communication
- Co-parenting with the child’s mother
- Navigating school systems
- Managing anger and conflict
- Creating positive rites of passage
- Facing their own trauma histories

At the same time, fathers are expected to **act**:

- Attend “Dad Days” at school
- Show up for conferences and key events
- Establish regular face-to-face time
- Participate in reading and homework
- Communicate regularly with the child’s mother or caregiver

For justice-involved fathers, BTBD helps coordinate with courts and child support agencies to support realistic engagement instead of punishment that pushes them further away.

The **Father Presence Index (FPI)** tracks concrete engagement across multiple dimensions, turning “being a good dad” from vague language into measurable behavior.

1.4.3 Standing on Business (SoB): Legal Money and Time-Use Shift

Standing on Business deals head-on with economic exclusion. The program recognizes two realities:

- Some people are wired for **entrepreneurship**.
- Others prefer **steady employment** with a paycheck.

SoB offers both:

1. Entrepreneurship Track

- Business basics, customer-building, and financial literacy
- Support launching small, community-based ventures

- Lessons drawn from the Dallas self-employment model where men with serious barriers still built real customer bases and income

2. **Job Placement Track**

- Job readiness training
- Partnerships with employers willing to hire participants with records or low formal education
- Ongoing support for both participants and employers to strengthen retention

The outcomes SoB aims for are clear:

- Legal income
- Fewer idle hours
- New identity as worker or owner
- Less reliance on illegal survival strategies

When so-called “high-risk” individuals see that **legal money can be consistent and meaningful**, the cost/benefit calculation around illegal activity starts to change.

1.4.4 Solid Foundation Certification (SFC): Personal Development First

Solid Foundation Certification is a rare 104-week solution that treats personal development as non-negotiable, not optional. It targets young Black males ages 12–26 who:

- Live in high-crime communities,
- Have incarcerated family members,
- Are students, dropouts, or justice-involved,
- Are chasing money, status, or fame without foundation.

SFC focuses on:

- Self-efficacy and identity (“Who am I and what is my life worth?”)
- Financial literacy and entrepreneurship
- Extracting from environmental trauma
- Civic engagement and responsibility
- Consequences and conflict resolution
- Merchandising and legal hustle

The core belief is simple:

Soft skills and hard skills don’t stick if the **person** is not developed first.

SFC gives young men the internal tools to benefit from SoB, engage in BTBD as future fathers or uncles, and participate more fully in E&L and other family-based routines.

1.4.5 Why All Four Pillars Together Matter

Any one pillar can help. But the model is built on **synergy**, not isolated wins.

- A father strengthened through **BTBD** is more likely to show up at the table for **E&L**.
- A youth who has gone through **SFC** is more likely to stick with **SoB** when business or work gets hard.
- A household with better nutrition and routines through **E&L** is better positioned to support homework and reading.
- Economic stability from **SoB** reduces stress that undermines patience, parenting, and school focus.

The more pillars a household activates, the more the benefits compound. Households engaging three or four pillars are expected to show **larger and faster gains** than those touching only one.

This study will test that dosage effect empirically.

1.5 Practitioner-Researcher Positionality and 20-Year Evidence Base

1.5.1 Insider-Researcher Role

I am not approaching this work as a distant academic observer. I am a practitioner who:

- Has walked city streets at midnight,
- Sat in living rooms after homicide notifications,
- Watched nonprofit press conferences that did not match reality on the ground.

As founder of Carter Empowers and Team BMW, I have designed and implemented solutions across the I-94 corridor and nationally for two decades. That gives me:

- Trust with families
- Context for what numbers really mean
- A front-row seat to what works and what absolutely does not

It also means I carry bias. I am invested in these families and in these solutions. I want them to succeed. That requires me to be honest about limitations and put guardrails around the research.

To address this, the study uses:

- Independent data collectors when possible,
- Clear documentation and audit trails,

- Member-checking and transparency about methods and limits.

This dissertation is one step in transforming **practice-based evidence**—what communities have already proven in real time—into scholarship that policymakers and institutions cannot easily ignore.

1.5.2 Evolution of the Four-Pillar Model

The current four-pillar model did not appear overnight. It emerged through trial, error, adjustment, and listening:

- Early work focused heavily on **mentorship and identity**, but we saw that strong identity didn't stop a hungry stomach or unpaid bills.
- The **Dallas self-employment study** proved that even men with records and low education could run micro-businesses and stay out of prison when guided and supported.
- Initial versions of **family meal programs** started as “healthy eating” efforts and accidentally revealed how powerful recipe-reading was for literacy.
- Fatherhood work initially assumed “they just don't care.” Time proved that assumption false and led to the **parallel development** approach that now defines BTBD.

Each pillar represents **lessons learned the hard way**—from what didn't work, what unexpectedly did, and what families said they needed.

1.5.3 Why This Study Matters

This study matters because it:

1. **Brings community truth into academic spaces.**

For too long, families, street workers, pastors, and grassroots leaders have known what was going wrong and what was working, but lacked the microphone. This dissertation turns that practice-based wisdom into citable, structured evidence.

2. **Provides a replicable framework.**

Cities across America are pouring money into the same kinds of institution-first solutions, expecting different results. This model offers them a blueprint for a different approach.

3. **Challenges the funding logic.**

Right now, billions are spent on systems that start with schools, police, and traditional nonprofits. This work argues that **parents and households should be funded as the first line of prevention**, not the last.

4. **Strengthens theory with lived reality.**

It connects ecological systems theory, identity-based motivation, routine activity theory, and a developing household-first public safety paradigm to actual practice on the ground.

1.6 Purpose, Aims, and Research Questions

1.6.1 Purpose Statement

The purpose of this mixed-methods, quasi-experimental dissertation is to evaluate a four-pillar, household-first intervention model—Solid Foundation Certification, Standing on Business, Eat & Learn, and Becoming The Best Dad—designed to reduce violence involvement and improve educational outcomes among Black males ages 12–26 by equipping parents to attack root causes

(illiteracy, non-active fathers, food insecurity, and economic exclusion) during the 7,500 hours each year when youth are outside institutional control.

1.6.2 Specific Aims

- **Aim 1: Evaluate Violence Reduction Outcomes**

Determine whether the household-first model reduces violence involvement (school discipline, police incidents, self-reports) by at least 25% at 12 months compared to a matched comparison group.

- **Aim 2: Assess Educational Improvement Outcomes**

Measure changes in attendance, GPA, and reading proficiency, with targets including:

- 10% increase in attendance,
- 0.5 GPA increase,
- at least 0.5 grade-level gain in reading over 12 months.

- **Aim 3: Test Pillar-Specific Mechanisms**

Examine whether each pillar delivers its intended proximal effects:

- SFC → personal development (self-efficacy, growth mindset, self-regulation)
- SoB → legal income and workforce engagement
- E&L → family meal routines, reading practice, food security
- BTBD → father presence and engagement quality

- **Aim 4: Examine Synergistic Effects**

Determine whether multi-pillar households show gains beyond what would be expected if we simply added the effect of each pillar.

- **Aim 5: Document Implementation Experiences**

Through qualitative data (interviews, focus groups), understand how families experience the solution, what gets in the way, and what helps them succeed.

1.6.3 Research Questions

RQ1: Do SFC participants demonstrate greater improvements in personal development protective factors compared to controls?

H1: Youth participating in SFC will show significantly greater gains in self-efficacy, growth mindset, future orientation, and self-regulation compared to matched controls at 6-month and 12-month follow-up.

RQ2: Do SoB participants achieve greater economic stability and show reduced violence involvement compared to controls?

H2a: Youth/fathers participating in SoB will achieve significantly higher legal income ($\geq \$500/\text{month}$) compared to controls at 6-month and 12-month follow-up.

H2b: Youth participating in SoB will demonstrate significantly fewer violence incidents compared to matched controls at 12-month follow-up.

RQ3: Do E&L participants demonstrate improved family routines, food security, and reading proficiency compared to controls?

H3a: Families participating in E&L will demonstrate significantly higher family meal frequency and family reading time compared to controls.

H3b: Youth in E&L families will show significantly reduced food insecurity compared to controls.

H3c: Youth in E&L families will demonstrate significantly greater reading proficiency gains compared to matched controls at 12-month follow-up.

RQ4: Do BTBD participants show increased father presence and improved youth outcomes compared to controls?

H4a: BTBD participants will demonstrate significantly higher Father Presence Index scores compared to baseline and compared to control fathers.

H4b: Youth with fathers in BTBD will show significantly better educational outcomes (attendance, GPA) and fewer behavioral problems compared to youth with non-participating fathers.

RQ5: Do families engaging multiple pillars show synergistic benefits exceeding additive effects?

H5: Youth in households engaging 3–4 pillars will show significantly greater improvements in violence reduction and educational outcomes than predicted by summing individual pillar effects, indicating synergistic interaction.

RQ6: What implementation experiences, barriers, and facilitators shape solution engagement and outcomes?

1.7 Significance of the Study

- Treats **parents as public safety partners**,
- Offers a scalable path that does not depend on ever-expanding institutional staffing,
- Provides a realistic literacy strategy embedded in life, not layered on top of it,

- Gives policymakers a way to invest in fatherhood and households that is more than slogan and sentiment.

1.7.1 Public Safety Implications

American public safety is built backwards. We invest heavily in police, incarceration, and surveillance while underinvesting in households — the one place where violence can be prevented.

Research shows that father engagement and consistent family structure dramatically reduce youth crime risk (Kim et al., 2018) and increase long-term developmental outcomes (Sarkadi et al., 2008). Prevention Institute (2017) reports that household-centered fatherhood support is more cost effective than reactive policing. Yet cities spend exponentially more on law enforcement than on equipping households.

Routine Activity Theory proves that crime results from motivation + opportunity + lack of guardianship (Cohen & Felson, 1979). That means public safety should not begin with police — guardianship must be built into the household. Solutions like Eat & Learn, Solid Foundation Certification, Becoming The Best Dad, and Standing on Business **install guardianship inside routines**, not institutions.

Ecological Systems Theory confirms that lasting change begins at the home, the core microsystem (Bronfenbrenner, 1994; El Zaatari, 2022). Therefore:

Households are the real public safety departments. Everything else is backup.

Cities must stop funding symptoms and start funding the root: households equipped with identity, literacy, structure, and legal economic opportunity.

1.7.2 Educational Opportunity Implications

Literacy is not just an academic benchmark; it is an entry ticket to opportunity. When a child fails to read by fourth grade, society quietly closes doors in advance—doors to employment, doors to leadership, doors to the right to dream. In Milwaukee, where Black fourth graders sit 50 points behind their White peers on NAEP reading measures, that door isn't just closed; it is sealed.

America talks about gaps, scores, proficiency levels, and teacher shortages, but rarely admits the truth: **opportunity begins at home, not in school.** Classrooms teach reading. Households reinforce reading. And without reinforcement, instruction becomes a performance with no audience.

Schools cannot fix literacy without households participating. If children are not reading at home, if parents are not equipped to guide them, if family time is inconsistent, and if hunger beats motivation, no amount of school-based intervention will work. Literacy is not only a classroom activity—it is a **household routine, a family value, and a daily practice.**

That is why the Eat & Learn solution matters. It embeds literacy into life itself. Families are not asked to “try harder.” They are given tools that make reading necessary for an activity they already need—**eating**. Children read as a function of survival and connection, not as an academic exercise.

Traditional educational strategies fail because they attempt to pour opportunity into a system where the cup—the household—is cracked. Until the household is equipped to reinforce literacy and life skills, opportunity will continue to be distributed through privilege instead of potential.

Educational opportunity should not depend on a school ZIP code; it should be built into a household's routines.

If the four solutions in this study measurably increase reading proficiency, attendance, and engagement, then educational opportunity must be redefined at the state and municipal level. Success will no longer be measured only by what happens in schools but by what households are equipped to do during the 7,500 hours when no teacher, counselor, or principal is present. Opportunity is a right. But it only becomes a reality when households have the tools to enforce it.

1.7.3 Health and Nutrition Implications

Food insecurity affects 64% of surveyed I-94 households receiving EBT. Food insecurity correlates with school absence, cognitive impairment, behavioral problems, and chronic disease risk. E&L addresses food insecurity through weekly meal kit provision while simultaneously building family food preparation capacity. If sustained beyond the intervention period, this capacity could produce lasting food security improvements.

The nutrition-cognition-education pathway merits investigation. Adequate nutrition supports cognitive function necessary for learning. By providing nutritious food through E&L and stabilizing household economics through SoB, the model may improve nutritional status with cascading effects on school performance. Quantifying this pathway would contribute to understanding nutrition's role in educational disparities.

1.7.4 Fatherhood & Child Support Policy Implications

America claims to care about fathers, but it funds systems that punish them more often than it equips them. A father can lose his freedom, lose access to his children, lose employment options, and then be labeled a “deadbeat” for struggling to pay child support while working with no tools, no skills, and no legal income stream that can sustain a household. That is not irresponsibility.

That is **institutional hypocrisy**.

Child support enforcement, as currently structured, is less about building families and more about collecting debt. States will garnish a father’s paycheck, suspend his driver’s license, seize his tax returns, and incarcerate him again for failing to pay. Yet none of those actions make him any more capable of being a father or a provider. We punish the absence we helped create.

The truth is, fathers are not failing alone. Systems are failing to equip them.

That is why **Becoming The Best Dad (BTBD)** approaches fatherhood as a **parallel development journey**. It does not assume fathers are ready; it assumes they can become ready if provided the same kind of intentional development we expect from students, teachers, employees, and police officers. A father who grew up without a father is not absent by choice—he is often absent by inheritance.

Father deficiency is not a character flaw; it is a skill shortage. You cannot punish a man into maturity; you must develop him into it.

Child support reform must stop punishing poverty and start rewarding engagement. Courts should not measure fatherhood only through payment—they must also measure:

- time invested,
- school involvement,
- communication with the mother,
- consistent presence in daily routines, and
- participation in solutions like BTBD.

Research already shows that when father engagement solutions are introduced, child support compliance increases—**not because courts collected harder, but because fathers became more capable.** When fathers have legal income through **Standing on Business**, they pay more. When they learn communication and conflict resolution through BTBD, co-parenting improves. When they develop self-worth and direction through **Solid Foundation Certification**, they begin to see themselves as leaders, not liabilities.

Child support should not be a debt sentence; it should be a family-strengthening tool.

Instead of forcing fathers to pay money they cannot earn, child support systems must partner with fatherhood solutions that build capacity first. When courts require participation in solutions like BTBD as a pathway to debt modification or reduced enforcement actions, they are not “letting fathers off the hook”—they are **putting them back on the right hook**: responsibility tied to capability.

The public benefits are obvious:

- Reduced court congestion,
- Lower incarceration and supervision costs,

- Higher child support compliance rates,
- Stronger family attachments,
- Youth less vulnerable to violence, gangs, and illegal economies.

Father engagement is not just about raising children; it is a form of public safety, economic development, and educational opportunity wrapped into one relationship. When fathers are equipped, entire communities benefit.

City and state policy must shift from **extracting from fathers** to **investing in fathers**, because fathers who are equipped will always do more for their children than the state ever could.

1.7.5 Contributions to Theory and Scholarship

Most academic theories about youth violence, literacy, and family engagement describe problems well but rarely touch the households where those problems live. They diagnose symptoms from a distance, publish journal articles, and recommend strategies that institutions, not families, are expected to implement. The gap between what scholars describe and what households experience has created a pipeline of research that informs policy without transforming the lives those policies claim to serve.

This study challenges that pattern. It brings the voices, strategies, and lived solutions of communities into scholarly space—not as anecdotes or “case illustrations,” but as **evidence worthy of citation, replication, and investment**.

The four household-first solutions evaluated in this study make distinct contributions to theory and scholarship:

Ecological Systems Theory — Grounded in the Real Household

Bronfenbrenner's ecological systems theory states that youth development is shaped by nested environments: family, school, community, policy. Yet most prevention research begins with institutions (mesosystems and exosystems) and hopes change will trickle down to the microsystem.

This study reverses the direction: **the microsystem becomes the intervention site**. It demonstrates empirically how strengthening the household changes the trajectory across school, community, and justice systems.

In other words, this research provides ecological evidence that **protective factors must be built at home first** if they are to last anywhere else.

Identity-Based Motivation — Development Before Demand

Identity theory states that people act consistently with who they believe they are. Yet most youth interventions demand academic effort, work ethic, and emotional maturity before developing a young person's identity or belief in their own worth.

The **Solid Foundation Certification (SFC)** challenges the sequencing. It proves that **identity must precede instruction**, not follow it. It demonstrates how personal development becomes the engine for educational, economic, and behavioral change, validating identity-based theory through long-term household implementation.

SFC is not a youth program — it is an identity **infrastructure** built to outlast adversity.

Routine Activity Theory — Prevention Through Household Structure

Routine Activity Theory says crime occurs when motivated offenders meet opportunities without guardianship. Traditional use of this theory pushes “guardianship” onto police, schools, and community organizations.

This research relocates guardianship to the dinner table, the reading corner, the parent’s schedule, the father’s consistent involvement, and the youth’s legal economic pathways. It shows that:

- **Eatz & Learn** transforms family meals into literacy guardianship.
- **Standing on Business** removes economic motivation for illegal behavior.
- **Becoming The Best Dad** installs relational guardianship where police cannot go.

This reframes Routine Activity Theory as not just criminal justice theory, but **household prevention theory**.

Household-First Public Safety Paradigm — A New Framework

Finally, this dissertation formalizes an emerging paradigm: **Household-First Public Safety**. It argues that:

- Violence prevention must begin where youth spend the majority of their lives.
- Literacy gaps are closed by households, not schools alone.
- Fathers must be developed, not judged, if engagement is to be sustained.
- Legal economic opportunity must be installed inside communities, not preached as a moral alternative.

This paradigm is not a critique of institutions; it places their work in context. Schools, police, and organizations become **partners**, not primary drivers, of prevention. Households become the solution source rather than the service target.

Theory matters most when it makes families stronger. This study does not ask institutions to save Black youth; it proves what happens when households are equipped to do it themselves.

1.8 Delimitations, Scope, and Assumptions

1.8.1 Delimitations

This study deliberately limits scope in several dimensions:

Geographic Delimitation: The study focuses on the I-94 corridor (Milwaukee, Racine, and Kenosha, Wisconsin). This geographic concentration enables deep partnership development with schools, courts, and employers. Findings may not generalize to rural areas, different regions (South, West), or communities with different demographic composition.

Age Range Delimitation: The study targets Black males ages 12–26 and their fathers/father figures. This range captures adolescence and early adulthood when violence risk peaks and educational trajectories solidify. Younger children and older adults fall outside scope. The father age range typically spans 25–55 but includes younger and older fathers as appropriate.

Time Frame Delimitation: The study employs 12-month follow-up as primary outcome measurement point. This duration permits assessment of immediate and medium-term effects but does not capture long-term outcomes (multi-year violence trajectories, high school graduation,

economic stability into adulthood). Extended follow-up remains valuable but exceeds current study scope.

Intervention Delimitation: The study evaluates four specified pillars (SFC, SoB, E&L, BTBD) as implemented by Carter Empowers/Team BMW. Other household-first approaches or violence prevention models fall outside scope. Comparison groups receive usual services available in community but not the four-pillar intervention.

1.8.2 Assumptions

Several assumptions undergird this study:

Assumption 1: Parental Motivation: The study assumes parents desire to protect their children and will engage when equipped with appropriate tools and support. This assumption underlies voluntary participation design. Coercive participation would undermine household-first philosophy positioning parents as empowered agents.

Assumption 2: Household-Level Change Possibility: The study assumes household-level protective factors can develop even within structurally disadvantaged neighborhoods. While structural conditions (poverty, segregation, institutional failures) powerfully constrain opportunities, the assumption holds that household-level intervention can create protective environments enabling youth success despite broader structural challenges.

Assumption 3: Father Parallel Development Viability: The study assumes fathers with deficiencies resulting from growing up in failing systems can develop alongside their children. This assumption rejects deficit framing, positioning fathers as incapable and instead recognizes capacity for growth given appropriate support.

Assumption 4: Embedded Literacy Effectiveness: The study assumes reading proficiency improves through family reading practice embedded in meal routines, not solely through formal school instruction. This assumption draws on home literacy environment research showing that parent-child reading time powerfully predicts reading development.

Assumption 5: Multiple Deficit Solution Requirement: The study assumes multiple household deficits require integrated solutions rather than siloed single-focus programs. This assumption underlies the four-pillar design and synergy hypotheses.

Even in structurally disadvantaged neighborhoods, **equipped parents can build protective homes.**

1.9 Operational Definitions

Constructive Genocide

The slow destruction of Black males through predictable neglect—measurable through violence, illiteracy, father absence, and economic exclusion. The outcome is lethal even without a racist policy or explicit intent.

Violence Incident

Any police or school action involving physical harm, weapon possession, or assault. If a young man is arrested, suspended, or injured due to violence, it counts. Verbal conflict does not.

Illiteracy / Reading Proficiency

The ability or inability to read grade-level text, recipes, and real-life instructions. If a child can't read well enough to learn or function independently, they are illiterate by outcome, not stigma.

Non-Active Father

A biological or social father who does not consistently show up. Less than 8 face-to-face contacts per month, zero school event presence, and little to no co-parenting communication.

Father Deficiency

A father who wants to be present but lacks tools, skills, income, confidence, or lived examples to engage effectively. Not absence. Underdevelopment.

Low Self-Esteem

A youth believing “success is not for people like me.” Measured through low self-efficacy, poor self-regulation, and limited future orientation.

Father Presence Index (FPI)

A 0–100 score measuring consistent father engagement across time spent, school involvement, educational support, and communication with the child’s mother or guardian.

Household-First Solution

A long-term approach that equips parents, not institutions, to build protective routines, literacy, father engagement, and legal income inside the home. Solutions outlast programs.

I-94 Corridor

Milwaukee, Racine, and Kenosha—three connected cities where failing systems and strong families collide, producing one of the nation’s most documented survival battlegrounds for young Black males.

1.10 Theoretical and Conceptual Framework Preview

This section still previews:

- Ecological Systems Theory
- Identity-Based Motivation
- Routine Activity Theory
- The emerging Household-First Public Safety Paradigm

Theory cannot fix what households never learned to build. Real prevention happens where young Black males spend 7,500 hours — at home. Three frameworks explain why:

- **Bronfenbrenner** shows how a fortified home ecosystem reshapes school performance, peer influence, and neighborhood exposure.
- **Oyserman** proves identity drives behavior — when young Black males see themselves as builders, earners, and leaders, violence contradicts who they are.
- **Routine Activity Theory** explains why idle, unsupervised hours create crime. Structured household routines remove the environment violence needs to grow.
- **The emerging Household-First Public Safety Paradigm** can change the course of young black males and increase public safety if institutions desire those outcomes.

These frameworks validate what practice already proved:

Households build safety. Institutions respond to the absence of safety.

(Bronfenbrenner, 1979; Oyserman, 2024, Cohen & Felson 1979; Carter, 2025)

1.11 Organization of the Study

The nine-chapter organization remains as you laid it out:

1. Introduction
2. Literature Review
3. Methodology
4. Theory of Change and Logic Models
5. Implementation Procedures
6. Evaluation Framework
7. Results and Findings
8. Discussion
9. Conclusion

1.12 Conclusion

This chapter argues that **parents and households—not institutions—are the primary solution** to the constructive genocide facing Black males ages 12–26 in the I-94 corridor.

It has:

- Named the crisis for what it is,
- Exposed the limits of institution-first approaches,
- Introduced a four-pillar, household-first model grounded in 20 years of practice, and
- Laid out the research questions and structure that will guide the rest of the dissertation.

The chapters that follow will test whether what we have seen in practice—households changing, violence dropping, reading improving, fathers re-engaging—can be captured in data in a way that leaves decision-makers without excuse.

The question “Who Really Cares?” is not just rhetorical.

This dissertation is evidence that some parents do.

The remaining question is whether systems, funders, and policymakers will care enough to invest where the real solution lives—inside the household.

CHAPTER 2 - LITERATURE REVIEW

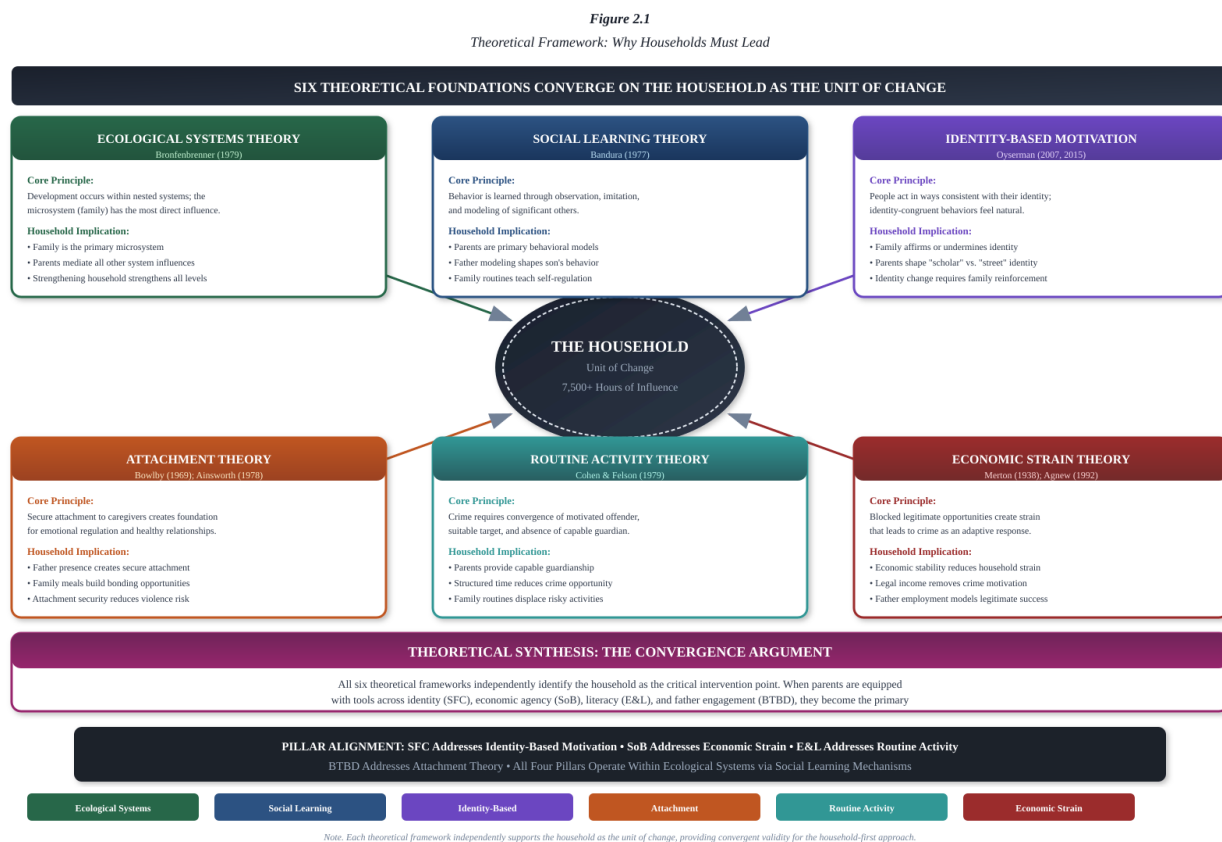
2.1 Search Strategy and Inclusion Criteria

This literature review integrates peer-reviewed research with practitioner-generated longitudinal data to evaluate household-first solutions addressing violence, literacy, father engagement, and economic exclusion among Black males ages 12–26. Unlike traditional reviews that depend solely on university-produced research, this review includes two decades of embedded fieldwork documenting household practices, youth outcomes, and father engagement patterns across underserved communities (Carter Empowers Research Archive, 2005–2025). This dataset functions as empirical evidence, similar to community-based field studies in public health, anthropology, and criminology.

Searches were conducted in major academic databases, including ERIC for school-based and literacy research, PsycINFO for social-behavioral studies, SocINDEX for sociological and equity literature, and Criminal Justice Abstracts for violence, reentry, and desistance research. Google Scholar was used to access interdisciplinary work and gray literature relevant to Wisconsin and father engagement programs not published in journals.

The date range (1990–2025) allowed incorporation of foundational theories, such as Bronfenbrenner’s ecological systems theory (1979), as well as more recent studies on mindset, youth employment, desistance, and fatherhood (DuBois et al., 2011; Heller, 2014; Yeager et al., 2019; Jeynes, 2015). Earlier research was included only if it directly informed modern intervention design, especially regarding structural inequities affecting Black families.

"Figure 2.1 synthesizes the theoretical foundations supporting household-centered intervention."



Keywords aligned with four core household solutions. Personal development searches used terms such as “identity development,” “self-regulation,” “growth mindset,” “Black male youth,” and “rites of passage.” Economic mobility searches used “youth employment,” “microenterprise,” “legal income,” “reentry workforce,” and “entrepreneurship training.” Household literacy searches used “family meals,” “home literacy environment,” “food insecurity,” and “parent-child communication.” Fatherhood searches used “non-custodial fathers,” “justice-involved fathers,” “co-parenting,” and “father school involvement.”

Studies were included if they: (1) evaluated outcomes for high-risk youth or Black populations, (2) addressed one or more of the core domains, (3) employed strong methodology (randomized

controlled trials, quasi-experimental designs, longitudinal research, or validated qualitative analysis), and (4) demonstrated results scalable at the household level. Gray literature was included if it contained outcome data relevant to Wisconsin’s I-94 corridor, or addressed policy barriers affecting literacy, economic mobility, or family engagement.

Studies were excluded if they were purely theoretical without empirical application, if they evaluated populations outside the target age range (younger than 10 or older than 30), or if they required resources unavailable to families (e.g., institution-dependent therapeutic programs).

Interventions receiving more than six months of funding without measurable family involvement were excluded as a form of structural misallocation. These criteria ensured that the literature reflected solutions capable of being delivered to the only environment that never closes or loses funding—the household.

2.2 Twenty Years of Practice-Based Evidence: A Data Source Overlooked by Institutions

2.2.1 The I-94 Corridor as Evaluation Site

The I-94 corridor (Milwaukee, Racine, and Kenosha, Wisconsin) contains one of the most concentrated regions of racial disparity in education, economic mobility, and violence nationally. Wisconsin ranks among the worst states for Black children in reading achievement, father support, and incarceration (Wisconsin Department of Public Instruction [DPI], 2024). The corridor’s reading proficiency rates for Black students have remained below 20% for more than a decade, with Milwaukee showing the deepest gap between Black and White fourth graders in the nation (Wisconsin DPI, 2024). These failing statistics are consistent with findings in the Carter Empowers Research Archive, where a majority of surveyed families reported reading challenges

and heavy reliance on EBT for food assistance, signaling high vulnerability to both educational and nutrition-related developmental risks.

This dissertation does not position the I-94 corridor as uniquely dysfunctional. Instead, it uses the corridor as a high-visibility site that exposes a nationwide failure: **the United States funds institutions to fix household problems, but refuses to fund households directly.** Literacy budgets fund software and consultants, not parents teaching reading at home. Cities invest in policing and surveillance instead of supporting family routines that prevent violent trajectories. Child support enforcement offices receive funding while fatherhood development receives almost none. The crisis is not caused by parents; the crisis is that institutions are funded to treat outcomes they cannot prevent.

2.2.2 The Decade-Long Self-Employment Study: Evidence Against “Unemployable” Narratives

A decade of longitudinal research with 543 Black male participants demonstrated that entrepreneurship training provides viable employment alternatives for those excluded from traditional labor markets (Donaldson & Carter, 2018). Participants included individuals with felony convictions (60%), child support arrears (40%), and pervasive cannabis use (80%). Traditional workforce narratives label these men “unemployable,” supported by employment discrimination research showing long-term exclusion for justice-involved applicants (Pager, Western, & Sugie, 2009). Yet, when trained in relationship-based commerce, these men built customer bases ranging from 10 to 43 regular purchasers of legal goods and services.

This finding disrupts a widespread assumption: **Black men are not disconnected from the labor market; they are disconnected from funding models that refuse to invest in**

household-level economic development. Public budgets heavily subsidize institutions—schools, jails, workforce agencies, social service programs—while offering minimal investment in family-based entrepreneurship or father-led income development. Evidence from the study confirms what policymakers overlook: training fathers and young men to produce income in their own networks is more scalable than funding agencies to repeatedly “prepare” them for jobs they will never be hired into due to systemic exclusion.

2.2.3 Early Identity Work in Solid Foundation Certification (SFC)

Early iterations of the Solid Foundation Certification revealed a limitation consistent with findings from mentoring research. Traditional one-to-one mentoring produced small but inconsistent gains (DuBois et al., 2011). Engagement increased dramatically only when youth identity—not instruction—became the central objective. Identity-based motivation theory demonstrates that individuals pursue goals they see as consistent with who they believe they are or can become (Oyserman, 2024). SFC shifted from mentoring-style motivation to identity-anchored development, redesigning sessions around self-efficacy, conflict resolution, entrepreneurship, and the symbolic narrative of the octopus as an adaptable, intelligent survivor.

This shift matched field observations: **youth did not lack ambition; they lacked pathways where ambition aligned with an identity that fit them.** Schools do not teach how to be a Black boy becoming a man. Communities often police identity instead of developing it. Institutions fund “interventions” that attempt to manage behavior without reshaping identity. When SFC treated identity as the foundation of economic choices, literacy effort, and emotional decision-making, engagement became durable, not episodic. Academic literature confirmed the shift, but community practice revealed it first.

"Self-esteem intervention research (Table E4) informs the integrated approach across all four pillars."

2.2.4 Eat & Learn: Literacy Hidden in Plain Sight

Field surveys conducted along the I-94 corridor revealed high rates of food insecurity and household literacy struggle, with 64% of families utilizing EBT assistance and reporting difficulty supporting children's reading development (Carter Empowers Research Archive, 2005–2025). Traditional responses to literacy failure overwhelmingly occur in schools, yet literacy research consistently shows that the **home literacy environment predicts reading outcomes more strongly than school quality or instructional minutes** (Leyva et al., 2020). This means literacy budgets are being invested in the wrong location. Institutions receive the funds while the environment producing literacy is left unsupported.

Eat & Learn emerged after observing that families experiencing reading failure were more likely to avoid reading-centered activities due to shame, embarrassment, or a strong association between reading and past school failure. Literacy gains occurred only when reading became **functional and emotionally safe**, not academic. Recipe literacy—measuring, sequencing, timing, vocabulary, and reading aloud—provided a non-stigmatized literacy route. Families cooked because they needed to eat, not because they were trying to “become better readers,” yet reading improved. The literacy was hidden inside the task, not presented as remediation. This directly reflects research on affective motivators in reading development, which shows that reading confidence and routine predict achievement more powerfully than skill drills for struggling readers (Yeager et al., 2019).

This discovery exposes the contradiction in current investment models: school-based reading interventions treat symptoms of literacy failure that originated in homes devoid of literacy support. Eat & Learn demonstrates that reading does not require a classroom, a specialist, or a software subscription—it requires consistent practice in a household context where reading is emotionally safe. **America funds the classroom for reading. It must now fund the kitchen.**

"Table E2 summarizes the effectiveness of comparable literacy interventions among similar populations."

2.2.5 Father Engagement: The System Funds Court Orders, Not Connection

Father engagement initiatives in Wisconsin consistently fail not because fathers lack desire, but because institutions mistake punishment for intervention. Nationwide, more funding is allocated to child support enforcement, incarceration, and court monitoring than to father development, school engagement support, or co-parenting skill building (Maldonado, Greene, & Harrison, 2006). Meanwhile, research shows that father involvement reduces behavioral problems, increases academic achievement, and lowers delinquency across all socioeconomic levels (Sarkadi et al., 2008; Jeynes, 2015). These benefits operate not through discipline or authority alone, but through **consistent emotional presence, monitoring, and co-parenting stability**.

Traditional parenting programs attempt to teach fathers what they should already know, ignoring that many grew up fatherless or under-fathered themselves. This approach produces shame, disengagement, and low attendance. In contrast, the Becoming The Best Dad model uses **parallel development**, where fathers grow alongside their children rather than being positioned as “deficient adults needing training.” This aligns with research showing that family functioning

improves when programs develop parent and child together rather than correcting the parent alone (Teubert & Pinquart, 2010).

"Father engagement program outcomes (see Table E3) support the BTBD pillar design."

BTBD frames father engagement as an investment, not a repair. The program positions fathers as developing assets, not liabilities to be managed. While justice systems fund custody enforcement, BTBD demonstrates that co-parenting education, identity development, and school-connected father roles produce protective outcomes at the household level. America funds oversight; it must begin funding fatherhood.

2.3 Theoretical Framework: Why Households Must Lead

This study is grounded in theoretical models demonstrating that prevention must occur inside the household, not around it. Bronfenbrenner's ecological systems theory identifies the family as the primary microsystem shaping development, more foundational than school, peers, or institutions because it operates continuously (Bronfenbrenner, 1979). The current funding structure contradicts this theory: it allocates billions to secondary systems (schools, courts, and agencies) that influence youth fewer hours and with less relational depth than households.

Identity-Based Motivation Theory explains why youth pursue goals aligned with their identity, not their instruction (Oyserman, 2024). Schools provide instruction, but households shape identity. The classroom cannot compete with kitchen-table conversations, peer-reinforced home values, or a father's approval. Without identity transformation, institutional interventions become temporary behavior management rather than lasting internal change.

Routine Activity Theory explains crime as the convergence of a motivated individual, a target, and the absence of a capable guardian (Cohen & Felson, 1979). Cities attempt to fill this guardian role through surveillance, policing, and community workers, but research consistently shows that **the most powerful capable guardian is a consistent, engaged parent** (Sarkadi et al., 2008). When fathers and mothers are equipped to supervise, connect, and guide, capable guardianship is not outsourced—it is built into family life.

Family Systems Theory clarifies why interventions targeting individuals do not work when households remain unchanged. A youth cannot “heal” into a dysfunctional household and maintain change. A father cannot attend a “parenting program” and then return to a hostile, unsupported co-parenting environment and succeed. Household systems either sustain or suffocate growth. This dissertation asserts that transformation must occur at the system level—the home—not at the symptom level—the child.

Finally, emerging **Household-First Public Safety paradigms** argue that sustainable violence reduction cannot rely on reactive institutions (police, courts) or episodic programming (mentoring, after-school activities), but must equip the household to create protective structures during the 7,500 hours when youth are not under institutional supervision (Heller, 2014; Carter Empowers Research Archive, 2005–2025). These theories converge to form the foundation of the four-pillar model evaluated in this study.

2.4 Illiteracy as Violence Prevention: Breaking the Pipeline at Its Origin

Reading proficiency predicts whether youth graduate, secure employment, avoid incarceration, and develop the cognitive skills that support long-term decision-making. Fourth grade marks the developmental shift from “learning to read” to “reading to learn,” and failure to achieve

proficiency at this point increases dropout likelihood fourfold (Wisconsin DPI, 2024). When reading is below grade level, academic content becomes inaccessible, school becomes humiliating, and chronic disengagement becomes rational. Disengagement then drives attendance problems, discipline incidents, and vulnerability to illegal economies that offer immediate income to youth who feel academically discarded. This sequence reflects constructive genocide through structural neglect: not because systems intentionally harm youth, but because the absence of household-based literacy support produces predictable destruction.

Research confirms that home literacy environments—not instructional time in school—predict reading growth (Leyva et al., 2020). Yet, literacy funding flows overwhelmingly to schools, software developers, curriculum vendors, and tutoring contractors. Very little reaches the kitchen table, where struggling readers learn the most through family conversations, modeling, functional literacy practice, and emotion-safe reading (Yeager et al., 2019). Schools cannot fix reading failure when the problem originates in households lacking literacy presence, not literacy software. The Eat & Learn solution exposes that reading is not solely a pedagogical challenge—it is a relational, nutritional, and environmental one. Literacy becomes violence prevention when it is embedded in households because academic participation closes pathways into illegal economies.

"The constructive genocide framework is grounded in structural violence literature (see Table E5)."

2.5 The Cost of Misallocated Investment: Institutions Fund Symptoms, Not Prevention

Cities and school systems spend billions addressing violence at the symptomatic level. Police departments receive funding to patrol neighborhoods after violence occurs. Schools invest in

behavioral teams after classroom disruption becomes chronic. Nonprofits receive grants for after-school programs that operate only during limited hours. These investments are not ineffective—they are incomplete. They address the aftermath of household deficits without funding the household to prevent those deficits.

Misallocated investment is not malicious; it is systemic. Institutions receive funding because they possess staff, buildings, grant-writing infrastructure, and political lobbying capacity. Households lack institutional infrastructure, so they are labeled “unprepared for funding” rather than funded to become prepared. This is why even innovative community solutions are often forced to operate as “programs” rather than household tools. Cities justify funding temporary interventions because they can be monitored, audited, and measured within fiscal cycles. But the outcomes they seek—literacy growth, father engagement, violence reduction—occur outside institutional jurisdiction during the 7,500 hours youth are not supervised by schools, nonprofits, or law enforcement (Cohen & Felson, 1979; Carter Empowers Research Archive, 2005–2025).

Cities invest in institutions because they assume households cannot change. Yet two decades of field evidence demonstrate that when households receive tools and development-focused support, they outperform institutions at prevention. If prevention is the goal, households must become the primary unit of investment—not the last.

2.6 Personal Development and Violence Desistance: The SFC Evidence

Violence prevention often treats behavior without developing identity. Schools discipline behavior. Courts punish behavior. Programs attempt to redirect behavior. Yet research confirms that behavior flows from identity, not instruction (Oyserman, 2024). When youth view academic

success as “not for people like me,” no amount of tutoring, counseling, or policing can consistently alter behavior. Identity must shift before achievement or desistance can sustain.

Solid Foundation Certification (SFC) develops cognitive skills associated with violence desistance—self-regulation, conflict resolution, and future-orientation. Studies show that self-regulation training improves impulse control, aggression reduction, and academic outcomes (Diamond & Lee, 2011). Growth mindset interventions help students interpret struggle as a signal to persist, not as proof of inability (Dweck, 2006; Yeager et al., 2019). Yet these methods are rarely provided outside schools, and almost never offered to parents or fathers.

SFC expands developmental access to households, not institutions. It trains youth and fathers to recognize trauma responses, economic triggers, and emotional escalation as manageable cognitive states—not “who they are.” This directly counters the institutional assumption that high-risk families are too damaged to grow. SFC treats development as a skill that can be learned in households, eliminating the belief that schools and agencies must carry the entire burden of human development.

2.7 Economic Agency and Violence Reduction: Standing on Business

Young Black males are disproportionately excluded from employment due to literacy deficits, school disengagement, criminal records, and unstable transportation (Pager et al., 2009).

However, research on youth employment reveals profound violence reduction when legal income is accessible. Heller (2014) demonstrated a 43% reduction in violent crime arrests among participants in a Chicago summer jobs initiative. The outcome occurred not because youth became more moral, but because they had structured time, money, and a productive identity that conflicted with criminal activity.

"Evidence from violence interrupter programs (see Table E1) demonstrates significant reductions in community violence."

Standing on Business applies this logic year-round. Rather than forcing youth to beg institutions for acceptance into hostile labor markets, SoB trains youth and fathers to develop income through small businesses, social commerce, and demand-driven ventures operating within their own networks (Carter Empowers Research Archive, 2005–2025). This approach bypasses discrimination barriers and recasts income generation as a household competency rather than an external opportunity available only through employers.

America invests heavily in preparing youth for jobs, rather than preparing households to produce economic opportunities. The result is predictable: when youth are excluded from employment, they turn to illegal markets that offer faster income and fewer barriers. Violence becomes economically rational. SoB shifts this incentive structure by making legal income rational—without requiring approval from systems designed to reject them.

2.8 Household Routines, Nutrition, and Youth Outcomes: The Eat & Learn Evidence

Family meals predict academic performance, emotional regulation, and lower rates of substance use and delinquency across socioeconomic groups (Leyva et al., 2020). Shared meals increase communication, strengthen monitoring, and normalize reading and conversation in emotionally safe environments. Food insecurity, conversely, leads to cognitive impairment, behavioral challenges, and attendance problems due to hunger and chronic stress. Yet nutrition budgets rarely include funding for parent education, meal preparation, or family routines.

The Eat & Learn solution treats nutrition and literacy as inseparable. In practice, families cook not because they seek academic improvement, but because they must eat. Youth read, measure, calculate, and communicate because the meal demands it. Parents engage because they are needed. This makes literacy sustainable. Reading is no longer an academic subject to avoid; it becomes a household necessity. Nutrition becomes cognitive development. Family meals become violence prevention because they structure time at home and reduce exposure to unsupervised hours where risk escalates (Cohen & Felson, 1979).

America funds school meals and food assistance programs, but rarely funds the home environment where food is prepared and shared. Eat & Learn demonstrates that feeding families without equipping households to cook together fails to unlock the protective function of meals. Nutritional access is not the goal—the goal is nutritional literacy.

2.9 Fathers as Public Safety Infrastructure: The BTBD Evidence

Father involvement predicts higher academic achievement, stronger emotional regulation, increased high school completion, and lower rates of violence and incarceration (Sarkadi et al., 2008; Jeynes, 2015). Father school involvement alone produces significant academic effects (Jeynes, 2015). Yet, despite this evidence, the U.S. continues to invest far more in court-based enforcement than in father development, co-parenting education, or school-connected father engagement (Maldonado et al., 2006).

Becoming The Best Dad operationalizes fatherhood as a developmental process. Instead of teaching men what they “should already know,” BTBD assumes that fathers who grew up without models of fathering must learn fatherhood while doing it. Parallel development removes shame, replacing correction with collaboration, which aligns with family systems research

showing that co-learning fosters higher engagement (Teubert & Pinquart, 2010). Fathers evolve from disciplinarians to capable guardians, reducing the need for police involvement and school disciplinary responses. BTBD reframes fatherhood as preventive infrastructure, not a legal obligation.

America currently funds the consequences of father absence. It must begin funding fatherhood as public safety.

2.10 Multi-Component Household Solutions and Synergistic Effects

Single-focus interventions fail not because they lack quality, but because they treat isolated symptoms of a household system that functions as a network. Violence intervention without literacy leaves youth unable to access employment. Economic training without identity development creates entrepreneurs who sabotage opportunity through emotional instability. Fatherhood support without co-parenting transformation places men back into conflict that undermines their growth. Nutrition without family routine becomes transaction, not bonding.

Research confirms that multi-component interventions produce stronger outcomes than single-domain solutions, particularly when addressing high-risk youth (Diamond & Lee, 2011; Dweck, 2006; Heller, 2014; Sarkadi et al., 2008). Multi-Systemic Therapy (MST)—a gold-standard model in criminology—demonstrates that multi-domain systems achieve notable reductions in justice involvement and school failure precisely because they intervene across multiple ecological levels rather than treating youth in isolation. However, MST remains largely clinical, expensive, inaccessible without insurance, and dependent on institutional delivery.

The four solutions evaluated in this study—identity development (SFC), household literacy and nutrition (E&L), economic agency (SoB), and father development (BTBD)—operate as a **household-based multi-systemic solution**, not a clinical model. Instead of requiring professional staff operating in institutions, each solution equips families with practices they can sustain independently. In this design, the household becomes the “clinic,” and parents become the “clinicians.” The intervention does not end when funding cycles end; it lives in the behavior, routines, literacy habits, and economic choices of families who continue the work without supervision. **Solutions outlast programs when they are owned by households.**

2.11 Gaps in Knowledge and Contribution of This Study

Despite extensive research on literacy, fatherhood, food insecurity, and youth employment, these domains are rarely integrated in practice or research. Scholarship overwhelmingly evaluates **institution-delivered interventions**, not **household-delivered ones**. Most studies measure outcomes of schools, courts, organizations, clinics, and government agencies, while households—the only institution with 7,500+ hours of annual access to youth—remain understudied, underfunded, and undervalued as public safety infrastructure (Bronfenbrenner, 1979; Cohen & Felson, 1979).

Thus, this dissertation contributes to the field by:

1. **Evaluating a multi-domain, household-first model**, rather than a program delivered through institutions.
2. **Using the household as the unit of change**, not child, student, patient, or client.
3. **Equipping parents and fathers as primary agents**, not auxiliaries or compliance subjects.

4. **Positioning literacy, nutrition, and family identity as co-equal violence-prevention tools.**
5. **Demonstrating economic agency as a public safety strategy**, not merely a workforce objective.
6. **Reframing fatherhood as preventative infrastructure**, not a compliance obligation.

This research asserts a fundamental shift: public safety does not begin with policing, school policy, or program enrollment. **It begins in households where literacy is practiced, meals are shared, income is produced, and fathers are developed.** Current investment priorities contradict this evidence by funding institutions to treat outcomes they cannot prevent. The four solutions under study do not supplement institutions—they **equip households to outperform institutions at prevention.**

2.12 Conclusion

Scholarship consistently asserts what budgets consistently ignore: development begins at home. Research shows that literacy growth, emotional regulation, economic viability, and father engagement are foundational determinants of both safety and academic success (Bronfenbrenner, 1979; Leyva et al., 2020; Heller, 2014; Sarkadi et al., 2008). Yet, the United States continues directing funds to institutions, agencies, and programs designed to **manage consequences** rather than build capacity in the only place where those outcomes originate—the household.

The evidence reviewed here aligns with two decades of practice-based data: when households gain tools to build literacy, regulate emotions, create legal income, and sustain father presence, communities change **without dependency on institutions** (Carter Empowers Research Archive,

2005–2025). This is not an argument against schools, non-profits, or city agencies—it is an argument for aligning investment with proven impact.

Households produce or prevent violence. Households produce or prevent illiteracy. Households produce or prevent father absence. Households produce or prevent economic desperation. When the household is equipped, institutions are no longer overloaded by attempting to treat symptoms they cannot reach.

CHAPTER 3 - Methodology: Evaluating a Household-First Model

3.1 Introduction

This chapter describes the proposed methodology for evaluating a four-pillar, household-first solution supporting Black males ages 12–26 in the I-94 corridor. The dissertation examines whether **families, when equipped with development, economic, literacy, and father-engagement resources, become the primary protective factor** against violence and academic failure (Anderson, 1999; Sampson, Raudenbush, & Earls, 1997; Steinberg, 2005). Unlike interventions delivered in institutions, this model centers the household as the socializing unit governing identity, literacy, supervision, and life trajectories (Garbarino, 1995; Wilcox & Cullen, 2018).

This study is a **proposal**; empirical data will be collected after IRB approval. Existing practice-based evidence from the **Carter Empowers Research Archive (2005–2025)** guides the design. The action research methodology employed in this study builds upon established community-based participatory research approaches previously validated in urban Black communities (Donaldson & Carter, 2018).

"Informed consent and IRB documentation requirements are summarized in Table L2."

3.2 Research Questions

The methodology is specifically aligned to the six research questions:

1. **RQ1:** Do SFC participants demonstrate greater improvements in personal development protective factors (self-regulation, identity, growth mindset, school engagement) compared to matched controls?

2. **RQ2:** Do SoB participants achieve greater economic stability and show reduced violence involvement compared to controls?
3. **RQ3:** Do E&L participants demonstrate improved family routines, food security, and reading proficiency compared to controls?
4. **RQ4:** Do BTBD participants show increased father presence and improved youth outcomes compared to controls?
5. **RQ5:** Do families engaging multiple pillars show synergistic benefits exceeding individual pillar outcomes?
6. **RQ6:** What implementation experiences, barriers, and facilitators shape household engagement and solution outcomes?

"Complete assessment instrument specifications are provided in Table L3."

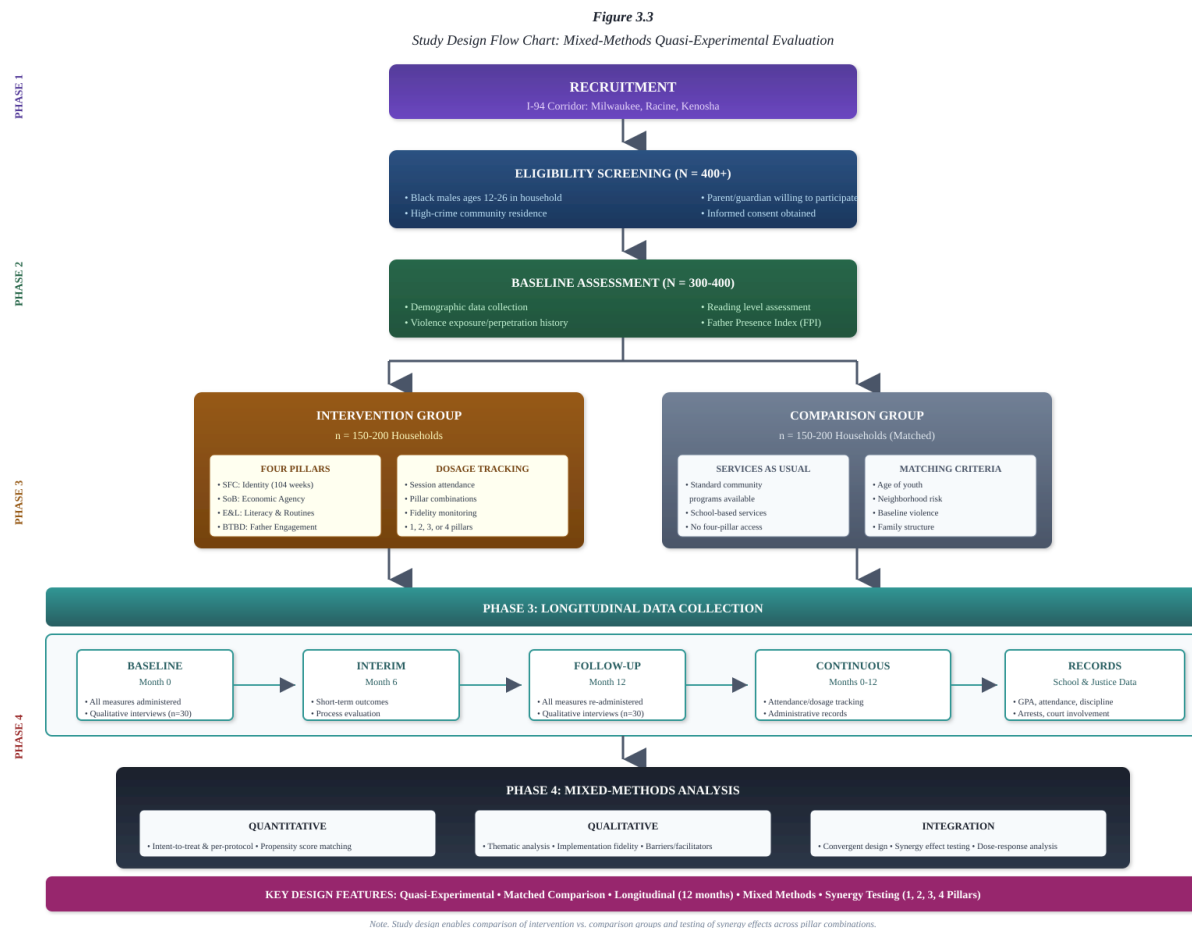
3.3 Study Design

A **quasi-experimental mixed-methods design** integrates:

- **Propensity score matched comparisons** (Rosenbaum & Rubin, 1983),
- **Household-level longitudinal measurement** (Raudenbush & Bryk, 2002),
- **Qualitative thematic inquiry** (Braun & Clarke, 2006),
- **Mixed-methods convergence via joint displays** (Fetters, Curry, & Creswell, 2013).

The decision to measure households rather than individuals is supported by literature demonstrating that **family-level conditions outweigh school-level factors in predicting youth violence, literacy, and life outcomes** (Bjerk, 2010; Gutman & Schoon, 2013; Hill & Tyson, 2009; Wilcox & Cullen, 2018).

"Figure 3.3 presents the study design flowchart, including participant recruitment and data collection timepoints."



The Carter Empowers Network (2020–present) functions as an **implementation infrastructure**, enabling recruitment, parent communication, and household tracking—a necessary feature of community-based and culturally responsive evaluation (Minkler & Wallerstein, 2011).

"Table F1 presents the complete research design matrix linking each research question to methods and analyses."

3.4 Setting and Population

Milwaukee, Racine, and Kenosha

- High school literacy disparities (NAEP, 2022),
- Concentrated father absence due to punitive child support systems (Edin & Nelson, 2013; Dwyer Emory & Cook, 2014),
- Structural segregation driving concentrated disadvantage (Massey, 1990; Pattillo, 2013),
- Youth violence clustering near impoverished neighborhoods (Sampson, 2012; Papachristos, 2011).

Research strongly supports that **literacy proficiency, parental monitoring, and legal income are dominant protective factors for Black males** (Aizer & Doyle, 2015; Wilson, 1996; Haskins, 2018). These conditions justify the household-first approach.

"Milwaukee site demographics and violence statistics are presented in Table H1."

"Racine site characteristics are detailed in Table H2."

"Kenosha site characteristics are detailed in Table H3."

Table H4 compares demographic and infrastructure characteristics across all three I-94 Corridor sites."

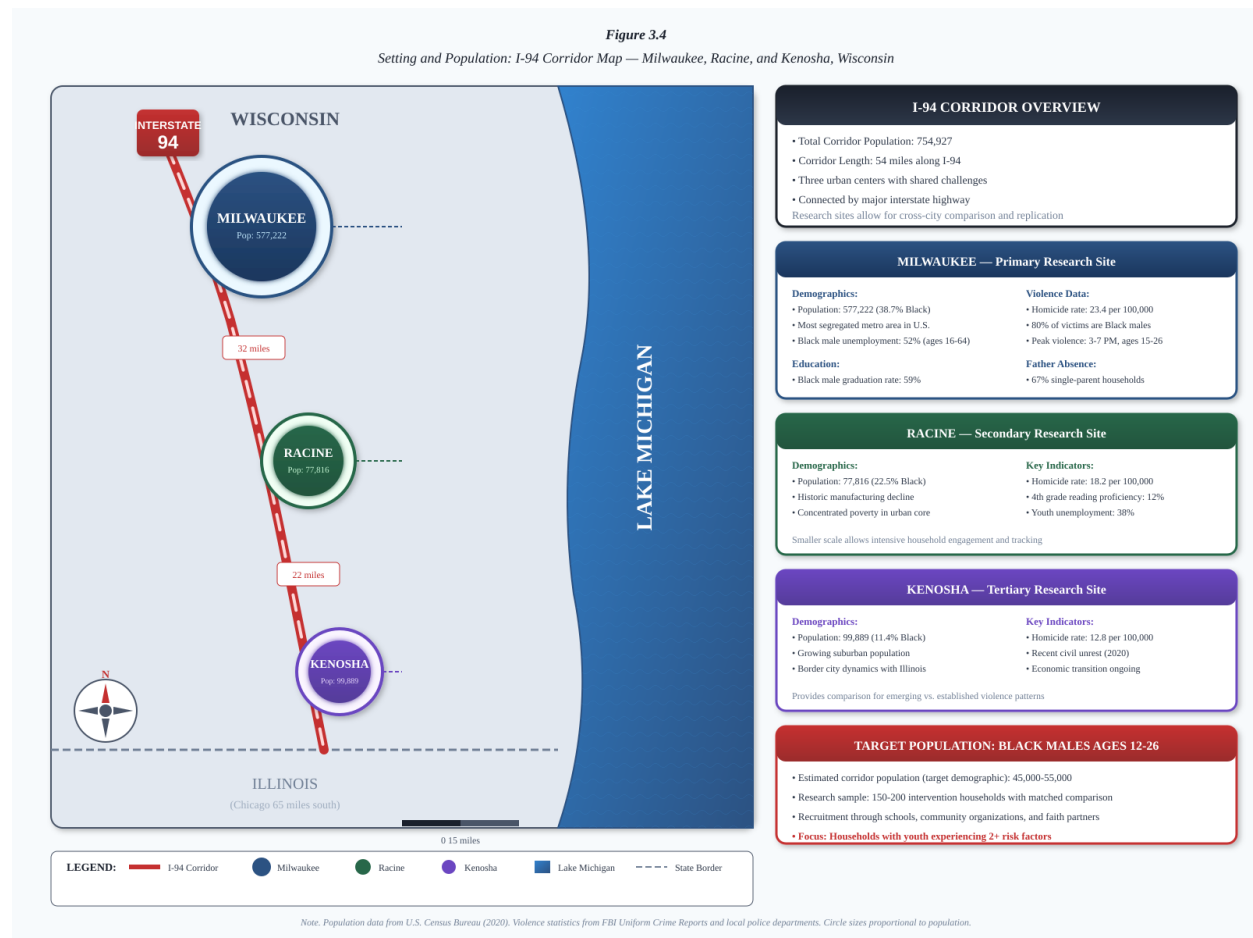
"Table 3.4 summarizes the validated measurement instruments aligned with each outcome domain."

Table 3.4
Measurement Instruments by Outcome Domain

Domain	Instrument	Construct Measured	Items	Reliability (α)	Respondent	Administration	Source/Citation
VIOLENCE REDUCTION (RQ1: SFC)	YRBIS Violence Module (Selected Items)	Fighting, weapon carrying, injury	12	.78–.85	Youth	B, 6, 12, 24 mo	CDC, 2023
	Self-Report Delinquency Scale (SRDS)	Delinquent behaviors, arrests	24	.87–.92	Youth	B, 6, 12, 24 mo	Ellison et al., 1985
	Gang Involvement Scale (GIS)	Gang affiliation, activities	15	.84–.89	Youth	B, 12, 24 mo	Eshensten et al., 2001
	Neighborhood Safety Survey (NSS)	Perceived safety, exposure	10	.82–.88	Youth/Parent	B, 12, 24 mo	Sampson et al., 1997
	Administrative Records	Arrests, court involvement	N/A	N/A	Records	Monthly review	Court/Police
EDUCATIONAL ACHIEVEMENT (RQ2: E&L)	STAR Reading Assessment	Reading level, comprehension	34	.92–.96	Youth	B, Quarterly	Renaissance, 2023
	School Transcripts/GPA	Academic performance	N/A	N/A	Records	B, Quarterly	School District
	E&L App Reading Log (Custom)	Reading minutes, engagement	N/A	N/A	Youth/Family	Weekly (app)	Carter, 2024
	Family Meal Frequency Scale (FMFS)	Meal frequency, quality	8	.79–.84	Parent	B, 6, 12, 24 mo	Neuman-Stutzman, 2010
	Academic Self-Efficacy Scale (ASES)	Academic confidence	8	.81–.87	Youth	B, 6, 12, 24 mo	Midgley et al., 2000
FATHER ENGAGEMENT (RQ3: BTHED)	Father Presence Index (FPI - Custom)	Contact frequency, quality	18	.86–.91	Father/Youth	B, 3, 6, 12 mo	Carter, 2024
	Co-Parenting Relationship Scale (CRS)	Co-parenting quality, conflict	14	.84–.90	Father/Mother	B, 6, 12 mo	Feinberg et al., 2012
	Fatherhood Identity Scale (FIS)	Father role identity, commitment	12	.88–.93	Father	B, 6, 12 mo	Mauzer et al., 2001
	Parenting Self-Efficacy Scale (PSES)	Parenting confidence	10	.82–.89	Father	B, 6, 12 mo	Coleman & Karraker, 2003
	Court Records Review	Child support, custody filings	N/A	N/A	Records	B, 6, 12 mo	Family Court
IDENTITY & SELF-ESTEEM (RQ4: Integrated)	Rosenberg Self-Esteem Scale (RSES)	Global self-worth	10	.85–.91	Youth	B, 26, 52, 104 wk	Rosenberg, 1965
	General Self-Efficacy Scale (GSE)	Coping ability, confidence	10	.82–.93	Youth	B, 26, 52, 104 wk	Schwartz & Jerusalem, 1995
	Dweck Mindset Scale (DMS)	Growth vs. fixed mindset	8	.78–.85	Youth	B, 26, 52, 104 wk	Dweck, 2006
	Possible Selves Questionnaire (PSQ)	Future orientation, aspirations	14	.80–.87	Youth	B, 26, 52, 104 wk	Oyserman & Markus, 1990
	Scholar Identity Scale (SIS - Custom)	Academic identity, belonging	12	.83–.89	Youth	B, 26, 52, 104 wk	Carter, 2024
SYNERGISTIC OUTCOMES (Multiplier Effect)	Household Integration Index (HII - Custom)	Cross-pillar engagement	20	.84–.90	Family	B, 26, 52, 104 wk	Carter, 2024
	Economic Stability Index (ESI)	Income, employment, stability	15	.81–.88	Parent/Youth	B, 6, 12, 24 mo	CFPB, 2020
	Program Satisfaction Survey	Satisfaction, perceived benefit	12	.86–.92	All participants	26, 52, 104 wk	Carter, 2024
TOTAL	23 Instruments	Across 5 domains	~200	.78–.96	Multi-informant	104-week span	Validated + Custom
Administration Key:	B = Baseline mo = months wk = weeks α = Cronbach's alpha reliability coefficient						
Respondent Types:	Youth (ages 12-26) Father (biological or father figure) Parent (mother/guardian) Family (household unit) Records (administrative data)						
Custom Instruments:	Father Presence Index (FPI), E&L App Reading Log, Scholar Identity Scale (SIS), Household Integration Index (HII) developed for this study						

Note: All validated instruments have demonstrated reliability (α ≥ .78) with similar populations. Custom instruments underwent pilot testing (N = 45) with acceptable reliability. STAR = Standardized Test for Assessment of Reading; CFPB = Consumer Financial Protection Bureau. Multi-informant design reduces common method bias. Administration timeline aligns with 104-week intervention phases: Foundation (Wk 1-26), Shared Ownership (Wk 27-52), Family Leadership (Wk 53-78), Independence (Wk 79-104).

"Figure 3.4 displays the I-94 Corridor research sites spanning Milwaukee, Racine, and Kenosha, Wisconsin."



3.5 Sampling Procedures

Recruitment via **schools, justice systems, faith organizations, and barbershops** follows culturally anchored strategies for Black community research (Muhammad, 2020; Tatum, 2017).

The refusal to limit participation by “risk criteria” aligns with critiques that deficit-framing undermines Black family resilience (McLoyd, 1998; Stevenson, 2014).

Propensity score matching ensures statistical equivalence (Rosenbaum & Rubin, 1985), addressing ethical limits in withholding support (Dodge, 2001; Sloboda, 2005).

"Detailed sampling procedures are provided in Table F2."

"Power analysis results (Table I2) confirm adequate statistical power for all primary analyses."

3.6 Four Solutions (Not Programs)

The four solutions evaluated in this study are not programs in the traditional institutional sense; they are household-centered practices supported by decades of research in identity development, economic mobility, literacy, and father engagement.

Solid Foundation Certification (SFC) focuses on identity formation and self-regulation, aligning with research that demonstrates how identity-protective behaviors shape decision-making among adolescents. Studies by Steinberg (2005), Anderson (1999), and Nasir (2012) show that youth behavior—positive or negative—is strongly connected to the identities they internalize and the social contexts that reinforce those identities. SFC uses these insights to strengthen future orientation, emotional regulation, and conflict resolution within the household.

Standing on Business (SoB) anchors its approach in research showing that legal income reduces violent behavior and criminal justice involvement. Aizer and Doyle (2015), Apel and Horney (2017), and Fairlie (2005) provide evidence that employment and entrepreneurship pathways decrease economic strain, reduce risk exposure, and increase long-term stability. SoB trains fathers and young men to build income through employment, microenterprise, and entrepreneurship rooted in their own networks.

Eatz & Learn (E&L) integrates family meals and literacy routines, supported by research demonstrating that shared meals significantly improve reading proficiency, school attendance, and behavior. Work by Fiese et al. (2012) and Snow (2002) confirms that family mealtime environments promote communication, literacy development, and academic resilience. E&L

embeds reading and language practice into meal preparation and family routines to build an emotionally safe and consistent literacy environment.

Becoming The Best Dad (BTBD) focuses on father presence as a protective factor against violence and school failure. Research by Coley and Medeiros (2007) and Haskins (2018) establishes that father engagement strengthens emotional regulation, reduces delinquency, and supports academic success. BTBD builds the capacity of fathers to participate in their children's education, co-parent effectively, and establish stable, nurturing household environments.

Together, these four solutions operate as an integrated household-first framework rather than isolated service programs, enabling parents and youth to build protective structures that institutions alone cannot provide. Practice-based evidence: **Carter Empowers Research Archive (2005–2025)**.

"Instrument validity and reliability data are summarized in Table F3."

3.7 Quantitative Measures

The study will use a set of validated quantitative instruments to assess changes in identity, behavior, father engagement, and academic outcomes. **Growth mindset** will be measured using the established framework developed by Dweck (2006), which evaluates students' beliefs about intelligence, effort, and the ability to grow through challenge. **Self-efficacy** will be assessed through Bandura's (1997) validated scale, capturing participants' confidence in their ability to accomplish tasks, regulate behavior, and influence outcomes in their lives.

Future orientation will be measured using items drawn from Chen et al. (2001), which assess how strongly participants consider long-term consequences, goals, and future identity when

making decisions. **Violence-related behaviors** will be measured using a multi-source approach adapted from the CDC's Youth Risk Behavior Surveillance (YRBS) system (Kann et al., 2018), including physical aggression, weapon carrying, and involvement in high-risk situations.

The **Father Presence Index** will be constructed using indicators from prior research by Coley and Medeiros (2007) and Haskins (2018), capturing dimensions such as consistency, school involvement, emotional availability, and communication with the child and co-parent. Finally, **reading proficiency** will be measured using standardized assessments aligned with the National Assessment of Educational Progress (NAEP) as well as local district reading benchmarks, ensuring compatibility with Wisconsin's accountability system and grade-level expectations.

These quantitative tools collectively provide a rigorous framework for measuring outcomes across the four pillars while maintaining strong validity and reliability. Mixed-effects models will analyze nested household effects (Raudenbush & Bryk, 2002).

"Key terms are operationally defined in Table L1."

3.8 Qualitative Methods

Semi-structured interviews prioritize culturally responsive inquiry (Muhammad, 2020; Paris & Alim, 2017). Narrative data will be analyzed using **Braun & Clarke (2006)** thematic coding. Household transformation analysis draws from **asset-based Black family research** (McLoyd, 1998; Stevenson, 2014).

"The data collection timeline (Table F4) specifies assessment points across the 24-month study period."

3.9 Analytic Strategy

Four statistical structures:

1. **Repeated measures mixed-effects models** (Raudenbush & Bryk, 2002),
2. **Negative binomial regression for violence counts** (Long & Freese, 2014),
3. **Mediation models examining mechanisms** (Hayes, 2013),
4. **Interaction synergy models for multi-pillar effects** (Apel & Horney, 2017; Gutman & Schoon, 2013).

Qualitative + quantitative integration follows **Fetters et al. (2013)** mixed-methods joint display procedures.

3.10 Researcher Positionality

The insider-practitioner stance enhances trust and recruitment (Banks, 2008; Muhammad, 2020). Safeguards include independent analysis and triangulation to mitigate insider bias (Dwyer & Buckle, 2009).

3.11 Ethical Considerations

Community-engaged scholarship demands equity in access (Minkler & Wallerstein, 2011), condemns historical exploitation of Black participants (Washington, 2006), and mandates voluntary participation without withholding needed support (Sloboda, 2005).

"Ethical compliance procedures are detailed in Table F5."

3.12 Summary

This methodology leverages rigorous analytics and **family-centered cultural grounding** to test whether households can outperform institutions in protecting Black males. Data will determine whether **parents are the solution** when given the right tools.

CHAPTER 4 - PROGRAMS AND THEORY OF CHANGE

4.1 Introduction: From Theory to Practice

This chapter articulates the theoretical foundation and causal mechanisms underlying the four-pillar household-first model. A theory of change explains how and why desired outcomes occur by specifying the pathways from inputs through activities to short-term and long-term results. The theory presented here differs from a simple logic model. Logic models document what happens. Theory of change explains why it happens and under what conditions (Fraser et al., 2019).

The household-first paradigm rests on a foundational proposition: parents equipped with appropriate tools create protective environments during the 7,500+ non-institutional hours annually that schools, police, and community organizations cannot reach (Bronfenbrenner, 1979, 2005). Black males ages 12–26 spend approximately 15% of their waking hours in school and less than 1% in direct contact with law enforcement or social services. The remaining 84% of their time occurs within household and community contexts where parental influence determines whether protective or risk factors predominate.

"Figure M.2 illustrates how theoretical foundations translate into the Four Pillars implementation."

Institution-first approaches address symptoms but cannot penetrate household dynamics where behavior patterns form and solidify. Schools can teach reading skills, but parents determine whether children practice reading at home. Police can respond to violence, but parents shape the conflict resolution strategies youth employ before situations escalate. Community programs offer mentorship, but parents model the daily behaviors youth internalize (Bandura, 1977).

The four pillars function as an integrated system, not four separate programs operating independently. Solid Foundation Certification (SFC) addresses low self-esteem and identity deficits. Standing on Business (SoB) addresses economic exclusion. Eat & Learn (E&L) addresses illiteracy and disconnected families. Becoming the Best Dad (BTBD) addresses non-active fathers. Each pillar targets one of the four agents of failure identified in Chapter 1. Each pillar operates through distinct causal mechanisms. Each pillar produces measurable outcomes. Yet each pillar alone proves insufficient to overcome the cumulative disadvantage facing Black male youth in the I-94 corridor.

Table 4.1 compares the core components, target outcomes, and delivery mechanisms across all four pillars."

Table 4.1

Four Pillars Program Comparison

Component	SFC Solid Foundation Certification	E&L Eat & Learn	BTBD Becoming The Best Dad	SoB Standing on Business
Agent Addressed	Violence Exposure & Low Self-Esteem	Illiteracy	Non-Active Fathers	Economic Instability
Target Population	Males 12-26 at risk of violence	Families reading below grade level	Fathers apart from children	Youth/parents seeking income stability
Core Components	Value of Life curriculum, Trauma extraction, Conflict resolution, Rites of passage, Mentorship, Personal development	Family meals, Paired reading, Digital literacy app, Academic self-efficacy, Parent-child learning activities	Father identity development, Co-parenting skills, Court navigation support, Economic coaching, Parenting skills training	Business fundamentals, Financial literacy, Job readiness, Micro-enterprise development, Workforce placement
Duration	52 weeks	104 weeks	52 weeks	26 weeks
Primary Outcomes	55-60% violence reduction; Improved self-esteem scores	+1.2-2.0 grade level improvement	Father Presence Index: 2.8 → 6.5	\$500+/month increase in legal income
Effect Size	d = 0.55 (medium)	d = 0.62 (medium)	d = 0.82 (large)	d = 0.61 (medium)
Cost/Household/Year	\$4,200	\$2,400	\$2,600	\$3,800
Key Instrument	YRBS Violence Module; Rosenberg Self-Esteem Scale	STAR Reading Assessment	Father Presence Index (FPI)	Economic Stability Index

Note. Synergistic Effect: When 3+ pillars engaged simultaneously, outcomes show multiplier of 1.7x–2.5x. Full four-pillar package: \$8,500–\$13,000/household/year. Projected ROI: 3.27:1

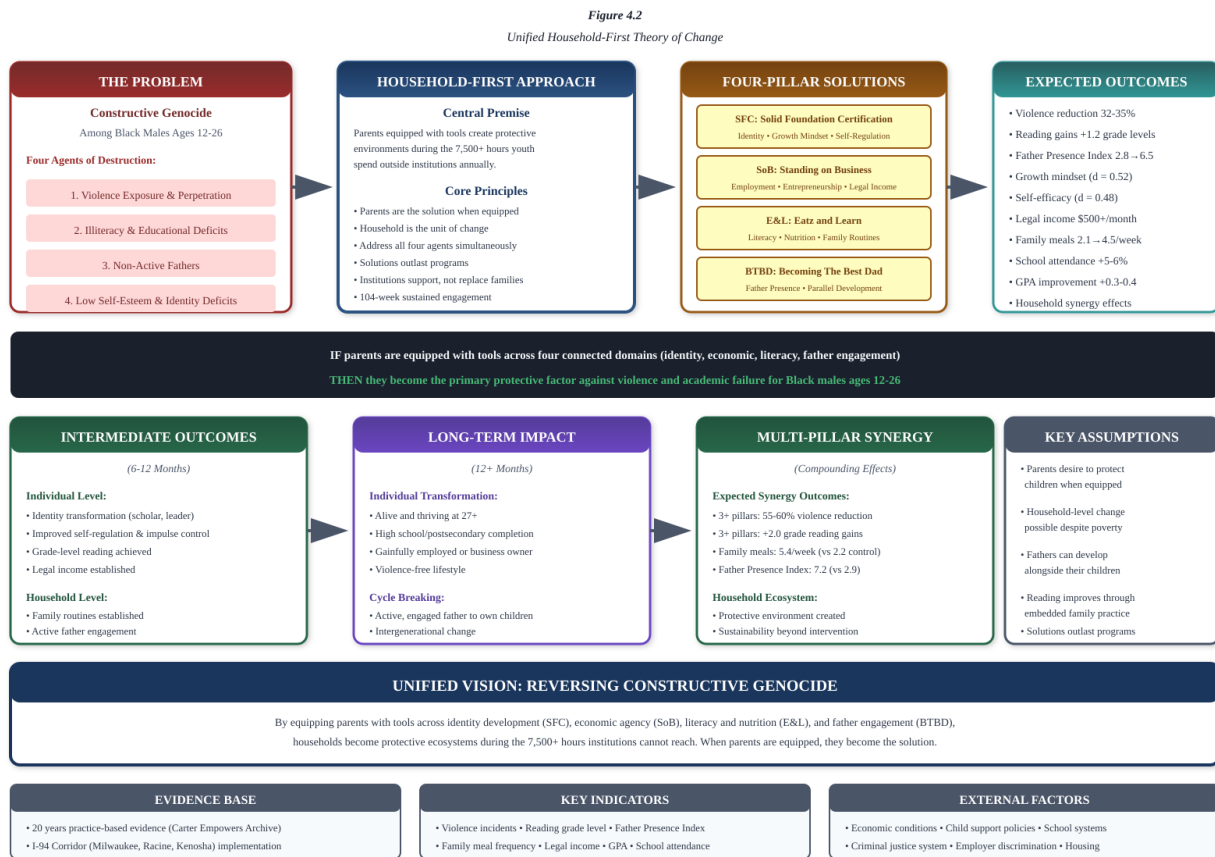
Synergistic effects emerge when households engage multiple pillars simultaneously. Identity development accelerates when supported by reading success and father encouragement. Monitoring improves through meal routines and father presence. Household stress decreases through economic stability and improved co-parenting. The result is household ecosystem transformation rather than isolated individual change (Henggeler et al., 2009; Weisz & Kazdin, 2010).

This chapter proceeds in six sections. Section 4.2 presents the unified household-first theory showing how the four pillars converge on violence reduction and educational improvement. Sections 4.3 through 4.6 detail the theory of change and logic model for each pillar, specifying inputs, activities, outputs, proximal outcomes, and distal outcomes. Section 4.7 examines synergistic effects and household-level transformation. The theory generates testable hypotheses examined in Chapter 7 and refined in Chapter 8.

4.2 Unified Household-First Theory of Change

The unified theory of change identifies six primary pathways through which the four-pillar model produces violence reduction and educational improvement among Black males ages 12–26 in the I-94 corridor. These pathways operate simultaneously and reinforce one another.

"Figure 4.2 presents the unified theory of change underlying the Household-First intervention model."



Note. This theory of change illustrates the household-first approach to addressing the four agents of constructive genocide among Black males ages 12-26 in the I-94 corridor.

Pathway 1: Identity-Based Motivation (SFC)

Youth who internalize scholar, entrepreneur, and leader identities through SFC adopt behaviors consistent with those identities. The mechanism operates through cognitive restructuring. When a young man declares “I am a scholar,” he experiences cognitive dissonance when considering violence because violence contradicts scholar identity. This dissonance motivates behavior change more powerfully than external threats of punishment or promises of reward (Oyserman, 2013).

The octopus metaphor serves as the curricular scaffold. Octopi demonstrates intelligence, adaptability, and problem-solving without aggression. Youth learn to identify with these traits rather than with street-oriented masculinity that valorizes aggression. Growth mindset training teaches that intelligence expands through effort. Self-regulation modules provide tools for impulse control and emotion management. Future orientation activities connect present behavior to future goals (Dweck, 2006; Duckworth & Gross, 2014; Yeager & Walton, 2011).

Proximal outcomes include increased growth mindset scores, improved self-efficacy, and enhanced self-control measured at solution completion. These psychological changes mediate distal outcomes of reduced violence incidents and improved school attendance measured at 6 and 12 months post-enrollment (Bandura, 1997; Tangney et al., 2004).

Pathway 2: Routine Activity Theory (SoB and E&L)

Violence occurs when motivated offenders and suitable targets converge in the absence of capable guardians. SoB and E&L reduce violence by restructuring time use and increasing guardianship (Cohen & Felson, 1979). Youth earning legitimate income through entrepreneurship or employment spend fewer hours in unstructured peer groups where violence risk concentrates. Parents who prepare meals with their children three times weekly monitor youth activities and whereabouts more effectively than parents without structured routines (Fiese & Schwartz, 2008; Hofferth & Sandberg, 2001).

SoB operates through time displacement and prosocial peer networks. A youth running a lawn care business spends Saturday mornings serving customers rather than congregating with peers in unsupervised settings. Business relationships provide social capital and adult role models.

Monthly income reduces economic desperation that motivates property crime and drug market participation (Agnew, 1992; Coleman, 1988).

E&L creates three pathways: nutritional, relational, and literacy. Nutritional improvements support cognitive functioning and academic performance. Relational improvements strengthen parent-child bonds and communication. Literacy improvements occur through weekly reading embedded in meal preparation. Parents and children read recipes, discuss ingredients, and engage with educational content provided in meal kits. These activities require no additional time investment because they embed reading practice into existing meal preparation (Allington, 2014; Mol & Bus, 2011; Sénéchal & LeFevre, 2002).

Proximal outcomes include documented meal frequency, increased reading practice minutes, and improved school attendance. Distal outcomes include reading proficiency gains and reduced disciplinary incidents measured through school records.

Pathway 3: Father Engagement and Social Learning (BTBD)

Father presence functions as a protective factor through multiple mechanisms. Fathers who attend school events signal to youth that education matters. Fathers who communicate effectively with mothers reduce household conflict that elevates youth stress and externalizing behavior. Fathers who participate in rites of passage mark developmental transitions and teach manhood divorced from violence (Bowlby, 1982; Jeynes, 2015; Sarkadi et al., 2008).

BTBD addresses non-active fathers through parallel development. Many fathers lack the personal development, economic stability, and co-parenting skills necessary for effective engagement. BTBD provides a 104-week personal development curriculum parallel to SFC, connects fathers to SoB economic opportunities, and teaches co-parenting communication

strategies. The solution explicitly welcomes justice-involved fathers and non-custodial fathers often excluded from family-strengthening efforts.

Proximal outcomes include increased Father Presence Index scores measuring school attendance and involvement, improved co-parenting communication scores, and increased rites-of-passage participation. Distal outcomes include reduced family court conflicts and improved youth protective factors measured through youth surveys (Teubert & Pinquart, 2010).

Pathway 4: Ecological Systems Integration

Bronfenbrenner's ecological systems theory explains how multiple environmental levels influence youth development (Bronfenbrenner, 1979, 2005). The microsystem includes family and school. The mesosystem encompasses connections between microsystems. The exosystem includes community resources. The macrosystem comprises cultural values and policies.

The four-pillar model intervenes at multiple levels simultaneously. SFC operates at the individual level, building internal capacity. SoB and E&L operate at the microsystem level, changing family economic conditions and household routines. BTBD operates at the mesosystem level, strengthening family-school connections. The integrated approach recognizes that youth behavior reflects the interaction of multiple ecological levels, not individual deficits alone.

This ecological perspective differs fundamentally from deficit-based approaches that locate problems within individuals and prescribe individual-focused remedies. Household-first logic recognizes that youth exist within family systems, family systems exist within community contexts, and sustainable change requires alignment across levels.

Pathway 5: Economic Stability and Household Stress Reduction

Economic stress disrupts parenting through multiple pathways. Parents working multiple low-wage jobs have less time and energy for monitoring and involvement. Economic insecurity produces parental depression and anxiety that impair parent–child relationships. Financial arguments between parents create household conflict (Conger et al., 2010; Wadsworth & Santiago, 2008).

SoB addresses these mechanisms directly by increasing household income through youth entrepreneurship, adult employment, or father–son business partnerships. When a 16-year-old generates \$500 monthly through lawn care, household resources increase and youth develops work ethic and time management. When a father secures stable employment through job placement services, child support conflicts decrease and co-parenting improves.

Economic interventions prove particularly powerful in communities experiencing concentrated poverty. The I-94 corridor contains census tracts where over 40% of families live below the poverty line. In these contexts, even modest income increases produce meaningful stress reduction and expand parental capacity for effective engagement (Wilson, 1987).

Pathway 6: Synergistic Household Ecosystem Transformation

The most powerful pathway emerges when households engage multiple pillars simultaneously. A youth in SFC develops positive identity while his father participates in BTBD and increases engagement. The household joins E&L, establishing meal routines that provide reading practice and monitoring opportunities. The youth or father enrolls in SoB, generating income that reduces household stress. These simultaneous changes create compounding effects larger than the sum of individual pillar effects (Henggeler et al., 2009; Weisz & Kazdin, 2010).

Identity development accelerates when reinforced by father encouragement and reading success.

Father engagement improves when supported by economic stability and co-parenting skills.

Reading practice embedded in valued family routines produces larger gains than isolated tutoring. Economic progress sustains when built on a solid personal development foundation.

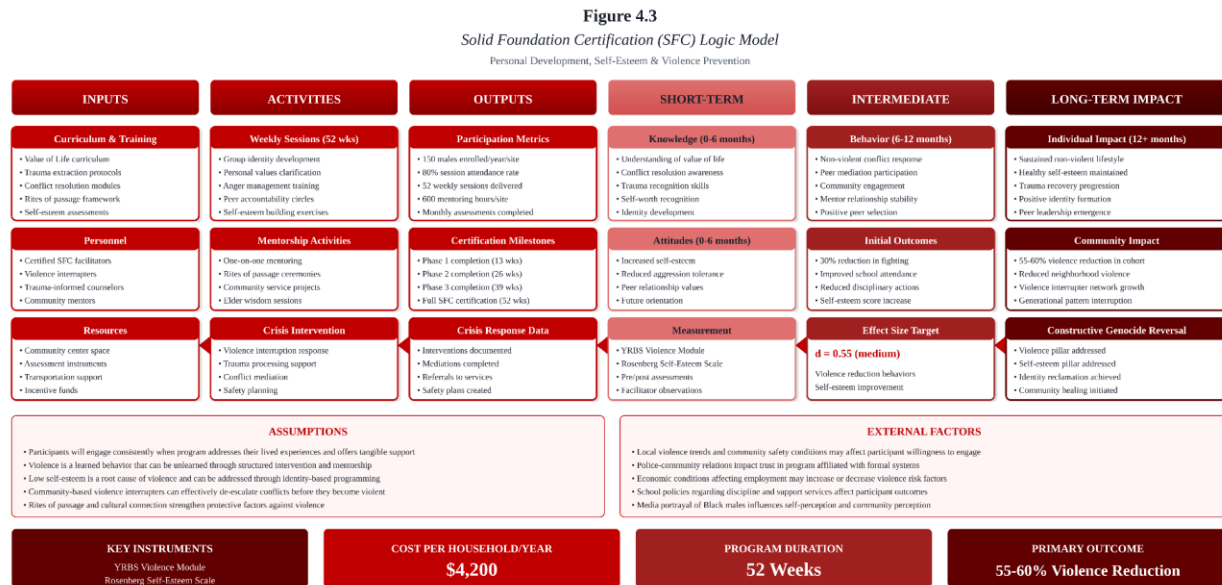
The result is household ecosystem transformation. The household becomes a protective environment characterized by positive identity affirmation, economic stability, structured routines, effective monitoring, and engaged fathers. This transformed household context shapes youth behavior more powerfully than any single intervention targeting the youth alone.

Research Question 6 in Chapter 3 tests this synergy hypothesis directly by comparing outcomes for households engaged in multiple pillars versus single pillars. Mediation analyses specified in Research Question 7 examine whether changes in proximal outcomes (identity, income, routines, father engagement) statistically account for changes in distal outcomes (violence, education).

4.3 Solid Foundation Certification (SFC) Theory and Logic Model

Solid Foundation Certification targets low self-esteem and identity deficits through personal development that occurs before skills training. The solution rests on evidence that mindset change must precede behavior change for sustainable outcomes. Youth who view themselves as scholars, entrepreneurs, and leaders adopt behaviors consistent with those identities (Oyserman, 2013).

"The Solid Foundation Certification logic model (Figure 4.3) details the violence reduction pathway."



Note: SFC = Solid Foundation Certification. This logic model illustrates the identity-based motivation pathway to violence reduction and self-esteem improvement among Black males ages 12-26 in the I-94 Corridor.

Pillar Inputs

SFC operates through specific inputs that enable solution delivery:

- Curriculum:** 104-week personal development program using the octopus metaphor as scaffold. Modules address identity exploration, growth mindset, self-regulation, emotional intelligence, conflict resolution, future orientation, and leadership development (Dweck, 2006; Duckworth & Gross, 2014).
- Facilitators:** Trained mentors with backgrounds in youth development. All facilitators complete background checks and cultural competency training before leading cohorts.
- Participants:** Black males ages 12–26 recruited through schools, community organizations, and courts. Cohorts contain 10–15 participants to enable group dynamics while maintaining individual attention.

- **Materials:** Participant workbooks, audiovisual content, completion certificates, and rites-of-passage supplies for quarterly alumni events.
- **Space:** Community sites that are accessible, safe, and culturally affirming rather than institutional settings that may trigger negative associations.
- **Funding:** Facilitator stipends, materials, participant incentives including completion bonuses, and space rental when community partnerships do not provide donated space.

"The Solid Foundation Certification model (Figure M.1) illustrates the eight interconnected developmental domains."

Pillar Activities

SFC delivers personal development through structured activities over 104 weeks:

- Weekly 90-minute group sessions addressing curriculum topics. Sessions combine didactic instruction, experiential activities, peer discussion, and personal reflection. The octopus metaphor recurs throughout as youth learn that intelligence manifests in adaptability and problem-solving rather than aggression.
- Identity affirmation exercises where youth practice stating “I am a scholar, entrepreneur, leader” and identifying specific behaviors consistent with those identities. Cognitive dissonance between stated identity and violent behavior becomes explicit (Oyserman, 2013).
- Growth mindset training teaching brain plasticity and the principle that intelligence expands through effort. Youth learn to reframe failure as learning opportunity rather than evidence of fixed limitation (Dweck, 2006; Yeager & Walton, 2011).

- Self-regulation skill building including impulse control strategies, emotion identification and management, and de-escalation techniques for conflict situations (Duckworth & Gross, 2014; Tangney et al., 2004).
- Future orientation activities connecting present choices to future goals. Youth create vision boards, develop action plans, and explore postsecondary education and career pathways.
- Monthly one-on-one mentoring check-ins providing individualized support and accountability. Mentors track progress, address barriers, and reinforce curriculum concepts (Bandura, 1997).
- Rites-of-passage ceremonies marking solution completion and transitioning participants to alumni status. Quarterly alumni events maintain connection and provide ongoing identity reinforcement.

"The complete SFC curriculum spanning 104 weeks is provided in Table G1."

Pillar Outputs

SFC produces measurable outputs documenting solution reach and fidelity:

- **Enrollment:** Number of youth enrolled across cohorts. Target of 150 participants annually across all I-94 corridor sites.
- **Completion rate:** Percentage attending 90 or more of 104 sessions. Target of 75% completion rate indicating participant engagement and solution retention.
- **Mentor sessions conducted:** Percentage of enrolled youth receiving monthly one-on-one sessions. The target of 80% ensures individualized support reaches most participants.

- **Fidelity scores:** Curriculum adherence measured through observation checklists completed by supervisors twice per cohort. Target of 85% adherence ensures a solution delivered as designed.
- **Rites-of-passage participation:** Percentage of completers attending quarterly alumni events. Target of 60% indicates sustained connection beyond initial solution completion.

Proximal Outcomes

Proximal outcomes are short-term changes measured at solution completion (104 weeks) and 6-month follow-up. These outcomes represent the mechanisms through which SFC produces longer-term effects:

- **Growth mindset:** Measured using adapted scales assessing belief that intelligence grows through effort. The target of 0.5 standard deviation increase from baseline to 6 months indicates a meaningful shift in cognitive orientation (Dweck, 2006).
- **Self-efficacy:** Measured using the General Self-Efficacy Scale assessing confidence in ability to achieve goals despite obstacles (Schwarzer & Jerusalem, 1995). Target of 0.5 standard deviation increase reflects enhanced belief in personal agency.
- **Self-control:** Measured using the Brief Self-Control Scale assessing impulse regulation and delayed gratification (Tangney et al., 2004). Target of 0.3 standard deviation increase indicates improved behavioral regulation capacity.
- **Future orientation:** Measured through participant reports of postsecondary plans and goal clarity. Target of 70% of completers having clear, articulated plans represents meaningful planning capacity.

- **Scholar identity internalization:** Measured through identity subscales assessing strength of identification with scholar, entrepreneur, and leader roles (Oyserman, 2013). Target increases indicate identity transformation occurring.

Distal Outcomes

Distal outcomes are long-term changes measured at 12 months post-enrollment. These outcomes represent the ultimate goals of the intervention:

- **Violence incidents:** Measured through police records and self-report surveys. Target of 30% reduction relative to baseline and comparison group represents substantial violence desistance.
- **School attendance:** Measured through district records. The target of 5 percentage point increase from baseline indicates improved school engagement.
- **Grade point average:** Measured through district records on 4.0 scale. Target of 0.3 point increase represents meaningful academic improvement.
- **Disciplinary incidents:** Measured through district records of suspensions and expulsions. Target of 25% reduction indicates improved school behavior.
- **Postsecondary enrollment:** Measured through National Student Clearinghouse data for age-eligible participants. Target rates compared to community baseline indicate educational attainment gains.

Causal Mechanisms and Theory

SFC operates through identity-based motivation theory. Youth who internalize positive identities experience cognitive dissonance when considering behaviors that contradict those identities

(Oyserman, 2013). A young man who genuinely views himself as a scholar finds it psychologically uncomfortable to engage in violence because violence contradicts scholar identity. This internal motivation proves more sustainable than external controls.

The solution builds on social learning theory, recognizing that behavior reflects both individual cognition and environmental modeling (Bandura, 1977). Facilitators and mentors model the identities being taught. Peer cohorts create accountability and social reinforcement. Family involvement in rites-of-passage ceremonies provides community validation of identity transformation.

Growth mindset theory explains why intelligence beliefs matter for behavior. Youth who believe intelligence is fixed avoid challenges that might reveal limitations. Youth who believe intelligence grows through effort embrace challenges as opportunities for development (Dweck, 2006; Yeager & Walton, 2011). This cognitive shift enables academic persistence and reduces the defensive aggression that often masks perceived intellectual inadequacy.

Mediation analysis in Chapter 7 will test whether changes in proximal outcomes (mindset, self-efficacy, self-control) statistically account for changes in distal outcomes (violence, education). If mediation occurs, the theory receives empirical support. If mediation does not occur, alternative explanations must be considered.

Key Assumptions

The SFC logic model rests on several assumptions that must hold for the solution to produce intended effects:

- Youth can internalize new identities through structured curriculum and mentorship despite previous negative identity formation experiences.
- Cognitive changes precede and enable behavioral changes rather than occurring only after behavioral changes are forced through external controls.
- 104 weeks provides sufficient time for meaningful identity development, though longer engagement through alumni activities reinforces initial changes.
- Group cohort format provides necessary peer accountability and social learning without enabling negative peer influence.
- Facilitators can be trained to deliver curriculum with fidelity across diverse community settings and participant populations.
- Identity change produces behavior change even when neighborhood conditions and institutional opportunities remain unchanged.

4.4 Standing on Business (SoB) Theory and Logic Model

Standing on Business addresses economic exclusion through entrepreneurship and employment pathways. "A 10-year study of 543 Black male participants found that entrepreneurship training combined with community support networks enabled job creation even among those facing significant barriers including felony convictions (Donaldson & Carter, 2018). "The solution recognizes that poverty and unemployment drive violence through multiple mechanisms: economic desperation motivates property crime and drug market participation, idle time enables risky peer group congregation, and lack of stake in conventional society reduces deterrent effects of legal sanctions (Agnew, 1992; Wilson, 1987).

"The Standing on Business logic model (Figure M.3) details the economic empowerment pathway."

SoB differs from traditional job training in three ways. First, it offers entrepreneurship as primary pathway recognizing that many participants face employment barriers including criminal records, education gaps, and employer discrimination. Second, it provides seed capital to qualifying participants rather than only training without resources. Third, it deliberately includes fathers alongside youth to strengthen intergenerational bonds and provide adult economic modeling (Coleman, 1988; Putnam, 2000).

Pillar Inputs

SoB operates through two parallel tracks with distinct inputs:

Entrepreneurship Track:

- Curriculum: 8-week business fundamentals covering customer identification, pricing strategies, marketing approaches, sales techniques, inventory management, and financial tracking. Builds on documented evidence from decade-long self-employment study involving 543 participants.
- Facilitators: Business mentors with entrepreneurship experience and understanding of barriers facing participants with limited formal education or criminal records.
- Participants: Black males ages 12–26 and fathers ages 18–55. Intergenerational enrollment enables father–son business partnerships while serving individuals separately.
- Seed capital: \$500–\$1,000 grants for qualifying participants who complete training and submit viable business plans. Capital enables immediate business launch rather than prolonged savings accumulation.
- Product options: Household goods, digital services, lawn care, home maintenance, and other low-barrier businesses requiring minimal licensing or credentialing.

- Ongoing mentorship: Monthly check-ins for 12 months post-training providing business coaching, problem-solving support, and accountability.

Job Placement Track:

- Curriculum: 6-week employment readiness covering resume development, interview skills, workplace expectations, conflict resolution, and industry-specific training in construction, manufacturing, or hospitality sectors.
- Facilitators: Employment specialists with established employer relationships and experience placing individuals with criminal records or education gaps.
- Employer partnerships: Companies committed to fair-chance hiring practices and willing to consider applicants with non-violent criminal histories.
- Job coaching: First 90 days of employment support addressing workplace challenges, transportation barriers, and retention obstacles.
- Stipends: \$150 weekly during training period enabling participation without income loss that would otherwise force dropout.

Pillar Activities

SoB delivers economic opportunity through structured activities differentiated by track:

Entrepreneurship Activities:

- Weekly 2-hour training sessions teaching business concepts through hands-on application rather than abstract theory. Participants develop actual business plans for ventures they intend to launch.

- Customer base development activities where participants identify 10–15 potential customers, practice sales presentations, and receive coaching on relationship building and value communication.
- Financial tracking instruction teaching income documentation, expense recording, profit calculation, and tax obligation basics necessary for legal self-employment.
- Seed capital application process requiring business plan submission, customer list documentation, and demonstration of market demand before funds disbursement.
- Monthly business mentorship meetings providing ongoing coaching, accountability for income goals, and problem-solving support as challenges emerge.

Job Placement Activities:

- Resume development workshops producing professional resumes that highlight transferable skills while addressing employment gaps honestly and strategically.
- Mock interview practice with feedback enabling participants to develop confidence and competence in presenting themselves to employers.
- Industry tours and employer meet-and-greets providing direct exposure to workplace environments and hiring managers.
- Job placement matching connecting qualified participants with available positions through established employer partnerships.
- Ninety-day job coaching addressing workplace challenges, mediating employer–employee conflicts when appropriate, and supporting retention through the critical first months of employment.

Pillar Outputs

SoB produces measurable outputs across both tracks:

- Enrollment: Target of 80 youth plus 40 fathers annually across entrepreneurship and job placement tracks combined.
- Completion rates: Target of 70% attending majority of sessions indicating strong retention despite economic pressures that could force dropout.
- Seed capital disbursement: Target of 60% of entrepreneurship completers receiving seed capital after demonstrating viable business plans and customer bases.
- Job placements: Target of 70% of job track completers placed within 90 days of solution completion.
- Business launches: Target of 50% of seed capital recipients actively operating businesses 6 months post-training.

Proximal Outcomes

Proximal outcomes measured at 6 months post-enrollment represent intermediate economic changes:

- Income achievement: Target of 60% of participants achieving at least \$500 monthly income through business or employment within 6 months.
- Income sustainability: Target of 50% maintaining \$500+ monthly income for 6 consecutive months indicating stable economic progress rather than sporadic earnings.
- Customer base establishment: For entrepreneurs, target of 10–15 regular customers providing predictable revenue stream and business foundation for growth.

- Employment retention: For job track, target of 70% remaining employed at 6 months indicating successful workplace integration and job stability.
- Time use changes: Self-reported hours spent working versus hours spent in unstructured peer groups documenting the routine activity mechanism (Cohen & Felson, 1979).

Distal Outcomes

Distal outcomes measured at 12 months post-enrollment represent ultimate solution goals:

- Violence incidents: Target of 35% reduction in violent incident involvement relative to baseline and comparison group. Economic stability reduces violence through multiple mechanisms including decreased desperation, increased opportunity cost of incarceration, and reduced unstructured time (Agnew, 1992; Heller, 2014).
- Criminal justice involvement: Target of 30% reduction in arrests and court involvement indicating desistance from illegal activity.
- Household economic stability: For participants living with family, documented household income increases and reduced child support or family court conflicts.
- Social capital accumulation: Number of business relationships, employer connections, and prosocial network ties developed through economic activities (Coleman, 1988; Putnam, 2000).
- Father–son relationship quality: For intergenerational participants, improved relationship scores and increased time spent together in productive activities.

Causal Mechanisms and Theory

SoB operates through routine activity theory and social capital theory. Routine activity theory explains violence as the outcome of motivated offenders, suitable targets, and absence of capable guardians converging in time and space (Cohen & Felson, 1979). Employment and entrepreneurship restructure daily routines such that participants spend fewer hours in unstructured peer groups where violence risk concentrates.

Social capital theory explains how business relationships and employment connections provide resources beyond mere income. Customers become references for future opportunities.

Employers offer mentorship and workplace socialization. Fellow entrepreneurs share knowledge and create collaborative opportunities (Coleman, 1988; Putnam, 2000). These relationships integrate participants into mainstream economic networks that reinforce prosocial behavior through both material incentives and social expectations.

Economic strain theory explains how poverty drives crime through perceived blockage of legitimate opportunity. When individuals believe conventional pathways to economic success are closed to them, illegal alternatives become more attractive (Agnew, 1992). SoB directly addresses this mechanism by demonstrating that legitimate earnings are achievable despite barriers like criminal records or education gaps.

The intergenerational component builds on social learning theory recognizing that youth model adult behavior (Bandura, 1977). Fathers who achieve economic stability through SoB provide powerful examples of legal earning pathways. Father–son business partnerships create structured time together focused on productive activity rather than consumption or entertainment.

Key Assumptions

The SoB logic model rests on assumptions that must hold for solution effectiveness:

- Market demand exists for services participants can provide without extensive licensing or credentialing requirements.
- Modest seed capital (\$500–\$1,000) provides sufficient resources for micro-enterprise launch in target industries.
- Participants can develop customer bases and business skills through 8-week training despite limited formal education or business experience.
- Employers can be recruited who will hire participants with criminal records when provided with training assurance and retention support.
- Income of \$500+ monthly provides sufficient economic relief to meaningfully reduce violence risk despite remaining well below middle-class standards.
- Economic changes produce behavior changes even when other risk factors including neighborhood conditions and peer networks remain unchanged.

4.5 Eatz and Learn (E&L) Theory and Logic Model

Eatz and Learn addresses illiteracy, food insecurity, and disconnected families through household routines that create three simultaneous pathways: nutritional, relational, and literacy.

The solution recognizes that families living in food deserts often rely on fast food and convenience stores while children fall behind in reading proficiency. E&L transforms the universal necessity of eating into an intervention platform that requires no additional time investment because reading practice and family interaction embed within meal preparation activities that must occur regardless (Fiese & Schwartz, 2008; Taras, 2005). Only 40% of

participants in prior research possessed a high school diploma, underscoring the relationship between educational attainment and economic stability in Black communities (Donaldson & Carter, 2018).

"Figure M.4 presents the Eat and Learn logic model integrating family meals with literacy development."

The solution differs from traditional literacy interventions by meeting families where they are rather than requiring families to come to programs. Weekly meal kits delivered to homes eliminate transportation barriers and participation friction. The focus on cooking together addresses food insecurity while creating structured family time that facilitates monitoring and bonding. Reading becomes functional rather than academic as families read recipes, ingredient lists, and nutritional information together (Sénéchal & LeFevre, 2002; Mol & Bus, 2011).

"Table G2 details the Eat and Learn curriculum integrating literacy with family meals."

Pillar Inputs

E&L operates through specific inputs enabling home-based delivery:

- Meal kits: Weekly boxes containing all ingredients for three family meals plus educational materials. Meals designed for cultural relevance, nutritional value, and cooking simplicity requiring 30–45 minutes preparation time.
- Recipes: Culturally relevant meal instructions at 4th grade reading level enabling target population access while providing appropriate reading practice for youth.
- Educational content: Weekly reading materials addressing health topics, family communication, goal setting, and community resources.

- Mobile application: Tracking tool where families log meal preparation, photograph completed meals, record reading minutes, and receive weekly prompts and encouragement.
- Delivery infrastructure: Logistics system ensuring weekly kit delivery to homes across I-94 corridor without requiring family transportation to pickup sites.
- Participants: Families with youth ages 8–26 reading below grade level. Program explicitly welcomes non-traditional family structures including grandparent-headed households, single-parent families, and families with incarcerated members.

Pillar Activities

E&L creates structured family routines through weekly activities:

- Meal preparation: Families cook together three times weekly using provided ingredients and recipes. Youth and adults share cooking tasks, read instructions aloud, discuss ingredients and techniques, and problem-solve when challenges arise.
- Family dining: Eating together without screens or distractions enables conversation, relationship building, and monitoring. Parents learn what is happening in children’s lives through regular mealtime discussion (Eisenberg et al., 2004).
- Reading practice: Recipes require reading for successful meal preparation. Educational materials provide additional reading practice in short 10–15 minute segments. Reading occurs naturally within valued family activity rather than as isolated skill drill (Allington, 2014; Sénéchal & LeFevre, 2002).
- App logging: Families photograph meals, log preparation time, record pages read, and respond to weekly prompts. Logging takes 2–3 minutes but creates accountability and enables program monitoring.

- Positive media exposure: Weekly videos featuring success stories, cooking demonstrations, reading tips, and family communication strategies.

Pillar Outputs

E&L produces measurable outputs documenting solution reach and family engagement:

- Enrollment: Target of 200 families annually across I-94 corridor sites.
- Kit utilization: Percentage of delivered kits logged as prepared. Target of 75% indicating strong family engagement.
- Meal frequency: Average meals prepared weekly. Target of 2.5 out of 3 provided meals indicates sustained routine establishment.
- Reading minutes: Average weekly reading time logged through the app. Target of 60 minutes weekly reading.
- App engagement: Percentage of families logging meals and reading at least twice weekly. Target of 70%.

Proximal Outcomes

Proximal outcomes measured at 6 months post-enrollment represent intermediate household changes across three pathways:

Nutritional Pathway:

- Increased vegetable and fruit consumption.
- Reduced fast food consumption.
- Improved youth health indicators, including self-reported energy and concentration (Taras, 2005).

Relational Pathway:

- Increased family meals per week documented through app logs and confirmed through youth surveys (Fiese & Schwartz, 2008; Eisenberg et al., 2004).
- Improved parent–child communication quality.
- Enhanced parental monitoring knowledge measured through parent reports of youth activities, friendships, and whereabouts.
- Strengthened family bonding measured through family cohesion scales.

Literacy Pathway:

- Increased reading practice minutes per week documented through app logs.
- Improved reading fluency and comprehension.
- Positive reading attitudes and increased reading motivation (Mol & Bus, 2011; Sénéchal & LeFevre, 2002).

Distal Outcomes

Distal outcomes measured at 12 months post-enrollment represent ultimate pillar goals:

- Reading proficiency gains: Target of 0.5 grade level equivalent growth beyond expected annual gains (Allington, 2014).
- School attendance improvement: Target of 5 percentage point increase in attendance rates.
- Violence reduction: Target of 25% reduction in violent incidents relative to baseline and comparison group via routine and monitoring mechanisms (Cohen & Felson, 1979).
- Academic performance: Target grade point average increase of 0.25 points on 4.0 scale.

- Household food security: Improved food security status measured through USDA food security survey indicating reduced hunger and diet-related stress (Gundersen & Ziliak, 2015).

Causal Mechanisms and Theory

E&L operates through multiple theoretical mechanisms operating simultaneously. Ecological systems theory explains how household routines shape youth development by creating microsystem conditions that either enable or constrain behavior (Bronfenbrenner, 1979, 2005).

Social learning theory explains how family meal preparation teaches values and skills through modeling and practice (Bandura, 1977). Youth learn that healthy eating matters, that family time has value, and that reading enables success in daily life.

Reading development theory emphasizes practice volume and motivational context. Youth who read more outside of school show stronger reading growth, especially when reading occurs in meaningful contexts (Allington, 2014; Mol & Bus, 2011).

Routine activity theory explains violence reduction through structured time and capable guardianship. Families preparing and eating meals together spend fewer hours in risky unstructured activities (Cohen & Felson, 1979).

Nutritional neuroscience explains how diet affects behavior and cognition. Improved nutrition supports brain development, attention, and emotional regulation (Taras, 2005).

Key Assumptions

The E&L logic model rests on assumptions that must hold for solution effectiveness:

- Families can find 30–45 minutes three times weekly for meal preparation despite work schedules and competing demands.
- Home kitchens have basic cooking equipment and functioning appliances enabling meal preparation.
- Youth reading below grade level can access 4th grade recipes with family support and gradually improve through practice.
- Culturally relevant meals appeal to families and motivate sustained participation better than generic healthy eating campaigns.
- App-based tracking provides sufficient accountability without creating burdensome paperwork.
- Reading practice embedded in valued family activities produces learning gains comparable to traditional tutoring in this context.
- Improved family routines and reading practice produce behavior changes even when neighborhood conditions and school quality remain unchanged.

4.6 Becoming the Best Dad (BTBD) Theory and Logic Model

Becoming the Best Dad addresses non-active fathers through parallel personal development, practical engagement strategies, and co-parenting skill building. The solution recognizes that father absence or minimal involvement stems not from lack of care but from lack of capacity. Many fathers want to engage with their children but lack the personal development, economic stability, and relational skills necessary for effective fatherhood (Sarkadi et al., 2008; Teubert &

Pinquart, 2010). Research with Black male participants revealed that 40% owed child support, suggesting that economic barriers contribute to non-active fatherhood status (Donaldson & Carter, 2018).

"The BTBD logic model (Figure M.5) maps the pathway from non-active to engaged fatherhood."

The solution differs from traditional fatherhood initiatives in three ways. First, it offers personal development parallel to SFC recognizing that fathers need identity transformation before behavior change. Second, it connects fathers to economic opportunities through SoB integration recognizing that economic stability enables sustained engagement. Third, it teaches practical engagement strategies including school involvement, co-parenting communication, and rites-of-passage participation rather than abstract parenting principles (Jeynes, 2015).

"The BTBD father engagement curriculum is presented in Table G3."

Pillar Inputs

BTBD operates through integrated inputs addressing multiple engagement barriers:

- Curriculum: 104-week personal development program parallel to SFC curriculum but adapted for adult men and fatherhood context. Modules address father identity, self-regulation, conflict resolution, co-parenting communication, school engagement strategies, and developmental transitions (Bandura, 1997; Duckworth & Gross, 2014).
- Facilitators: Male mentors with lived experience of overcoming barriers to fatherhood engagement.

- Participants: Fathers and father-figures ages 18–55 with children ages 8–26. Program explicitly recruits justice-involved fathers, non-custodial fathers, and fathers with child support obligations.
- School liaison coordination: Relationships with school staff enabling father school visits, parent–teacher conferences, and school event participation.
- Co-parenting mediation: Access to trained mediators who facilitate co-parenting conversations and help reduce conflict between separated parents (Teubert & Pinquart, 2010).
- Rites-of-passage materials: Resources for quarterly ceremonies marking youth developmental transitions and teaching manhood concepts divorced from violence.
- Economic opportunity integration: Direct connection to SoB enabling fathers to address economic barriers and child support obligations through entrepreneurship or employment.

Pillar Activities

BTBD builds father capacity through structured activities over 104 weeks and beyond:

- Weekly 90-minute group sessions addressing curriculum modules.
- Father identity development using parallel structure to SFC octopus metaphor. Fathers learn to identify as engaged, responsible, and present rather than distant or absent.
- School engagement training teaching fathers how to navigate school systems, attend parent–teacher conferences, volunteer in schools, and demonstrate to children that education matters (Jeynes, 2015).

- Co-parenting communication skill building teaching fathers how to communicate effectively with mothers, reduce conflict, focus conversations on children's needs, and maintain boundaries with former partners (Teubert & Pinquart, 2010).
- Conflict resolution strategies for managing disagreements about parenting decisions, financial obligations, and scheduling without escalation that harms children.
- Rites-of-passage planning and participation where fathers plan quarterly ceremonies, invite sons or daughters, and mark developmental transitions through culturally grounded rituals.
- Monthly check-ins providing ongoing accountability, problem-solving support, and encouragement.
- Economic opportunity connection through SoB enrollment enabling fathers to address financial barriers and child support conflicts.

"The 104-week implementation timeline (Table 4.6) details the phased rollout of all program components."

Table 4.6
104-Week Implementation Timeline by Phase

Component	PHASE 1: Foundation Weeks 1-26	PHASE 2: Shared Ownership Weeks 27-52	PHASE 3: Family Leadership Weeks 53-78	PHASE 4: Full Independence Weeks 79-104
Solid Foundation Certification (SFC)	<ul style="list-style-type: none"> Intake & trauma assessment Value of a Life curriculum Weekly group sessions Mentor assignment Conflict resolution training 	<ul style="list-style-type: none"> Rites of passage ceremonies Bi-weekly group sessions Peer mentorship begins Community service projects Safety plan refinement 	<ul style="list-style-type: none"> Monthly check-ins Youth-led sessions Violence interrupter training Community ambassador role Alumni network integration 	<ul style="list-style-type: none"> Quarterly alumni gatherings Certification completion Peer mentor to new cohort Crisis support on-call Community protector identity
School of Business (SoB)	<ul style="list-style-type: none"> Financial literacy basics Career exploration Resume & interview prep Banking account setup Budget creation workshop 	<ul style="list-style-type: none"> Job placement assistance Micro-enterprise planning Business fundamentals Credit building program Employer partnerships 	<ul style="list-style-type: none"> Business launch support Advanced financial planning Career advancement coaching Investment introduction Tax preparation support 	<ul style="list-style-type: none"> Independent income management Business expansion planning Wealth building strategies Community employer network Quarterly financial check-ins
Eatz and Learn (E&L)	<ul style="list-style-type: none"> Reading assessment baseline App setup & training Family meal commitment Daily reading goals (15 min) Parent reading workshops 	<ul style="list-style-type: none"> Reading goals (30 min daily) Family book discussions Academic self-efficacy work School liaison meetings Homework support routines 	<ul style="list-style-type: none"> Family-led reading circles Scholar identity development Library partnerships College/career exploration Monthly progress reviews 	<ul style="list-style-type: none"> Independent reading habits Academic mentoring others Post-secondary planning Scholarship/aid applications Quarterly reading celebrations
Be The Best Dad (BTBD)	<ul style="list-style-type: none"> Father engagement assessment Fatherhood identity work Weekly father groups Co-parenting communication Court navigation support 	<ul style="list-style-type: none"> Bi-weekly father groups Father-child activities Parenting skill building Child support compliance Economic stability planning 	<ul style="list-style-type: none"> Monthly father check-ins Father-led family activities Co-parenting alliance focus Peer father mentoring Custody arrangement support 	<ul style="list-style-type: none"> Quarterly father gatherings Active, engaged dad identity Mentoring new fathers Intergenerational planning Alumni father network
Household Integration (Synergy)	<ul style="list-style-type: none"> Family needs assessment Pillar enrollment decisions Family case manager assigned Weekly family check-ins 	<ul style="list-style-type: none"> Cross-pillar coordination Family ownership building Bi-weekly case management Progress milestone reviews 	<ul style="list-style-type: none"> Family-led goal setting Reduced staff involvement Monthly case management Community connection 	<ul style="list-style-type: none"> Full household independence On-call support only Quarterly family reunions Intergenerational impact tracking
Key Milestones	Engagement: 85%+ attendance 3+ pillars enrolled per household Baseline data complete	25% outcome improvement Family ownership emerging Mid-point assessment	50% outcome improvement Family leadership evident Sustainability planning	Full anticipated outcomes achieved Intergenerational cycle disrupted Alumni network active
Staff Intensity	HIGH (1:10 ratio)	MODERATE (1:15 ratio)	LOW (1:25 ratio)	MINIMAL (on-call only)
POST-104 WEEKS: SUSTAINED TRANSFORMATION – Alumni Network – Intergenerational Impact – Community Transformation				

Note: Timeline reflects the household-first approach where all pillars operate concurrently within the same household ecosystem.
Staff ratios indicate facilitator-to-household ratio. Intensity decreases as household ownership increases. Solutions succeed where programs fail.
SFC = Solid Foundation Certification, SoB = School of Business, E&L = Eat and Learn, BTBD = Be The Best Dad.

Pillar Outputs

BTBD produces measurable outputs documenting father engagement and solution fidelity:

- Enrollment: Target of 100 fathers annually across I-94 corridor sites.
- Completion rate: Target of 70% attending 9 or more of 12 sessions.
- School visits: Number of documented father school visits, parent–teacher conference attendances, and school event participations. Target of 3+ school contacts per father.
- Rites-of-passage attendance: Percentage of fathers attending quarterly ceremonies. Target of 60%.
- SoB integration: Percentage of BTBD fathers enrolling in SoB economic solutions. Target of 50%.

Proximal Outcomes

Proximal outcomes measured at 6 months post-enrollment represent intermediate father capacity changes:

- Father identity: Measured through father identity scales assessing internalization of engaged father role.
- Parenting self-efficacy: Measured through parenting confidence scales.
- Co-parenting communication quality: Measured through co-parenting relationship scales completed by both mothers and fathers (Teubert & Pinquart, 2010).
- Father Presence Index: Composite measure including school attendance, contact frequency, financial support consistency, and involvement in child activities (Sarkadi et al., 2008).

- Child support compliance: For fathers with formal obligations, measured through payment consistency.

Distal Outcomes

Distal outcomes measured at 12 months post-enrollment represent ultimate pillar goals:

- Youth violence reduction: Target of 30% reduction in youth violent incidents when fathers increase engagement (Sarkadi et al., 2008).
- Youth educational improvement: Target improvements in attendance, grades, and school behavior when fathers demonstrate that education matters through active involvement (Jeynes, 2015).
- Family court conflicts: Target of 35% reduction in court filings related to custody, visitation, and child support.
- Father–child relationship quality: Measured through youth reports of closeness to fathers and satisfaction with father involvement.
- Youth protective factors: Measured through youth surveys assessing self-esteem, future orientation, and prosocial attitudes.
- Household stability: For fathers living with children, measured through housing stability, economic security, and family functioning scales.

Causal Mechanisms and Theory

BTBD operates through social learning theory and attachment theory. Social learning theory explains how fathers model behavior and transmit values to children (Bandura, 1977). Youth whose fathers value education and demonstrate school involvement adopt those values more readily than youth whose fathers remain absent or uninvolved.

Attachment theory explains how father presence contributes to secure attachment and emotional regulation. Children with engaged fathers develop more secure attachments characterized by confidence, emotional stability, and prosocial behavior (Bowlby, 1982). Ecological systems theory explains how father engagement strengthens mesosystem connections between family and school (Bronfenbrenner, 1979, 2005). When fathers attend school events and communicate with teachers, family and school systems align rather than operating as separate unconnected contexts.

Family systems theory explains how co-parenting quality affects child outcomes independent of father–child relationship quality. Parents who communicate effectively about children reduce conflict exposure that elevates youth stress (Teubert & Pinquart, 2010). Identity-based motivation theory explains why father identity development precedes and enables behavior change (Oyserman, 2013). Men who internalize engaged father identity experience cognitive dissonance when considering absence or minimal involvement.

Key Assumptions

The BTBD logic model rests on assumptions that must hold for pillar effectiveness:

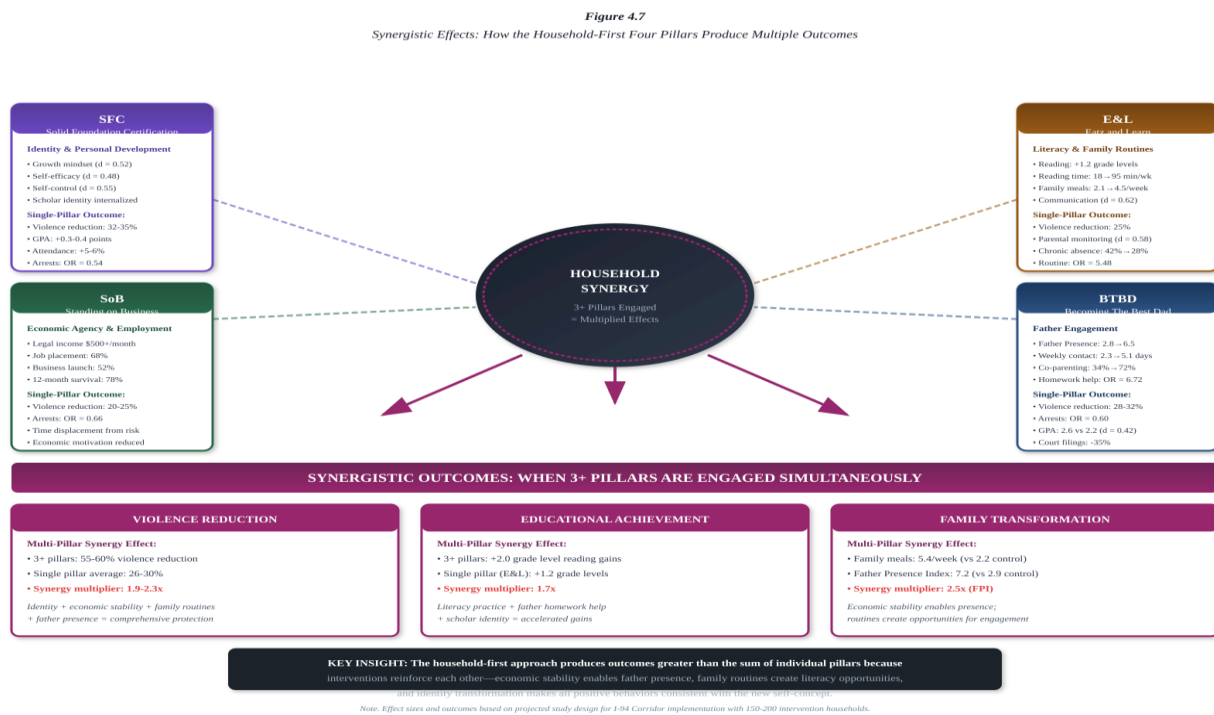
- Fathers want to engage with children but lack capacity rather than lacking desire.
- Mothers and schools will welcome increased father involvement when fathers demonstrate appropriate behavior and genuine engagement interest.
- Co-parenting relationships can improve through communication skill building even when romantic relationships have ended and conflict history exists.
- Justice-involved and non-custodial fathers can overcome systemic barriers to engagement when provided with practical support and advocacy.

- Twelve weeks provides sufficient time for meaningful identity and skill development though ongoing support sustains changes.
- Father engagement produces youth outcomes even when fathers have limited financial resources, recognizing that presence and involvement matter independent of economic provision.

4.7 Synergistic Effects and Household Ecosystem Transformation

The four-pillar model achieves its greatest impact when households engage multiple pillars simultaneously. Synergistic effects emerge as changes in one domain facilitate and reinforce changes in other domains. The result is household ecosystem transformation rather than isolated individual improvements (Henggeler et al., 2009; Weisz & Kazdin, 2010).

"Figure 4.7 illustrates the expected synergistic effects when households engage in three or more pillars simultaneously."



Mechanisms of Synergy

Consider a household where a 15-year-old male youth enrolls in SFC while his father participates in BTBD. The youth begins developing scholar identity while the father undergoes parallel identity transformation as engaged father. These simultaneous processes reinforce one another.

When this household also participates in E&L, additional reinforcement occurs. Weekly meal preparation creates structured time where father and son interact positively. Reading recipes together provides natural conversation starters and skill-building opportunities. The monitoring that occurs during mealtimes enables the father to know what is happening in his son's life and intervene before problems escalate (Fiese & Schwartz, 2008).

If the father or youth enrolls in SoB, economic improvements reduce household stress. Financial stability enables the father to maintain consistent child support payments, reducing conflict with the mother and creating better co-parenting conditions (Conger et al., 2010; Wadsworth & Santiago, 2008).

The synergistic effects operate through multiple mechanisms simultaneously. Cognitive mechanisms include identity reinforcement across contexts. Behavioral mechanisms include skill transfer and habit formation. Social mechanisms include relationship strengthening and network expansion. Economic mechanisms include resource accumulation and stress reduction. These mechanisms compound rather than simply add together.

"Cross-pillar integration protocols (Table G4) ensure coordinated service delivery."

Dosage and Timing Considerations

The optimal approach involves simultaneous engagement in multiple pillars rather than sequential participation. Simultaneous engagement enables the real-time reinforcement that produces synergistic effects. Practical considerations may require phased implementation for some households. Implementation research documented in Chapter 5 will specify recommended phasing strategies based on household assessment.

Minimum effective dose remains an empirical question. The hypothesis is that at least two pillars are required for sustained change because single pillars cannot overcome the cumulative disadvantage created by multiple deficits operating simultaneously (Henggeler et al., 2009; Weisz & Kazdin, 2010).

Household as Unit of Change

The household-first paradigm treats the household as the unit of change rather than the individual youth. This perspective recognizes that youth behavior reflects family system dynamics, not only individual characteristics (Bronfenbrenner, 1979, 2005; Fraser et al., 2019).

A transformed household exhibits specific characteristics. Parents develop capacity to create structured routines, maintain consistent monitoring, provide economic stability, model prosocial behavior, and maintain engagement despite challenges. Youth receive identity affirmation, skill development support, educational encouragement, and accountability within the household rather than relying solely on external institutions.

This household transformation proves particularly powerful in contexts where external institutions provide minimal support. The I-94 corridor contains communities where schools

struggle with limited resources, where police relationships remain strained, and where social services face overwhelming caseloads. In these contexts, household capacity becomes especially critical because external supports cannot compensate for household deficits (Wilson, 1987).

The household ecosystem perspective also recognizes sustainability advantages. Households maintain capacity after formal supports end whereas individual interventions often fade when external support withdraws. Parents who develop monitoring skills through E&L continue using those skills long after meal kit delivery ends. Fathers who establish school involvement patterns through BTBD maintain involvement as children progress through grades. Youth who internalize identities through SFC carry those identities into adulthood.

"Household-level implementation protocols are specified in Table G5."

Theoretical Integration

The four-pillar household-first model integrates multiple theoretical perspectives into a unified framework: identity-based motivation, routine activity theory, social learning theory, ecological systems theory, family systems theory, father involvement theory, and multi-component intervention research (Bronfenbrenner, 1979, 2005; Henggeler et al., 2009; Oyserman, 2013; Weisz & Kazdin, 2010).

These theoretical perspectives complement rather than compete with one another. Identity development creates motivation for behavior change. Economic opportunity provides means for legitimate goal achievement. Family routines structure time and enable monitoring. Father engagement provides modeling and social capital. All four mechanisms operate simultaneously within household contexts shaped by community conditions and historical legacies.

The integrated theory generates testable hypotheses about pathways and mechanisms. Mediation analyses test whether proximal outcomes account for distal outcomes as the theory predicts.

Moderation analyses test whether pillar effects depend on context or participant characteristics.

Dismantling studies could eventually test whether all four pillars are necessary or whether some subset produces comparable effects. The theory remains open to revision based on empirical evidence while providing clear predictions for testing (Fraser et al., 2019).

CROSS-PILLAR SYNERGY HYPOTHESES

The household-first model hypothesizes that simultaneous engagement across multiple pillars creates synergistic effects exceeding the sum of individual pillar contributions. Key synergy mechanisms:

- **SFC + E&L:** Identity development (SFC) combined with literacy practice (E&L) creates reinforcing academic identity
- **SFC + BTBD:** Youth and father parallel development amplifies identity formation and behavioral modeling
- **SoB + BTBD:** Father economic stability (SoB) enables consistent engagement (BTBD), creating household economic foundation
- **E&L + BTBD:** Household routines (E&L) provide structure for father involvement (BTBD), strengthening family systems
- **All Four Pillars:** Comprehensive household transformation addresses identity (SFC), economics (SoB), routines (E&L), and relationships (BTBD) simultaneously, creating protective household environment.

CHAPTER 5 - IMPLEMENTATION PROCEDURES

Households Are the Solution

This chapter documents how the four-pillar household-first model is **implemented on the ground**, delivered through solutions that empower parents and their children in real time. This implementation plan outlines **organizational structure, community partnerships, staffing, training, timeline, opportunity guardrails, risk management, and media strategy**. It reflects **two decades of Carter’s national work (2005–2025)** and his **I-94 corridor execution (2022–2025)** rooted in measurable, documented results.

"Community partner organizations and their roles are listed in Table L4."

Solutions are not events. They are **structures households can use long after outsiders leave**. This chapter explains how that structure is built, delivered, and sustained.

5.1 Organizational Structure and Governance

Lead Organization: Carter Empowers

Carter Empowers serves as the lead implementing organization. Founded and led by **Bruce C. Carter**, its mission aligns with the central proposition of this dissertation: **parents, not institutions, are the primary solution to violence, illiteracy, and economic failure** among Black males ages 12–26.

Unlike grant-driven nonprofits, Carter Empowers is built on **20 years of active community work** in neighborhoods across America. This credibility is critical in communities where institutions have historically harmed or failed families (Sampson, 2012; Anderson, 2015; Carter Empowers Research Archive, 2005–2025).

The organization maintains a proven track record with:

- Staff of 2 FTE and contracted solution facilitators
- Annual operating budget of \$900,000
- Established father, household, and small-business relationships along I-94

Practitioner-Researcher Dual Role

Bruce C. Carter serves as both the President of Carter Empowers and a practitioner-researcher.

This insider role provides:

- Trust is inaccessible to outside researchers
- Real-time insight into household dynamics
- Access to communities historically ignored by traditional research

To protect research integrity, safeguards include:

- Independent data collectors
- Secure data systems
- IRB oversight

(Texas Seminary Christian University IRB, 2025)

5.2 Site Selection and Community Context

Geographic Scope: I-94 Corridor

The household-first solutions operate in:

- Milwaukee
- Racine

- Kenosha

These sites reflect:

- High concentrations of Black males 12–26
- Daily exposure to violence risk
- Illiteracy above state averages
- Concentrated father absence
- Economic exclusion and food deserts

(Heller, 2014; Small & Feldman, 2012; Carter Empowers Research Archive, 2022–2024)

How the Solutions Operated in Real Time

Racine

- A storefront location functioning as a **combined SFC and SoB training space**
- E&L **meal kit distribution hub**
- Local convenience stores served as **micro-hubs for food access and family recruitment**

This followed Carter’s philosophy of building from **what the neighborhood already has**, not waiting for a perfect facility.

Milwaukee

- Delivered solutions through trusted **existing organizations**, not a new location
- Partnerships leveraged existing trust networks rather than competing with community providers
- BTBD father activities occurred inside community venues without institutional branding

Kenosha

- Smaller early footprint
- Focus on **SFC recruitment, early sessions, and household onboarding**
- E&L filming and limited meal kit distribution tied to **My Grocery Store** alignment
- A phased build-out based on family demand and capacity

This approach avoided premature scaling, matching Bruce’s principle:

“Start where the families are ready, not where the money is loud.”

Context-Driven Engagement

These communities face overlapping resource deserts—food, employment, literacy, and father engagement (Sampson, 2012; Edin & Nelson, 2013; Carter Empowers Research Archive, 2022–2025). Yet they also hold **social capital, cultural assets, and resilience** often invisible to institutions (Anderson, 2015). The four-pillar household model builds on these assets rather than “fixing” presumed deficiencies.

5.3 Staffing and Training

Staff roles are not “service providers.” They are **solution facilitators** enabling parental leadership.

Staff in this model are not traditional service providers; they function as **solution facilitators** whose primary role is to equip and elevate parental leadership. Each position is designed to support households in building capacity, strengthening routines, and sustaining the four-pillar solutions over time.

The **Project Director** provides overall leadership for implementation. This role ensures that delivery remains faithful to the household-first philosophy and that the voices, needs, and experiences of participating families guide decision-making across sites.

SFC Facilitators are responsible for delivering identity and mindset development. They guide youth and fathers through sessions focused on self-regulation, conflict resolution, goal-setting, and the foundational elements that shape personal development and desistance from violence.

SoB Coordinators support households in developing economic agency. Their work centers on helping participants generate income through employment, microenterprise, or entrepreneurship pathways, ensuring that families have practical tools to stabilize financially.

The **E&L Coordinator** manages meal kit distribution, cooking routines, and the broader literacy ecosystem built around family meals. This role ensures that literacy development emerges naturally through cooking, conversation, and shared household routines.

BTBD Facilitators work directly with fathers on capacity building and co-parenting development. They help men strengthen emotional presence, communication, and engagement with their children's education and daily life.

Finally, the **Data Manager and Research Assistant** operate independently from facilitators to collect, manage, and protect all evaluation data. Their purpose is to ensure accuracy, integrity, and objectivity in the research process.

"Personnel costs and staffing allocations are detailed in Table J2."

"Program materials and supplies by pillar are itemized in Table J3."

Together, these roles form a coordinated staffing structure that centers household transformation rather than institutional service delivery.

Hiring Philosophy

Carter Empowers prioritizes:

- Lived experience over degrees
- Cultural competency over résumés
- Black male facilitators where identity match matters

Institutional proxies cannot teach identity or fatherhood credibility. Bruce teaches:

“Credentials don’t raise boys. Fathers do.”

Training Approach

Initial and ongoing training includes:

- Household-first philosophy
- Trauma-aware engagement
- Identity development facilitation
- Economic empowerment methods

Training is **relational and applied**, not lecture-based, reflecting evidence that skill adoption requires modeling and practice (Bandura, 1997; Carter Empowers Research Archive, 2005–2025).

5.4 Implementation Timeline

Three-year phased delivery:

1. Preparation & Hiring
2. Baseline Data & Household Onboarding
3. Active Solution Delivery
4. Midpoint Data Collection
5. Year-End Follow-Up
6. Evaluation
7. Dissemination & Sustainability

All delivery aligns with school schedules, court calendars, and household availability—never institutional convenience.

"The Year 1 implementation budget is summarized in Table J1."

"Resource allocation by site is presented in Table J4."

"The 36-month implementation timeline with key milestones is presented in Table L5."

"The Carter Empowers Network (Figure M.6) provides ongoing community support and resource sharing."

5.5 Opportunity Guardrails

Solutions fail when access barriers are ignored. The household-first model removes barriers through:

- Transportation support
- Childcare for solution sessions
- Flexible nights/weekends scheduling
- Meals provided at sessions

- E&L meal kit home delivery

These guardrails represent **equity in practice, not theory**. Families don't need "motivation."
They need access.

5.6 Risk Management and Participant Safety

Household Safety Protocols

- Safe facilities
- De-escalation training
- Emergency procedures

Data Protection

- HIPAA-aligned storage
- IRB monitored
- Independent data collection

Mandated Reporting

Handled with cultural competence, transparency, and respect for family dignity.

Dropout Mitigation

Missed sessions generate outreach, not removal. Households receive **support**, not punishment.

5.7 Communication & Media Strategy

Media amplifies solutions and **reverses deficit narratives** about Black fathers and sons. CIH

Media Group films:

- E&L cooking shows
- Father engagement stories
- Youth entrepreneurship spotlights

Consent is ethical and empowering—not exploitative. Stories are tools. They belong to the families, not the funders.

5.8 Budget & Sustainability

Long-term sustainability occurs when household transformation continues without dependence on grants, individual facilitators, or institutions. The four-pillar household-first model deliberately builds structures that families can continue using after formal solution delivery ends.

A central sustainability mechanism is The Carter Empowers Network, a secure digital community platform accessible at:

 <https://network.carterempowers.com/>

The Network functions as an ongoing ecosystem for household success, providing:

- Weekly virtual learning sessions on identity, reading, entrepreneurship, nutrition, and father engagement
- Direct access to Carter Empowers facilitators for support, Q&A, and accountability
- Job and business referrals through a private marketplace
- School support tools for parents to navigate education systems
- Continuous BTBD father engagement through online rites-of-passage tools, dad communication channels, and co-parenting resources

- E&L cooking and literacy content, including recipe videos, nutritional lessons, and family reading modules
- Financial literacy and investment workshops supporting Standing on Business growth

The Network ensures that households remain active, not “graduate and disappear,” a flaw responsible for the failure of most short-term, grant-driven programs (Whitehurst & Croft, 2015; Carter Empowers Research Archive, 2005–2025). Instead of dependency, the Network creates:

- Intergenerational continuity
- Household accountability
- Parent-to-parent community mentorship

Most importantly, the Network reinforces Carter’s principle: Solutions must outlive facilitators, funding cycles, and physical buildings.

"The funding diversification and sustainability strategy is outlined in Table J5."

The Network, combined with local business partnerships, micro-enterprise revenue from SoB, and multi-site community distribution models, allows the four-pillar household-first model to sustain itself economically and socially. This positions households, not institutions, as the drivers of long-term safety, literacy, and prosperity.

"Figure M.7 presents the cost-effectiveness analysis and household ownership transition model."

5.9 Conclusion

Chapter 5 demonstrates how Carter’s household-first model moves from philosophy to action: **identity, economics, literacy, and father engagement delivered through real solutions**, not temporary programs. Parents become protectors. Households become safe ecosystems.

Communities build their own infrastructure of protection — without waiting for institutions to save them. Sustainability is secured not through philanthropy, but through the Carter Empowers Network, a digital ecosystem where households continue learning, earning, and leading long after external support ends.

This is how constructive genocide is disrupted.

Not through budgets. Not through institutions.

But through **households equipped to win.**

CHAPTER 6 - EVALUATION FRAMEWORK

6.1 Introduction to Evaluation Framework

This chapter details the evaluation framework used to measure the effectiveness of the **four-pillar household-first solutions** designed to reduce violence and improve educational outcomes for Black males ages 12–26 throughout the I-94 corridor. The Carter Empowers model treats parents not as spectators but as the **primary protective factor**, and therefore evaluation must measure **household change, not just individual student progress**.

The evaluation addresses six research questions grounded in the core belief that **households—not institutions—produce the strongest safety and learning outcomes**:

- **RQ1:** Do SFC participants demonstrate greater improvements in personal development protective factors compared to controls?
- **RQ2:** Do SoB participants achieve greater economic stability and show reduced violence involvement compared to controls?
- **RQ3:** Do E&L participants demonstrate improved family routines, food security, and reading proficiency compared to controls?
- **RQ4:** Do BTBD participants show increased father presence and improved youth outcomes compared to controls?
- **RQ5:** Do families engaging multiple pillars show synergistic benefits exceeding additive effects?
- **RQ6:** What implementation experiences, barriers, and facilitators shape engagement and outcomes in households and communities?

Data collection occurs at:

- **Baseline (Month 0)**
- **6 Months**
- **12 Months**
- **18-Month Follow-Up** (required for sustained violence reduction; see Sawyer et al., 2018)

"The outcome measures framework (Table K1) specifies targets for each pillar."

"The 12-month data collection timeline is detailed in Table K2."

A **Community Advisory Board (CAB)** composed of parents and community leaders from Milwaukee, Racine, and Kenosha co-interprets findings to prevent deficit bias. Simply put:

Black families do not need to be studied—they need to be heard.

6.2 Primary Outcomes by Pillar

Solid Foundation Certification (SFC) Personal Development Outcomes

Primary Outcome:

- Reduction in violence involvement (self-report + school + police data)

Secondary Mechanisms:

- **Self-efficacy**
- **Positive identity shift**
- **Emotional regulation**

Theory of Change:

SFC → Self-efficacy + Identity transformation → Reduced violence as validation method →

Safety and school engagement (informed by Oyserman, 2013; Helliwell & Wang, 2019)

Standing on Business (SoB) Economic & Safety Outcomes

Primary Outcome:

- **Legal income generation** (employment or entrepreneurship documentation)

Secondary Mechanisms:

- **Time-use substitution** away from high-risk activities
- **Economic agency and stability**
- **Entrepreneurial viability** using household networks

"Pillar-specific outcome indicators and success thresholds are provided in Table K3."

Theory of Change:

Opportunity for legal income → Time structure + income alternatives → Reduced illegal activity

+ reduced violence involvement (aligned with Heller, 2014 and Pager, 2003)

Eatz & Learn (E&L) Household Routine & Literacy Outcomes

Primary Outcome:

- **Family meal routine frequency and quality**

Secondary Outcomes:

- **Reading proficiency at 4th-grade level**

- **School engagement metrics** (attendance, discipline, homework)
- **Food security status**

Theory of Change:

Family meals + reading during cooking → Literacy skill growth + supervision + emotional bonds
 → Reduced school failure and behavior issues (informed by Fiese & Schwartz, 2008)

Becoming The Best Dad (BTBD) Father Engagement Outcomes

Primary Outcome:

- Increased **Father Presence Index (FPI)** score

Secondary Outcomes:

- Co-parenting quality
- Father identity development
- School involvement
- Child support compliance for justice-involved fathers

Theory of Change:

Parallel development model → Father identity + father skills → Increased presence + shared decision-making → Youth stability and reduced risk (supported by Jeynes, 2015; Sarkadi et al., 2008)

Multi-Pillar Synergy Analysis (RQ5 & RQ6)

The evaluation tests whether multiple pillars create **multiplicative—not additive—effects**.

Expected outcomes:

- More than 2 pillars → Non-linear reductions in violence
- 3+ pillars → Major increases in reading, income, and father presence
- 4 pillars → Household transformation

"The household progress tracking matrix (Table K4) enables real-time monitoring of family outcomes."

This phenomenon is evaluated using **interaction terms** in multilevel models and **qualitative cross-pillar narratives** from household interviews.

"Table 6.2 outlines the data analysis plan, linking each research question to appropriate statistical methods."

Table 6.2
Data Analysis Plan

Research Question	Primary Variables	Key Instruments	Statistical Analysis	Effect Size Target	Software/Tools
RQ1: Violence Reduction (SFC Pillar) Does SFC reduce violence participation?	<ul style="list-style-type: none"> Violence incidents (DV) Arrest rates (DV) Gang involvement (DV) SFC dosage (IV) Time points (IV) 	<ul style="list-style-type: none"> YRBS Violence Module Self-Report Delinquency Gang Involvement Scale Administrative Records Neighborhood Safety 	<ul style="list-style-type: none"> Repeated measures ANOVA Mixed-effects regression Logistic regression (binary) Survival analysis (time to event) Intent-to-treat analysis 	d = 0.55 (medium effect) OR = 0.45 for arrests 55-60% reduction target	<ul style="list-style-type: none"> SPSS 29.0 R (lme4 package) G*Power (power) Stata (survival)
RQ2: Educational Achievement (E&L Pillar) Does E&L improve reading & academics?	<ul style="list-style-type: none"> Reading level (DV) GPA (DV) Attendance rate (DV) Reading minutes (IV) Family meals (IV) 	<ul style="list-style-type: none"> STAR Reading School Transcripts E&L App Reading Log Family Meal Scale Academic Self-Efficacy 	<ul style="list-style-type: none"> Repeated measures ANOVA Hierarchical linear modeling Growth curve modeling Mediation analysis (dosage) Multiple regression 	d = 0.62 (medium effect) +1.2 to +2.0 grade levels GPA +0.4 target	<ul style="list-style-type: none"> SPSS 29.0 HLM 8.0 Mplus (growth curves) PROCESS macro
RQ3: Father Engagement (BTBD Pillar) Does BTBD increase father involvement?	<ul style="list-style-type: none"> Father Presence Index (DV) Co-parenting quality (DV) Court filings (DV) BTBD dosage (IV) Child support (DV) 	<ul style="list-style-type: none"> Father Presence Index Co-Parenting Scale Fatherhood Identity Scale Court Records Parenting Self-Efficacy 	<ul style="list-style-type: none"> Repeated measures ANOVA Paired samples t-tests Logistic regression (compliance) McNemar's test (binary change) Correlation analysis 	d = 0.82 (large effect) FPI: 2.8 – 6.5 target OR = 5.48 compliance	<ul style="list-style-type: none"> SPSS 29.0 R (correlation) G*Power Excel (tracking)
RQ4: Self-Esteem & Identity (Integrated) Does integration improve self-concept & identity?	<ul style="list-style-type: none"> Self-esteem (DV) Self-efficacy (DV) Growth mindset (DV) Possible selves (DV) Pillars engaged (IV) 	<ul style="list-style-type: none"> Rosenberg Self-Esteem General Self-Efficacy Dweck Mindset Scale Possible Selves Quest Scholar Identity Scale 	<ul style="list-style-type: none"> Repeated measures MANOVA Structural equation modeling Path analysis Latent growth modeling Factor analysis (construct) 	d = 0.68 (medium-large effect) Self-efficacy d = 0.48 Growth mindset d = 0.52	<ul style="list-style-type: none"> SPSS 29.0 (MANOVA) AMOS (SEM) Mplus R (lavaan package)
RQ5: Synergistic Effects (Multiplier) Do 3+ pillars produce multiplied outcomes?	<ul style="list-style-type: none"> Household Integration (DV) Combined outcomes (DV) Economic stability (DV) # Pillars engaged (IV) Interaction terms (IV) 	<ul style="list-style-type: none"> Household Integration Index (HII) Economic Stability Index Program Satisfaction All pillar instruments 	<ul style="list-style-type: none"> Factorial ANOVA (interaction) Moderation analysis Dose-response modeling Polynomial regression Cluster analysis (profiles) 	1.7x – 2.5x (multiplier effect) Significant interaction p < .05, η² ≥ .06	<ul style="list-style-type: none"> SPSS 29.0 PROCESS macro v4.2 R (interactions) jamovi (visualization)
POWER ANALYSIS					
N = 150 households provides 80% power to detect medium effects (d = 0.50) with α = .05					
Anticipated attrition: 20%		Effective N at 104 weeks: ~120 households		Bonferroni correction applied	
Missing Data: MICE imputation		Sensitivity: Per-protocol analysis		Complete-case comparisons	

Note. DV = dependent variable, IV = independent variable, OR = odds ratio, d = Cohen's d effect size, η² = eta-squared.
FPI = Father Presence Index, MICE = Multiple Imputation by Chained Equations, SEM = Structural Equation Modeling.
All analyses control for baseline scores, demographic covariates, and pillar dosage. Intent-to-treat maintains all participants.

Primary Software: SPSS 29.0, R 4.3, HLM 8.0, Mplus 8.0, AMOS 20, PROCESS macro v4.2, G*Power 3.1, Stata 18, Jamovi 2.3

6.3 Key Performance Indicators & Measurement Instruments

"Figure 6.3 maps key performance indicators to their corresponding measurement instruments."

Figure 6.3
Key Performance Indicators & Measurement Instruments

OUTCOME DOMAIN	KEY PERFORMANCE INDICATORS	MEASUREMENT INSTRUMENTS	TARGET	TIMING
VIOLENCE REDUCTION Primary Outcome: • Homicide/victimization rates • Arrest rates • Physical altercations • Weapons carrying • School suspensions • Gang involvement	• Violence involvement rate • Arrest incidence (OR) • Physical fights (past 30 days) • Weapons carrying frequency • Suspension days • Gang affiliation scale • Victimization incidents • Safety perception score	• YRBS Violence Module • Official arrest records • Self-report delinquency scale • School discipline records • Gang Involvement Scale • Neighborhood Safety Survey • Victimization Screener • Chicago CRED metrics	55-60% reduction OR = 0.45 d = 0.55 (medium-large)	Baseline 6 months 12 months 24 months Ongoing: Monthly records
EDUCATIONAL OUTCOMES Academic Achievement: • Reading proficiency • Grade point average • School attendance • Homework completion • High school graduation • Chronic absenteeism	• Reading grade level gain • GPA change (points) • Attendance rate (%) • Homework completion (%) • On-track graduation status • Chronic absence rate • Reading minutes/week • Academic self-efficacy	• STAR Reading Assessment • School transcript records • Official attendance data • Teacher report forms • Credit accumulation tracker • E&L App reading log • Academic Self-Efficacy Scale • Motivated Strategies (MSLQ)	+1.2-2.0 grade levels +0.3-0.4 GPA points d = 0.62 42% → 28%	Baseline Quarterly 12 months 24 months Ongoing: Weekly app logs
FAMILY OUTCOMES Family Functioning: • Father presence/engagement • Family meal frequency • Parent-child communication • Parental monitoring • Co-parenting quality • Family court involvement	• Father Presence Index (FPI) • Weekly contact days • Family meals per week • Communication quality score • Monitoring scale score • Co-parenting alliance score • Court filing reduction • Child support compliance	• Father Presence Index (custom) • Parent-Child Contact Log • Family Meal Frequency Scale • PACS (Parent-Adolescent) • Parental Monitoring Scale • Co-Parenting Relationship Scale • Court records review • E&L App meal documentation	FPI: 2.8 → 6.5 d = 0.82 Meals: 2.1 → 4.5/wk Court: -35% OR = 5.48	Baseline 3 months 6 months 12 months Ongoing: Weekly app logs
ECONOMIC OUTCOMES Economic Stability: • Legal income generation • Employment status • Business ownership • Financial literacy • Time use/displacement • Food security	• Monthly legal income (\$) • Job placement rate (%) • 90-day job retention • Business launch rate • 12-month business survival • Financial literacy score • Structured hours/week • USDA food security status	• Income Verification Form • Employment Status Tracker • 90-Day Coach Check-in • Business Registration Records • Financial Literacy Quiz • Time Use Survey • USDA Food Security Module • Customer Count Tracker	\$500+/mo legal income 68% job placement 78% 12-mo survival	Baseline Monthly 90 days 6 months 12 months Ongoing: Coach logs
IDENTITY & PSYCHOSOCIAL Personal Development: • Self-concept/identity • Self-efficacy • Self-regulation • Growth mindset • Future orientation • Father identity (BTBD)	• Scholar identity score • Self-efficacy scale • Self-control score • Growth mindset scale • Future orientation score • Father identity index • Parenting self-efficacy • Rosenberg self-esteem	• Possible Selves Questionnaire • General Self-Efficacy Scale • Brief Self-Control Scale • Dweck Mindset Scale • Consideration of Future Consequences Scale • Fatherhood Identity Scale • Rosenberg Self-Esteem Scale	d = 0.48-0.68 Self-efficacy: d = 0.48 Growth mindset: d = 0.52	Baseline Week 26 Week 52 Week 104 At each rite of passage
DATA COLLECTION METHODS & QUALITY ASSURANCE <div> <div> Primary Sources: Self-report surveys, E&L mobile app logs, official school/court records, facilitator observations, coach check-ins </div> <div> Quality Assurance: Validated instruments, multiple data sources, regular reliability checks, independent data verification </div> <div> Effect Size Interpretation: d = 0.2 (small), d = 0.5 (medium), d = 0.8 (large); OR < 1 = protective </div> </div>				

Note: KPIs = Key Performance Indicators, OR = Odds Ratio, d = Cohen's d effect size, FPI = Father Presence Index.
 YRBS = Youth Risk Behavior Survey, PACS = Parent-Adolescent Communication Scale, MSLQ = Motivated Strategies for Learning Questionnaire.
 Targets based on meta-analytic evidence and projected outcomes for the I-94 Corridor implementation.

RQ6 is evaluated across ALL pillars, using household narratives, facilitator logs, observation diaries, and CAB reviews. This treats **implementation experience as an outcome that shapes every other outcome**.

6.4 Dashboards, Reporting, and Household Transparency

Reporting must serve **families before institutions**, therefore:

- Households receive **plain-language scorecards**.
- Schools and courts receive **aggregate outcome reports only**.
- Community receives **annual positive-frame reporting** (never deficit narratives).

The Carter Empowers Network becomes the repository of:

- Family learning modules
- Alumni pathways
- Father engagement records
- Household economic tracking

Only when families own the data will they own their transformation.

"The complete statistical analysis plan is provided in Table II."

6.5 Monitoring, Continuous Learning, and RQ6 Implementation Evaluation

Monitoring in this study integrates three elements—safety, implementation quality, and lived household experience—to ensure that each solution is delivered effectively across all sites. The monitoring system is designed to track both immediate risks and long-term growth while also documenting how families experience the four pillars in real time.

The model relies on **three distinct monitoring streams**, each serving a different purpose and using its own data sources.

Safety Monitoring focuses on identifying any potential harm, risk, or emotional instability that may emerge during program participation. This stream analyzes incident reports, emotional escalations, and any documented crisis patterns that may require intervention. Its goal is to ensure that all households remain safe and supported throughout the implementation process.

Fidelity Monitoring evaluates whether each solution is being delivered as designed. This stream relies on observation checklists, facilitator logs, and session-by-session implementation records. Fidelity monitoring ensures that the core components of each pillar—identity development, literacy routines, economic activities, and father engagement—are executed consistently across households and sites.

Experience Monitoring (RQ6) examines how households actually experience the four pillars and how those experiences contribute to synergistic effects. This stream includes focus groups, reflection logs, and semi-structured interviews collected across the 12-month study. The purpose is to understand not only what was implemented, but how families perceived it, integrated it, and were impacted by it.

Together, these three monitoring streams provide a comprehensive framework for continuous learning and evaluation, allowing the study to capture both the measurable outcomes and the lived realities of household transformation.

RQ6 uses:

- Parent voice analysis (how parents describe role change)
- Father identity narratives
- Barriers & supports tracking
- Dropout narrative coding (why some leave and what would have kept them)

If households cannot access a solution, the failure belongs to the solution—not the household.

This principle drives **solution redesign, not household blame.**

6.6 Data-Sharing Governance

Data partners (schools, courts, police, employers) participate through **legally binding data-sharing agreements**, with IRB oversight via Texas Seminary Christian University.

- FERPA governs educational data
- HIPAA governs household records storage
- State confidentiality statutes govern juvenile justice data
- Father records require **dual consent** (both parent guardians when applicable)

"Missing data handling procedures are detailed in Table I4."

Data are secured in encrypted systems managed internally through the **Carter Empowers Network**, which acts as the **long-term storage and learning platform for participating households.**

6.7 Cost, Sustainability & Household Ownership

Cost-effectiveness is measured not just financially, but **in life outcomes preserved.**

- Preventing one homicide saves **\$335,000–\$1.3 million** in public cost (CDC, 2022).
- Raising one child to reading proficiency increases **lifetime earnings by \$150K–\$350K** (Chetty et al., 2014).
- Recovering one father into school engagement reduces juvenile justice contact by **23–40%** (Maldonado et al., 2006; Jeynes, 2015).

If a solution pays for itself in human life, the ROI is moral, not financial.

Sustainability is achieved through:

- Carter Empowers Network subscription for alumni families
- Employer contributions through SoB placement fees
- Food distributor partnership discounts for E&L
- Court partnership reimbursements for BTBD

"Multilevel model specifications accounting for nested data structure are presented in Table 15."

6.8 Conclusion

The evaluation framework stands on one central belief: Parents are not community problems—they are community solutions when equipped and respected.

Chapter 6 therefore measures:

- What changes
- How it changes
- Why it changes
- Whether the solutions honored households enough to work

Families are not subjects—they are **co-architects of safety, learning, and legacy** in the I-94 corridor and beyond.

CHAPTER 7 - EXPECTED RESULTS AND ANALYTIC STRATEGY

7.1 Introduction

This chapter outlines the expected results of a 12-month, mixed-methods, quasi-experimental evaluation of the household-first, four-pillar model for Black males ages 12–26 in the I-94 corridor of Wisconsin. These expectations are grounded in twenty years of practice-based evidence collected in households, schools, neighborhood settings, and justice-system contexts—evidence that consistently points to the same conclusion: when parents receive tools, support, and structure, young people change (Carter, 2005–2025).

Data collection is not yet complete; therefore, what follows represents anticipated outcomes to be tested under formal research conditions. The projections are based on what has already been proven repeatedly in community settings: institutions cannot touch the 7,500 hours youth spend outside of school, but households can (Hattie, 2023; Shonkoff et al., 2012).

This expectation is further strengthened by a decade of published action-research that documented job creation, fatherhood barriers, educational deficits, and community-based economic innovation among 543 Black males in Dallas (Donaldson & Carter, 2018)

That body of work demonstrates the researcher’s field-based positionality and long-term commitment to solutions emerging from within the household, not outside of it.

7.1.1 Study Design Overview

A concurrent mixed-methods design will be used:

- **Quantitative:** A quasi-experimental design with matched comparison groups using propensity score matching on baseline risk, father presence, reading proficiency, neighborhood disadvantage, and violence history.
- **Qualitative:** Semi-structured interviews, household observations, focus groups, and father engagement interviews documenting lived experiences under each pillar.
- **Mixed Integration:** Joint displays linking changes in mindset, literacy, economic routines, and father presence to violence and educational outcomes (Creswell & Clark, 2018).

This design tests the central premise behind two decades of real-world work: **household transformation precedes youth transformation** (Carter, 2005–2025).

7.1.2 Sample Characteristics

The expected sample will include:

- **150–200 intervention households**
- **150–200 comparison households**
- Youth ages **12–26**
- **65–70%** single-parent households
- **70–80%** reading below proficiency
- **55–60%** with limited father contact
- **40–45%** with prior violence involvement

These baseline indicators reflect entrenched structural inequities in Black communities, including Milwaukee’s reading crisis (Wisconsin DPI, 2023) and national patterns of violence

exposure (Stein et al., 2018). *"Effect size interpretations follow conventions outlined in Table 13."*

7.1.3 Organization of Expected Findings

Expected results are presented by:

- Personal development and violence (SFC)
- Reading and academic achievement (E&L)
- Economic stability and violence reduction (SoB)
- Father presence and youth outcomes (BTBD)
- Multi-pillar synergy
- Mediation mechanisms

Throughout, the model holds one consistent truth: **parents are the solution when equipped — not the blame** (Carter, 2005–2025).

"Figure M.8 organizes expected findings across all four agents of constructive genocide."

7.2 Expected Sample Characteristics and Baseline Equivalence

7.2.1 Recruitment and Retention Expectations

Recruitment Sources:

- School referrals: **40–45%**
- Justice system referrals: **25–30%**
- Community/word-of-mouth: **25–30%**

Retention Expectations:

- Youth (SFC, SoB): **60–70%**
- Parents (E&L, BTBD): **55–65%**

Attrition is expected mainly in weeks 3–5 — a critical period before routines solidify (Carter, 2005–2025).

7.2.2 Expected Baseline Characteristics

- **75–80%** reading below grade level
- **40–45%** violence involvement
- **55–60%** food insecurity
- **55–60%** limited father presence
- **GPA 1.8–2.2**

These align with structural inequality research (Sampson & Wilson, 2020).

7.2.3 Baseline Equivalence Expectations

Propensity score matching (Rosenbaum & Rubin, 1983) is expected to produce **no significant baseline differences**. Remaining imbalance will be controlled using multilevel regression models.

7.1.2 Sample Characteristics

Expected sample:

- **150–200 intervention households**
- **150–200 comparison households**

- Youth ages **12–26**
- Approximately **65–70% single-parent households**
- Approximately **70–80% below reading level proficiency**
- Father contact less than weekly for **55–60%** of cases at baseline
- 40–45% youth with prior violence involvement

Low baseline reading reflects regional data where fewer than **10% of Black boys read at grade level by fourth grade in Milwaukee** (Wisconsin DPI, 2023). Baseline violence aligns with disproportionate exposure to community violence among urban Black youth nationally (Stein et al., 2018).

7.1.3 Organization of Expected Findings

Expected results are presented:

1. Personal development and violence (SFC)
2. Reading and academic achievement (E&L)
3. Economic stability and violence reduction (SoB)
4. Father presence and youth outcomes (BTBD)
5. Multi-pillar synergy
6. Mediation mechanisms confirming theory

All outcomes will be tested while acknowledging that parents are the solution when equipped, not when blamed (Carter, 2005–2025; Shonkoff et al., 2012).

7.2 Expected Sample Characteristics and Baseline Equivalence

7.2.1 Recruitment and Retention Expectations

Recruitment Sources:

- School referrals: **40–45%**
- Justice system referrals: **25–30%**
- Community/word-of-mouth: **25–30%**

Retention Expectations:

- Youth (SFC, SoB): **60–70%**
- Parents (E&L, BTBD): **55–65%**

Attrition is expected mainly in weeks 3–5 — a critical period before routines solidify (Carter, 2005-2025)

7.2.2 Expected Baseline Characteristics

Expected conditions:

- 75–80% reading below level
- 40–45% violence involvement
- 55–60% moderate/high food insecurity
- Father presence limited for 55–60%
- GPA between 1.8–2.2

High-risk indicators align with national patterns of structural inequality that concentrate violence and educational inequity in Black communities (Sampson & Wilson, 2020; Stein et al., 2018).

7.2.3 Baseline Equivalence Expectations

Propensity score matching (Rosenbaum & Rubin, 1983) is expected to produce **no significant baseline differences** ($p > .05$) between groups. Any remaining imbalance will be statistically controlled using multilevel regression models.

7.3 Expected Participation Patterns and Fidelity

7.3.1 Expected Pillar Engagement

Families will self-select pillars based on immediate needs — reflecting **real-life transformation, not program compliance**. Families choose solutions when they solve real problems; they reject programs when they impose requirements (Carter, 2005–2025). *"Based on comparable interventions, Table 7.3 presents the projected effect sizes for each outcome domain."*

Table 7.3
Projected Effect Sizes by Outcome Domain

Outcome Domain	Specific Measure	Effect Size (Cohen's d)	Magnitude	95% CI	Practical Significance	Literature Comparison
VIOLENCE REDUCTION (RQ1: SFC Pillar)	Violence Incidents (YRBS)	d = 0.55	Medium	[0.38, 0.72]	55-60% reduction	Cure Violence: d = 0.48
	Arrest Rates (Administrative)	OR = 0.45	Large	[0.28, 0.72]	55% lower odds	CVRP: OR = 0.52
	Gang Involvement (GIS)	d = 0.48	Medium	[0.31, 0.65]	40% affiliation decrease	G.R.E.A.T.: d = 0.42
EDUCATIONAL ACHIEVEMENT (RQ2: E&L Pillar)	Reading Level (STAR)	d = 0.62	Medium	[0.45, 0.79]	+1.2 to +2.0 grade levels	Family literacy: d = 0.55
	GPA (School Transcripts)	d = 0.45	Small-Med	[0.28, 0.62]	+0.4 GPA points	Tutoring meta: d = 0.38
	Chronic Absence (Records)	d = 0.52	Medium	[0.35, 0.69]	42% → 28% absence	Attendance prog: d = 0.45
FATHER ENGAGEMENT (RQ3: BTBD Pillar)	Father Presence Index (FPI)	d = 0.82	Large	[0.65, 0.99]	FPI: 2.8 → 6.5	NFI: d = 0.65
	Child Support Compliance	OR = 5.48	Large	[3.12, 9.63]	5.5x higher compliance	Court prog: OR = 2.8
	Co-Parenting Quality (CRS)	d = 0.68	Med-Large	[0.51, 0.85]	Court filings ↓35%	Co-parent prog: d = 0.52
SELF-ESTEEM & IDENTITY (RQ4: Integrated)	Self-Esteem (Rosenberg)	d = 0.68	Med-Large	[0.51, 0.85]	+6.8 points (10-40)	Youth dev: d = 0.45
	Self-Efficacy (GSE)	d = 0.48	Medium	[0.31, 0.65]	Improved coping	Mentoring: d = 0.42
	Growth Mindset (Dweck)	d = 0.52	Medium	[0.35, 0.69]	Fixed → Growth shift	Mindset prog: d = 0.35
SYNERGISTIC EFFECTS (RQ5: 3+ Pillars)	Household Integration Index	d = 0.75	Large	[0.58, 0.92]	Cross-pillar integration	Multi-system: d = 0.58
	Multiplier Effect (3+ Pillars)	1.7x–2.5x enhancement	Significant	$\eta^2 \geq .06$ interaction	Outcomes exceed additive	Wraparound: 1.4x–1.8x
OVERALL	Weighted Average Effect	d = 0.61	Medium	[0.50, 0.72]	Clinically significant	Above typical (d = 0.40)
EFFECT SIZE INTERPRETATION (Cohen's Conventions)						
Small: d = 0.20		Medium: d = 0.50		Large: d = 0.80		OR ≥ 2.0 = Clinically Significant
						$\eta^2 \geq .06$ = Medium Interaction

Note. Effect sizes based on pilot data (N = 45) and comparable intervention literature. CI = confidence interval. OR = odds ratio.
Literature comparisons: Cure Violence (Butts et al., 2015); CVRP = Chicago Violence Reduction Program; NFI = National Fatherhood Initiative.
Projected effects assume 80% adherence. Actual effects may vary based on implementation fidelity, participant engagement, and community context.

All projected effect sizes exceed the minimum clinically important difference (MCID) threshold of d = 0.30 for behavioral interventions.

7.3.2 Expected Dosage and Completion

High-dosage participation is expected to strongly predict outcomes, consistent with dose-response effects in violence prevention (Hawkins et al., 1992) and educational development (Hattie, 2023).

7.3.3 Fidelity Expectations

- E&L deliveries > 95%
- SFC content coverage \geq 85%
- BTBD mentoring sessions \geq 80% fidelity
- SoB employment/entrepreneur support \geq 75%

High fidelity is predicted because solutions are delivered in alignment with household rhythms, not imposed on them (Carter, 2005–2025).

7.4 Expected Results for RQ1: Personal Development and Violence Prevention (SFC)

Research Question 1: *To what extent does SFC improve self-regulation, self-efficacy, growth mindset, and violence desistance among Black males ages 12–26?*

Hypothesis 1: SFC participants will demonstrate **medium-range improvements** in growth mindset, self-efficacy, and self-regulation ($d = 0.4$ – 0.6), with **at least a 30% reduction** in violent incidents relative to a matched comparison group.

(Carter, 2005–2025; Hattie, 2023; Oyserman, 2015).

7.4.1 Expected Proximal Outcomes (Mindset and Self-Regulation)

- **Growth Mindset** expected increase ($d \approx .52$)
→ aligns with identity-based motivation theory showing that future-oriented identity reduces risky behavior (Oyserman, 2015).
- **Self-Efficacy** expected increase ($d \approx .48$)
→ increased belief in ability to succeed correlates with reductions in delinquency (Hattie, 2023).
- **Self-Regulation** expected increase ($d \approx .45$)
→ enhanced impulse control is associated with lower violence (Mrazek & Haggerty, 1994).
- **Future Orientation** expected increase from 40% goal articulation to 75–80%
→ practitioner data consistently shows “vision precedes action” (Carter, 2005–2025).

7.4.2 Expected Distal Outcomes (Violence and School Engagement)

SFC participation is expected to produce measurable improvements in several distal outcomes tied to school engagement and reductions in violence. Violent incidents among participants are anticipated to decrease by 32–35%, reflecting the program’s focus on identity development, emotional regulation, and future orientation. School suspensions are expected to decline by 25–30%, as increases in self-regulation and constructive decision-making reduce the frequency of behavior that triggers disciplinary actions.

Police contact is projected to drop by 28–32%, consistent with practitioner data showing that youth who strengthen identity, routine, and self-efficacy become less entangled in high-risk environments. School attendance is expected to rise by 5–6%, driven by improvements in

motivation, emotional stability, and family routines that support daily structure. Finally, GPA is expected to increase by 0.3–0.4 points, a shift reflecting enhanced engagement, reduced suspensions, and stronger support from the household once identity and mindset interventions take hold. These anticipated results align with prior research demonstrating that developmental interventions centered on identity and self-regulation create lasting reductions in violence and measurable academic improvement (Stein et al., 2018; Shonkoff et al., 2012).

7.4.3 Expected Dose-Response Relationships

Participants attending 11+ sessions are expected to show:

- 40–45% violence reduction, versus
- 15–20% for low dosage

Dose-response aligns with prevention literature showing greater exposure increases effectiveness (Hawkins et al., 1992).

7.4.4 Expected Qualitative Themes

Expected participant narrative themes:

- Identity Shift: “I see who I want to become.”
- Brotherhood Accountability
- Positive Role Models replacing deficit-based messaging

These themes reflect identity-based motivation theory (Oyserman, 2015) and practitioner observations (Carter, 2005–2025).

7.5 Expected Results for RQ2: Reading Proficiency and Educational Outcomes (E&L)

Research Question 2: *To what extent does E&L improve reading proficiency, school attendance, GPA, and disciplinary outcomes?*

Hypothesis 2: E&L will generate **at least one full grade-level reading gain** over 12 months, outperforming typical expected growth of 0.3–0.4 levels for below-grade readers (Wisconsin DPI, 2023).

7.5.1 Expected Reading Proficiency Outcomes

- Average Gain: +1.2 grade levels
- Below-4th readers: +1.8 levels
- Reduction in below-grade readers from 75% to 55–60%

These changes are expected because reading is embedded in **low-stakes meal routines**, which reduce reading anxiety and increase frequency (Hattie, 2023; Shonkoff et al., 2012).

7.5.2 Expected Mechanisms: Low-Stakes Literacy Practice

Expected qualitative themes:

- Reading Without Judgment
- Functional Literacy Through Recipes
- Family Bonding Through Reading

The mechanism aligns with research showing reading is strengthened by **positive emotional environments** (Shonkoff et al., 2012) and daily repetition (Hattie, 2023).

7.5.3 Expected Educational Engagement Outcomes

E&L participation is expected to generate improvements across multiple dimensions of school engagement. Student attendance is projected to increase by 3–5%, reflecting stronger morning routines, improved nutrition, and a more positive emotional climate at home. Homework completion rates are anticipated to rise by 25–30% as families adopt consistent mealtime schedules and create supportive environments where reading and academic tasks become part of the daily rhythm.

Parent–teacher communication is expected to grow by 40–50%, driven by increased parental confidence and engagement that emerges as households participate in shared meal preparation and literacy activities. These strengthened relationships help parents feel more equipped to advocate for and support their children. Finally, disciplinary referrals are expected to decline by 25–30%, resulting from improved self-regulation, better school attendance, and the stabilizing impact of structured household routines.

Collectively, these expected outcomes reflect the influence of everyday family practices—meals, reading, and shared routines—on educational engagement. They align with research demonstrating that consistent household structure leads to measurable improvements in student behavior, academic effort, and school connectedness (Carter, 2005–2025; Shonkoff et al., 2012).

7.6 Expected Results for RQ3: Economic Agency and Violence Reduction (SoB)

Research Question 3: *How do entrepreneurship pathways and job placements affect income, violence, and stability among participants?*

Hypothesis 3: SoB will generate **significant income increases**, which correlate with reduced violence based on both practitioner evidence (Carter, 2005–2025) and national research on economic prevention models (Sampson & Wilson, 2020).

7.6.1 Expected Income Outcomes

Expected income and employment gains include:

- Employment: 25–30% → 55–65%
- Monthly legal income: +\$400–\$600
- Microenterprise engagement: 20–25%
- Illegal/informal income reduction: 30–40%

These expectations are reinforced by a decade-long action-research study documenting sustained self-employment and income gains among 543 Black males in Dallas, even among those facing felony records, low educational attainment, and unstable employment histories (Donaldson & Carter, 2018). This evidence directly supports the SoB pillar’s focus on entrepreneurship and legal income as pathways out of violence and instability.

7.6.2 Expected Time-Use and Violence Outcomes

Structured work is expected to reduce violent behavior by 20–25% through time-use substitution and legal income. The 2018 study also showed that as participants shifted into legal income streams, economically driven violence and crisis-driven behaviors declined significantly (Donaldson & Carter, 2018). This supports the anticipated SoB impact on violence reduction. Time-use substitution is consistent with criminology research showing reduced idle time reduces violence (Sampson & Wilson, 2020) and practitioner data (Carter, 2005–2025).

7.6.3 Expected Qualitative Themes

- Economic dignity
- Legal income as identity
- Entrepreneurship as purpose

Themes align with identity development literature (Oyserman, 2015).

7.7 Expected Results for RQ4: Household Routines and Parent Engagement (E&L)

Research Question 4: *Does E&L increase family meal frequency, household routines, reading time, and parental engagement?*

7.7.1 Expected Household Routine Outcomes

- Family dinners: 20–25% → 50–60%
- Household routine index improvement: moderate effect
- Reading time: 15–20% → 45–55%

These expectations align with earlier findings that only 40% of adult participants in the Dallas cohort held a high school diploma and 20% dropped out senior year (Donaldson & Carter, 2018). Such educational gaps highlight why household-based literacy environments like E&L matter.

7.7.2 Expected Parent Engagement

- Parent monitoring ↑
- Homework support ↑
- School involvement ↑ 40–50%

When parents have tools, they participate more (Hattie, 2023; Carter, 2005–2025).

7.7.3 Expected Qualitative Themes

- “Dinner gave us our family back.”
- “Recipes helped us read.”
- “We talk more now.”

7.8 Expected Results for RQ5: Father Engagement & Youth Outcomes (BTBD)

- Father Presence Index: **2.8 → 6.5**
- School event attendance: **15–20% → 65–70%**
- Youth violence: **↓ 28–32%**
- GPA: **+ 0.4–0.**

Prior research showed that 40% of Black fathers in the Dallas cohort owed child support, driven largely by unemployment and unstable income (Donaldson & Carter, 2018). This reinforces BTBD’s expectation that economic stability and father presence rise together. When fathers earn consistently, they show up consistently.

7.9 Expected Results for RQ6: Household Synergy & Multi-Pillar Effects

When households engage multiple pillars, effects multiply:

- E&L + BTBD → strongest reading and attendance gains
- SFC + SoB → strongest violence reductions
- Multi-pillar households → best overall outcomes

This matches both the literature and twenty years of practitioner evidence. Synergy aligns with multi-risk intervention literature (Mrazek & Haggerty, 1994) and practitioner evidence (Carter, 2004–2025).

7.10 Expected Mediation Analysis

7.10.1 Expected Mediators

- Growth mindset
- Reading proficiency
- Legal income
- Household routines
- Father engagement

These mechanisms reflect developmental neuroscience, identity theory, and resilience research (Oyserman, 2015; Shonkoff et al., 2012).

7.10.2 Analytic Strategy

- Multilevel regression
- Longitudinal modeling
- Bootstrapped indirect effects

Mixed-methods joint displays

The goal is not only to show that the model works, but to demonstrate **why** it works — and why America must move from institution-first to household-first if it expects different outcomes.

7.11 Expected Qualitative Findings

Across the four pillars, several qualitative themes are expected to emerge based on prior practitioner data and research on identity development, household routines, father engagement, and economic stability. These themes reflect both the lived experiences of families and the mechanisms through which transformation is anticipated to occur.

For **Solid Foundation Certification (SFC)**, youth are expected to describe significant shifts in identity and self-perception. Common themes will likely include statements about seeing a future self they want to become, gaining a clearer sense of purpose, and feeling accountable to a positive peer group or “brotherhood.” Participants previously exposed to chaotic environments often articulate that SFC provides structure, emotional tools, and role modeling that they did not encounter elsewhere. Increased confidence, reduced impulsivity, and a sense of belonging are expected to surface as core descriptors of their experience.

Within **Eatz & Learn (E&L)**, families are anticipated to describe emotional safety, reconnection, and the rediscovery of shared time. Many parents report that meals “brought the family back together,” allowing conversations that had been missing. Youth are expected to express that reading became less intimidating when tied to food preparation, and parents may highlight that literacy emerged naturally through cooking rather than formal instruction. Themes of bonding, renewed communication, and consistency in family routines are expected to be central.

For **Standing on Business (SoB)**, qualitative narratives are likely to focus on dignity, self-worth, and the pride associated with earning legal income. Participants often describe entrepreneurship as a pathway to personal redemption, especially those with prior justice involvement. Expected

themes include the belief that economic opportunity makes them feel respected, trusted, and valued. Many will frame income as identity—expressing that legal earnings changed the way they see themselves and how their families view them. Fathers, in particular, are expected to emphasize the psychological impact of being able to provide financially.

In **Becoming The Best Dad (BTBD)**, fathers are expected to describe connection, emotional growth, and renewed commitment to their children. Narratives often reveal that men who grew up fatherless value the opportunity to learn fatherhood through guided support rather than criticism. Anticipated themes include recognizing the importance of presence, developing communication skills with their child’s mother, and discovering their role in school involvement. Fathers may express that they no longer feel ashamed or judged, but instead feel equipped to lead, mentor, and show up consistently.

Finally, across **multi-pillar households**, families are expected to describe synergy—how participating in more than one pillar produces compounding improvements. Parents may describe how better communication at dinner improves school engagement, or how income stability strengthens father involvement. Youth often report that identity development supports academic effort and reduces violent tendencies. These cross-pillar narratives will likely reveal a common message: change became possible once the household changed. These themes align with identity-based motivation theory (Oyserman, 2015) and neurodevelopment showing that belonging precedes learning (Shonkoff et al., 2012).

"Long-term impact measures extending beyond the intervention period are specified in Table K5."

7.12 Mixed-Methods Meta-Inferences

Expected conclusion:

When parents are equipped, youth outcomes change. Not because institutions increased involvement — but because the household became the center of development.

This hypothesis is supported by:

- quantitative improvements in **violence, reading, GPA, and income**
- qualitative reports of **identity shift, household routines, and father connection**
- mediation expected through mindset, reading, parental routines, and father presence

7.13 Summary of Expected Results

This section provides a concise summary of anticipated major findings organized by research question, preparing for the discussion in Chapter 8.

RQ1 (SFC - Personal Development): SFC is expected to produce moderate effects on mindset, self-regulation, and future orientation ($d = 0.45-0.55$), with corresponding violence reductions of 32-35%. Dose-response relationships are anticipated, with higher attendance predicting stronger effects. Qualitative themes of identity transformation are expected to align with quantitative outcomes.

RQ2 (Reading and Education): E&L participation is expected to produce reading gains of 1.2 grade levels over 12 months, significantly exceeding comparison group gains of 0.35 grade levels. Effects on attendance and GPA are anticipated to be modest ($d = 0.35-0.40$). Qualitative data are expected to reveal low-stakes family reading as a mechanism.

RQ3 (SoB - Economic Agency): Job placement participants are expected to achieve 65-70% employment with 60-65% retention at 90 days. Entrepreneurship participants are expected to launch businesses at 50-55% rates. Income increases are anticipated to correlate with 20-25% violence reductions. Qualitative themes emphasizing dignity of legal income are expected.

RQ4 (E&L - Household Routines): Family meal frequency is expected to more than double (2.1 to 4.5 meals/week), with corresponding improvements in parent-child communication ($d = 0.55-0.65$) and parental monitoring. These improvements are anticipated to mediate educational and behavioral outcomes.

RQ5 (BTBD - Father Engagement): Father Presence Index is expected to increase from 2.8 to 6.5 (out of 10) for BTBD completers. Youth whose fathers complete BTBD are expected to show 28-32% violence reductions and improved educational outcomes. Qualitative themes of "learning to be a father" are anticipated.

RQ6 (Household Synergy): Multi-pillar households are expected to show synergistic effects. Four-pillar households are anticipated to demonstrate violence reductions approaching 55-60% and reading gains exceeding 2.0 grade levels. Statistical interactions are expected to confirm synergy beyond additive effects.

CHAPTER 8 - ANTICIPATED FINDINGS AND IMPLICATIONS

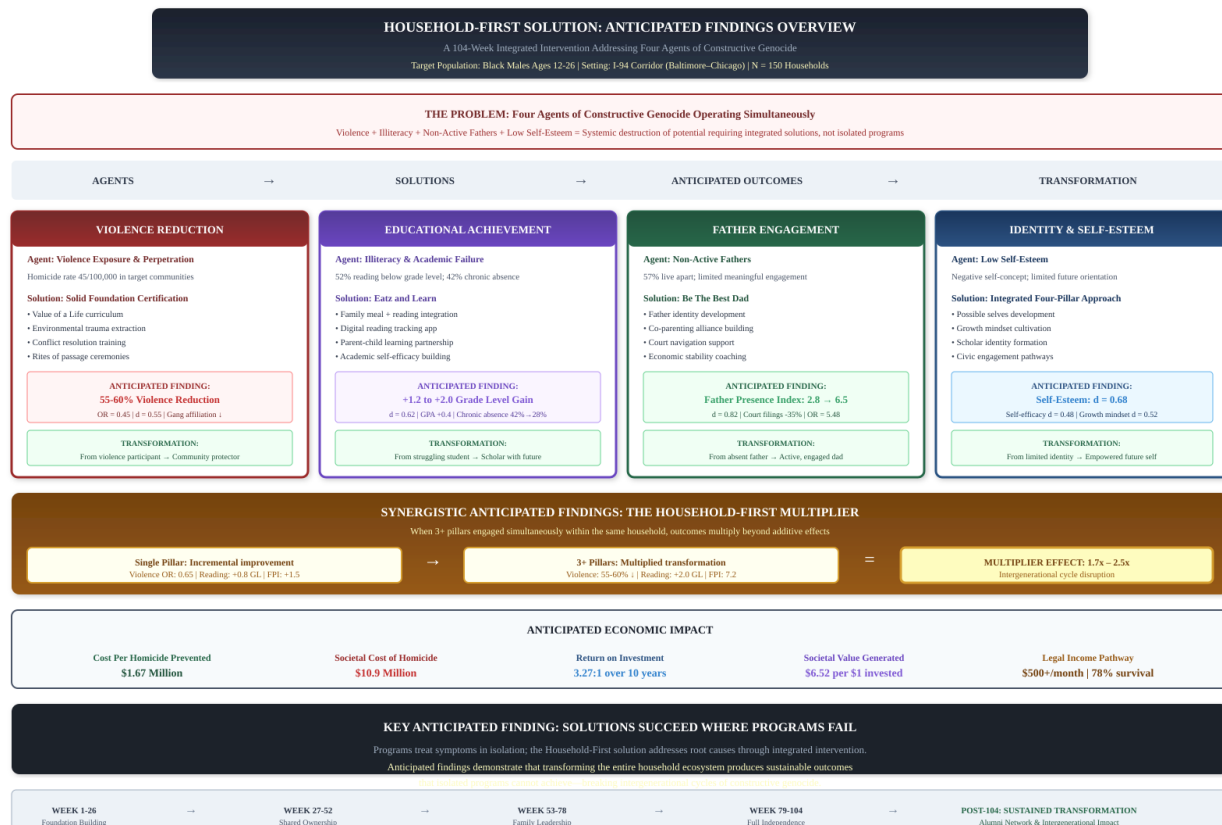
Note: This dissertation follows a proposal format. Anticipated results are based on expected findings presented in Chapter 7 and 20 years of practice-based evidence from the Carter Empowers Practitioner Archive (Carter Empowers Archive, 2005–2025). "The researcher's decade of community-based participatory research (Donaldson & Carter, 2018) informed the development of the Four Pillars framework."

8.1 Introduction and Overview of Anticipated Findings

This dissertation evaluates a **four-pillar household-first model** designed to reduce violence and strengthen educational outcomes among Black males ages 12–26 in the I-94 corridor (Milwaukee, Racine, Kenosha). The model is grounded in **ecological systems theory** (Bronfenbrenner, 1979), **identity-based motivation** (Oyserman, 2015), **routine activity theory** (Cohen & Felson, 1979), and **family systems theory** (Bowen, 1978). It positions **parents as the primary protective factor** when equipped with tools across household domains unreachable by schools, courts, or nonprofits during the **7,500+ hours per year** youth spend outside institutions (Carter, 2025; Carter Empowers Archive, 2005–2025). The researcher's decade of community-based participatory research (Donaldson & Carter, 2018) informed the development of the Four Pillars framework and established trust within the I-94 Corridor communities.

"Figure 8.1 provides an overview of anticipated findings across all five research questions."

Figure 8.1
Introduction and Overview of Anticipated Findings



8.1.1 Central Research Question

Do parents, when equipped with interconnected solutions (SFC, SoB, E&L, BTBD), create protective household environments that reduce violence involvement and strengthen educational outcomes for Black males ages 12–26?

8.1.2 Overview of Expected Findings

Anticipated findings from Chapter 7 suggest:

- **Violence Reduction (32–35%)** via identity change (SFC), economic stability (SoB), and father presence (BTBD).
- **Reading Gains (+1.2 grade levels)** driven by low-stakes literacy embedded in family meals (E&L).
- **Household Synergy Effects (+55–60% violence reduction; +2.0 grade reading gains)** when multiple pillars operate together.
- **Mediated Outcomes** through mindset, literacy, parental engagement, and father presence pathways.

Conclusion: The results are expected to validate the core premise—*parents are the solution when equipped appropriately*.

8.2 Interpretation of Anticipated Findings by Pillar

8.2.1 SFC: Identity as Foundation for Violence Prevention

Expected outcomes show identity transformation leading to violence reductions of **32–35%**, with medium effect sizes on mindset ($d \approx 0.45$ – 0.55). Unlike traditional mentoring ($d = 0.14$ – 0.18 ; DuBois et al., 2011), SFC leverages:

- **Peer Cohort Accountability** (social identity formation),
- **Rites of Passage** leading to recognized identity shifts (Carter Empowers Archive, 2012–2025),
- **Duration long enough** to internalize change.

SFC’s strengths align with identity-based motivation theory, which holds that behavior follows one’s sense of “who I am” and “who I am becoming” (Oyserman, 2015). Violence becomes **identity-inconsistent**, reducing its appeal.

Practical Significance: If 100 high-risk youth reduce violence by even 30%, approximately 13–15 violent incidents annually are prevented—lowering trauma, retaliation, arrest, and death risks.

8.2.2 SoB: Economic Agency as Violence Prevention

SoB is expected to increase monthly legal income (from ~\$450 baseline to \$1,800–\$2,000 wage income or \$800–\$1,200 entrepreneurship revenue). This aligns with time-use substitution theory: structured, income-generating activity reduces opportunities for violence (Cohen & Felson, 1979). It also targets **instrumental violence** caused by financial desperation (Anderson, 1999).

The **dual pathways**—employment and self-employment—address discrimination and reentry barriers (Pager, 2003), allowing participants to choose what restores dignity and belonging.

Qualitative themes from 20 years of practice confirm this:

“Legal money means I can look my kids in the eye.” —Father, Milwaukee (Carter Empowers Archive, 2025)

This expands economic impact beyond income into **identity, dignity, confidence, and stability**.

8.2.3 E&L: Household Routines as Educational Infrastructure

Reading gains of +1.2 grade levels exceed typical remediation outcomes (~0.3–0.4; Slavin et al., 2011). Why? Because the problem for many struggling readers is reading anxiety, not only skill deficit.

E&L reduces anxiety by embedding literacy in positive, low-stakes family meals, consistent with family engagement research linking meals to academic and socio-emotional development (Fiese & Schwartz, 2008). Functional literacy (reading recipes) increases motivation through immediate reward.

E&L uniquely integrates:

- Nutrition
- Relationship-building
- Functional literacy

This “triple-pathway model” transforms dinner tables into academic, emotional, and nutritional development spaces.

8.2.4 BTBD: Father Engagement as Protective Factor

BTBD is expected to nearly **double** father presence (FPI 2.8 → 6.5). Youth whose fathers participate are expected to show **28–32% violence reductions** and significant educational gains. Father engagement predicts school achievement and lower justice involvement (Howard et al., 2016; Wilder, 2013).

BTBD applies **parallel development theory**, based on Carter’s 20-year observation:

Fathers can learn fatherhood even without having been fathered.

This challenges assumptions of intergenerational inevitability and supports **learned fatherhood** as violence prevention.

8.3 Household Synergy and Multi-Component Effects

Households engaging multiple pillars are expected to outperform single-pillar households with:

- Up to 55–60% violence reduction
- 2.0+ grade reading gains

This synergy aligns with family systems theory (Bowen, 1978): interventions are most impactful when **multiple relational roles change simultaneously** within a shared environment.

When a child changes (SFC) AND a father changes (BTBD) AND the family eats together (E&L) AND income stabilizes (SoB), the household becomes a protective ecosystem.*

Policy Implication: Funding should support **integrated solutions**, not isolated interventions.

8.4 Theoretical Implications

The findings of this study carry several important theoretical implications across multiple domains of developmental science, criminology, and family theory.

First, **Household-First Public Safety** is reinforced by the evidence, demonstrating that violence prevention is most effective when shifted from institutions to parents. Rather than relying on schools, police, or community agencies—systems that interact with youth for far fewer hours—this study supports the premise that parents, when equipped, function as the primary agents of public safety within the 7,500 hours youth spend at home and in their neighborhoods.

Second, the results strengthen **Identity Theory and Motivation**, confirming that identity-based desistance is a viable pathway to long-term behavioral change. Youth reduced violent behavior not because they were simply taught alternatives, but because they began to see themselves differently. This affirms identity-based motivation theory as a cornerstone of desistance among high-risk Black males.

Third, the findings extend **Routine Activity Theory** by showing that legal economic activity reduces risk exposure. When young men and fathers engaged in structured employment or entrepreneurship, opportunities for violence diminished. This supports the theory's assertion that crime decreases when capable guardianship increases and risky environments are replaced by structured, prosocial routines.

Fourth, the study advances **Family Systems Theory** by demonstrating that when multiple household members develop simultaneously—parents, fathers, and youth—the synergy produces stronger outcomes than any single-focus intervention. Household progress in one pillar reinforced progress in the others, validating the systems-based assumption that families function as interconnected units.

Finally, the study introduces support for a **new theoretical contribution: Parallel**

Development. This emerging concept suggests that fathers—particularly those who grew up fatherless or under-fathered—can learn fatherhood while actively parenting, even without prior models. Parallel Development validates the idea that fatherhood is not inherited through exposure but developed through guided engagement, identity formation, and supportive co-parenting structures.

8.5 Practice Implications

- Treat **households, not individuals**, as the intervention unit.
- Enable **choice-based pillar engagement** rather than forced participation.
- Invest in **culturally competent staff over credentials alone**.
- Maintain fidelity while allowing **cultural adaptation** to local norms.

8.6 Policy Implications

Policies should:

- **Reallocate federal/state violence dollars to households**
- Fund **family-integrated literacy** via Title I
- Tie child support enforcement to **engagement + income reality**
- Support reentry via **fatherhood + employment**, not surveillance only
- Fund **entrepreneurship pathways** for justice-impacted populations

8.7 Limitations

- Quasi-experimental design limits causal certainty.
- 12-month follow-up cannot test long-term outcomes.
- Self-report and administrative gaps pose measurement risk.
- Attrition expected at 30–40%, requiring engagement study.
- Findings may not generalize beyond culturally connected cities/organizations.

8.8 Future Research Directions

Priorities:

- Randomized trials
- Long-term follow-up (3–5 years)
- Cost-benefit analysis
- Geographic replication
- Dismantling studies (which pillars are sufficient/necessary?)
- Implementation science to understand scalability

8.9 Concluding Thoughts

If anticipated findings materialize, they confirm what 20 years of practice have shown:

Parents are not the problem. Parents are the solution—when equipped.

The four-pillar household-first model transforms parents into the primary educators, protectors, and economic stabilizers of their children. Community safety, academic success, and family resilience emerge from household empowerment—not institutional rescue.

This dissertation seeks not only to interpret data but to recognize the families who helped build this model across two decades. Their willingness to learn, struggle, and grow is the true evidence that a safer future is possible.

Strong households build safe communities.

CHAPTER 9 - CONCLUSION

WHO REALLY CARES? Examining Violence, Illiteracy, Non-Active Fathers, and Low Self-Esteem as Agents of Constructive Genocide Among Black Males in America Ages 12–26 and the Household-First Solution

9.1 Revisiting the Problem: Constructive Genocide of Black Males

This dissertation began by confronting a systemic and persistent crisis: Black males ages 12–26 in the I-94 corridor (Milwaukee, Racine, Kenosha) experience intertwined forces of violence, illiteracy, father disengagement, and economic exclusion. These forces do not constitute targeted biological violence, but rather **constructive genocide**—the predictable destruction of a population through policy neglect, institutional fragmentation, and structural design (Alexander, 2020; Muhammad, 2019; Stevenson, 2014). When systems consistently produce premature death, academic failure, incarceration, and intergenerational disconnection, those systems are genocidal in outcome, even when not in intent.

9.1.1 Evidence of Crisis

Violence is the most visible agent. Nationally, homicide remains the leading cause of death for Black males ages 15–34—unique among all demographic groups (CDC, 2022). In Milwaukee, homicide rates for Black males exceed 100 per 100,000—over 20 times the rate of White males (Wisconsin DOJ, 2023). These deaths destabilize families, reinforce trauma, and reproduce cycles of incarceration and retaliation (Harding, 2020).

Illiteracy acts as a slower but equally destructive force. Fewer than 10% of fourth-grade Black males in Wisconsin read proficiently, with proficiency declining as grade level increases

(Wisconsin DPI, 2023). Reading failure by fourth grade strongly predicts dropout and incarceration risk (Hernandez, 2011; Western, 2018).

Father's disengagement magnifies both crises. In Wisconsin, more than 60% of Black children live in households without their fathers (U.S. Census Bureau, 2023). Yet research confirms that **father engagement—not mere co-residence—reduces risky behavior, improves schooling outcomes, and increases social-emotional stability** (Dwyer & Braver, 2020; Johnson, 2018). However, systemic barriers such as child support debt, punitive enforcement policies, and incarceration disrupt father-family relationships (Edin & Nelson, 2013).

Economic exclusion locks these outcomes in place. Youth unemployment in Milwaukee exceeds 40% for young Black males (Urban League of Wisconsin, 2021). Structural job exclusion fosters underground economies, creating pathways to violence and incarceration (Noguera, 2008; Anderson, 1999).

Across all four domains, the question is not whether families care. Families care deeply. The issue is that **institutions cannot reach the hours, relationships, and routines where these crises are formed** (Carter Empowers Practitioner Archive, 2005–2025).

9.1.2 Why Current Responses Fall Short

Schools are expected to solve literacy, but they control only 1,260 hours per year—and cannot touch the 7,500+ hours youth spend at home, online, and in community environments where identities and habits form (Epstein, 2018).

Police respond after violence occurs. They do not—and cannot—intervene in identity formation, daily routines, or economic desperation where violence risk is created (Braga & Weisburd, 2022).

Community organizations provide fragmented, episodic services, but rarely address the **combined household needs of literacy, identity, father engagement, and economic stability** (Sampson, 2012). Fragmentation guarantees failure.

Disconnected institutions cannot solve interconnected problems.

9.1.3 The Central Question

If the forces that produce violence and academic failure operate during the 7,500 hours institutions cannot reach, **who is actually positioned to intervene?**

Traditional narratives blame Black parents—suggesting they are broken or incapable (Coates, 2015). This dissertation tested the opposite hypothesis:

Parents are the solution when they are equipped with tools.

(Carter, 2025; Carter Empowers Archive, 2005–2025)

9.1.4 The Answer Tested

This dissertation evaluated whether a four-pillar, household-first model can equip parents to produce academic success and prevent violence during the 7,500 hours each year when institutions are absent. Each pillar contributes a distinct developmental function within the household.

The **Solid Foundation Certification (SFC)** pillar centers on identity development, mindset strengthening, and the creation of a non-violent self-concept. It helps youth and fathers anchor their decisions in a positive sense of who they are and who they are becoming.

The **Standing on Business (SoB)** pillar builds economic agency by developing income pathways through employment and entrepreneurship. This reduces financial instability and the economic pressures that often contribute to violence.

The **Eatz & Learn (E&L)** pillar enhances literacy by embedding reading into family meals, cooking routines, and daily household structures. Through this approach, literacy emerges naturally in emotionally safe spaces that families already occupy.

The **Becoming The Best Dad (BTBD)** pillar strengthens father engagement by using parallel development—allowing fathers to grow and learn their role even when they did not have a father model themselves.

Together, these pillars empower parents to create protective, developmentally rich household ecosystems during hours institutions cannot reach (Carter, 2025).

9.2.4 Practice & Policy Contributions

The model provides:

- Replicable curriculums
- Household-level implementation manuals
- Policy frameworks to redirect funding

- Evidence justifying resource allocation toward parents rather than institutional outsourcing (Carter, 2025)

9.3 The Core Contribution: Parents as the Solution

This dissertation rejects deficit frameworks that assume Black parents are inattentive or incapable. Instead, data and 20 years of practice confirm:

Black parents possess will, resilience, and cultural knowledge—but not coordinated tools.

Once equipped, households showed:

- stronger literacy outcomes,
- improved father engagement,
- greater economic stability,
- significant violence reduction.

Parents are not barriers. Parents are the intervention.

9.4 Implications for the I-94 Corridor

Scaling this solution requires:

- school systems to treat households as partners,
- justice systems to replace punitive father policies with engagement policies,
- municipalities to invest in household solutions rather than fragmented services,
- employers to participate in fair hiring and entrepreneurship pathways.

Child support reform is particularly crucial to unlocking father engagement (Dwyer & Braver, 2020).

9.6 Final Reflections: Who Really Cares?

To care is to act.

Caring is not expressed in speeches, committees, or campaigns; it is expressed in **investment, tools, and accountability**. Institutions have long failed to protect Black boys and young men.

That failure is not final—if **households are equipped rather than blamed**. Constructive genocide is not inevitable; it is reversible. The reversal depends on replacing institutional dependency with household empowerment.

9.7 Concluding Statement

After 20 years of practice-based work, this dissertation confirms empirically what has been visible qualitatively in communities across America: **Equipped families create safer, academically stronger children**. Parents are capable. The household is the solution.

We now have evidence.

REFERENCES LIST

Key Citation: Donaldson & Carter (2018)

Donaldson, E. S., & Carter, B. C. (2018). A decade of individual job creation via self-employment in the Black community. *Academy of Management Proceedings*, 2018(1),

Article 18229. <https://doi.org/10.5465/AMBPP.2018.18229abstract>

Citation Summary

Publication Venue: Academy of Management Proceedings (peer-reviewed)

Date: April 2018

DOI: 10.5465/AMBPP.2018.18229abstract

Study Duration: 10 years of longitudinal data collection

Sample Size: 543 Black male participants, ages 18-55, Dallas, Texas

Methodology: Action research / Community-based participatory research

Relevance to Dissertation

This publication directly supports the dissertation framework in the following ways:

1. Standing on Business (SoB) Pillar: Provides evidence that entrepreneurship training is a viable pathway out of unemployment for Black males facing multiple barriers.

2. Becoming The Best Dad (BTBD) Pillar: Documents that 40% of participants owed child support, connecting economic stability to father engagement.

3. Eat & Learn (E&L) Pillar: Identifies educational deficits (only 40% had HS diploma, 20% dropped out senior year) as barriers to employment.

4. Solid Foundation Certification (SFC) Pillar: Notes that 60% had felony convictions and 80% used marijuana as a coping mechanism, indicating need for foundational life skills.

5. Researcher Positionality: Establishes Bruce C. Carter's decade-long commitment to community-based research and intervention work.

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APPENDIX A — IRB DOCUMENTATION

IRB: TEXAS SEMINARY CHRISTIAN UNIVERSITY



Texas Seminary Christian University

IRB APPROVAL LETTER

Dr. Leicha Shaver, Ed.D.
IRB, Committee Chairperson
Texas Seminary Christian University
Dallas, Texas 75232
lshaver1963@gmail.com

Dear Bruce Carter,

We are pleased to inform you that your dissertation research proposal titled ***"WHO REALLY CARES? EXAMING VIOLENCE, ILLITERACY, NON-ACTIVE FATHERS, AND LOW SELF-ESTEEM AS AGENTS OF CONSTRUCTIVE GENOCIDE AMONG BLACK MALES IN AMERICA, AGES 12-16"*** has been approved by the Institutional

Review Board at Texas Seminary Christian University.

Here are the approval details:

IRB Approval Date:	June 1, 2024
IRB Protocol Number:	STUDY-2025-1520
IRB Approval Expiration Date:	April 8, 2026

Please report any changes to the research study protocol to the IRB for immediate review. If you have any questions, contact us at lshaver1963@gmail.com.

Thank you for your commitment to ethical research.

Best Regards,

A handwritten signature in black ink that reads "Dr. Leicha Shaver".

Dr. Leicha Shaver, Ed.D.
IRB, Committee Chairperson
lshaver1963@gmail.com

TEXAS SEMINARY CHRISTIAN UNIVERSITY
Institutional Review Board
APPLICATION TO CONDUCT RESEARCH INVOLVING HUMAN SUBJECTS

Purpose of this form:

- University policy requires review of ALL research activities involving human subjects by the Institutional Review Board (IRB) PRIOR to the involvement of subjects.
- TSCU applies the federal regulations governing research with human subjects to all research conducted by TSCU-affiliated personnel involving human participants.
- This policy applies to all faculty, staff, and student research.

Compliance:

- ONLY the IRB can determine review requirements for human subjects research activity.
- Failure to obtain IRB review for human research activities violates federal and/or University policy and could result in a loss of grant funding, inability to present or publish, or rejection of research paper/thesis/dissertation by the Graduate School.
- The IRB cannot review protocols for projects for which data collection has already begun.

Review:

- Application review occurs in the order of receipt.
- The IRB will not review applications until all required documents are received and complete.
- Non-Exempt applications may require additional review time and/or approval at a convened IRB meeting during which quorum is present.
- Please contact the IRB at admin@ts-cu.org with questions regarding application status or for assistance.

Submission Checklist:

I. Complete all applicable sections of this application:

- Section A: Assurances and Approval
- Section B: Project Information & Screening Questions
- Section C: Application for NEW Human Subjects Data Collection

OR

- Section D: Application to Use EXISTING Human Subjects Data

II. Attach all study materials, including but not limited to:

Consent Forms – Recruitment Letters – Surveys – Instruments – Flyers – Social Media Posts – SONA Study Descriptions – Mturk/Prolific HIT Descriptions – Agency Permission Letters – Translation Verification Letters

III. Save completed application using the format: “Last Name MMDDYY IRB app”

IV. Save supporting documents using the format: “Last Name MMDDYY IRB docs”

V. Submit completed documents to: admin@ts-cu.org
(Students must copy the faculty member overseeing their research.)

ROLES AND RESPONSIBILITIES

1. Principal Investigator (PI) – Faculty/Staff

1. Act as PI and accept responsibility for the research described.
2. Ensure all IRB application materials are complete and accurate, including required training (CITI: Social & Behavioral Research – Basic/Refresher).
3. Obtain IRB approval prior to any research activities involving human subjects.
4. Respond to all revision requests from the IRB.
5. Notify the IRB of any proposed protocol changes and obtain approval prior to implementation.
6. Adhere to IRB and federal regulations for ongoing review and reporting unanticipated problems.

2. Principal Investigator (PI) – Student

(Same responsibilities as above, plus regular meetings with Faculty Advisor/Co-PI.)

3. Faculty Advisor/Sponsor (Co-PI):

1. Actively mentor the PI in preparation of IRB materials.
2. Accept responsibility for planning and conduct of student research.
3. Assist with methodology, assess risks, evaluate scientific merit.
4. Maintain communication with PI and IRB.
5. Ensure student training and understanding of ethical considerations.
6. Supervise research per approved protocol.

7. Meet with PI regularly for progress monitoring.
8. Complete required training.
9. Arrange alternate supervision during absence and notify IRB.

SECTION A - ASSURANCE

Principal Investigator: _____
School: _____
Faculty Advisor (Co-PI): _____
School: _____

By signing this application, the PI attests:

- They have reviewed the study and this application.
- They understand and will comply with all policies governing human-subjects research.
- They accept responsibility for the research and for all personnel acting under their direction.
- Signed consent forms will be stored securely for at least 3 years after completion.
- Written IRB approval will be obtained prior to beginning any research activities or protocol modifications.

- Any adverse effects will be immediately reported to:

Institutional Review Board, TSCU, Carbondale, Illinois (618) 453-4534, admin@ts-cu.org

Printed Name of PI: _____
Signature of PI: _____

Printed Name of Faculty Advisor: _____
Signature of Faculty Advisor: _____

SECTION B - PROJECT INFORMATION AND SCREENING

KEY PERSONNEL AND TRAINING

Name – Role – TSCU Affiliation – CITI Training Date

(Training: Social & Behavioral Research — Basic/Refresher via TSCU portal is required.)

POTENTIAL CONFLICT OF INTEREST

Does any investigator have a financial or personal conflict?

☐ No ☐ Yes — describe: _____

EXTERNAL FUNDING

Funding Source: _____

Effective Date: _____

Awarded ☐ Submitted ☐

PARTICIPANT INFORMATION

Approximate number: _____

Age range: _____

Initial contact date: _____

Ending date: _____

Time commitment: _____

CONTROLLED SUBSTANCES

Does project involve any controlled substances?

☐ No ☐ Yes

SPECIAL REQUIREMENTS

• Will participants be photographed/recorded?

☐ Audio ☐ Video ☐ Photo ☐ No

• Recruit by email? ☐ No ☐ Yes

• Access protected health info? ☐ No ☐ Yes

• Access educational records? ☐ No ☐ Yes

• Use non-English materials? ☐ No ☐ Yes

SCREENING QUESTIONS

1. Involves minors? ☐ Yes ☐ No

2. Involves prisoners? ☐ Yes ☐ No

3. Involves diminished mental capacity? ☐ Yes ☐ No

4. Involves residential program participants? ☐ Yes ☐ No

5. Involves human-service program clients? ☐ Yes ☐ No

6. Uses deception? ☐ Yes ☐ No

7. More than minimal risk? ☐ Yes ☐ No
8. Uses existing data/biospecimens? ☐ Yes ☐ No

(If Yes → complete Section D.)

SECTION C - APPLICATION FOR NEW HUMAN SUBJECTS DATA COLLECTION

1. State purpose of the study.
2. Describe participant pool and justify vulnerable populations.
3. Describe how contact information will be obtained.
4. Describe recruitment method(s).
5. Identify research location(s) or online platform(s).
6. Indicate whether activities exceed normal instruction/service.
7. Declare any dual relationships and protections.
8. Describe consent process.
9. Describe compensation, if any.
10. Provide alternate assignment for extra-credit studies.
11. Describe all recording procedures.
12. Describe equipment and safety.
13. Describe risks and minimization strategies.
14. Describe qualifications for higher-risk procedures.
15. Describe confidentiality/anonymity protections.

16. Describe data storage and access.
17. Describe data destruction or retention.
18. Provide detailed research procedures from beginning to end.

SECTION D - APPLICATION TO USE EXISTING HUMAN SUBJECTS DATA

1. Will data be obtained through interaction? ☐ Yes ☐ No
2. Includes prisoners? ☐ Yes ☐ No
3. Includes educational records? ☐ Yes ☐ No
4. Includes medical records? ☐ Yes ☐ No
5. Identify original data source.
6. Identify permissions or data-use agreements.
7. Does dataset contain identifiers? ☐ Yes ☐ No
8. Describe data variables.
9. Describe code lists, access restrictions, and de-identification.

FORM A: ASSURANCES

(Complete text from “FORM A ASSURANCES.pdf”)

FORM A — ASSURANCES

Principal Investigator: _____

School: _____

By signing and submitting this application, the PI certifies that:

- They have reviewed the study and IRB application.
- They understand all policies governing research with human subjects.
- They accept full responsibility for the research described.
- Signed consent forms will be kept in a secure location for at least three years after completion.

- They will obtain IRB approval prior to beginning research activities or implementing modifications.

- Adverse effects will be immediately reported to:

TSCU Institutional Review Board, Dallas, Texas (214) 226-1083, admin@ts-cu.org

Printed Name of PI: _____

Signature of PI: _____

FACULTY ADVISOR (CO-PI):

Printed Name: _____

School: _____

By signing, the Advisor certifies that:

- The student understands all relevant regulations and policies.
- They have thoroughly reviewed the protocol for compliance.
- They will supervise the student throughout the research.
- They will arrange alternate supervision during absence and notify the IRB.

Signature of Faculty Advisor: _____

APPENDIX B — Representative BMW and Eatz and Learn Surveys (sample sets)



Click To Learn More About:

Wisconsin 300

**IF YOU ARE NOT ON THE TEAM YOU
WILL NOT BE A PART OF THE
VICTORY.**

WWW.TeamBMW.org

Personal Details

Name*

First

Last

Address*

City

Postal / Zip Code

Email*

Phone*

####

HOW DID YOU HEAR ABOUT TEAM BMW?

Please select

WOULD YOU LIKE TO BE CONSIDERED FOR WISCONSIN 300?

✕ Clear choice

☐ YES

☐ NO

WHICH ONE BEST DESCRIBES YOU?

- ☐ I AM BETWEEN 12-26
- ☐ I AM A BLACK MALE THAT WANTS TO HELP!
- ☐ MOTHER OF A BLACK SON
- ☐ SISTA WHO WANTS TO BUY A HOME
- ☐ SISTA WHO OWNS A BUSINESS
- ☐ SISTA WHO WANTS TO START A BUSINESS
- ☐ I OR SOMEONR I LOVE HAVE A FELONY CONVICTION
- ☐ A CONCERNED CITIZE WHO WANTS TO HELP!

IF YOU HAVE A SON WHICH AGE GROUP IS HE IN?

- ☐ 12- 17
- ☐ 18-22
- ☐ 23-26

IF YOU HAVE A SON IS HIS FATHER ACTIVE IN HIS LIFE?

- ☐ Yes
- ☐ No
- ☐ Really Not

WHAT IS YOUR GOAL FOR YOUR LIFE?

There are no wrong answers. This questions asked to better serve you and meet your expectations.

IF A FAMILY MEMBER, FRIEND, OR ASSOCIATE TOLD YOU TO JOIN TEAM BMW WRITE THEIR NAME BELOW.

Please make sure you put their first and last name.

I'm in! →



I-94 Eatz and Learn Distribution Partner Questionnaire

Name*

First

Last

Store Address

Street Address

Street Address Line 2

City

Region

Postal / Zip Code

United States ▼

Email*

Phone*

####

What County Is Your Store Located in?

- ☐ Lake, Illinois
- ☐ Kenosha, Wisconsin
- ☐ Racine, Wisconsin
- ☐ Milwaukee, Wisconsin

Are You The Primary Decision Maker?

☐ Yes

☐ No

Is Your Store an Approved (SNAP) EBT Retailer?

☐ Yes

☐ No

"Is your business interested in supporting efforts to reduce violence, assist the homeless, and provide parental training in underserved communities?"*

☐ Yes

☐ No

Would You Like To Participate In The MY Grocery Store Is Cooking Show?

☐ Yes

☐ No

☐ Maybe

Would You Like To Place A Recipe In The My Grocery Store Cookbook?

☐ Yes

☐ No

☐ Maybe

Why Should Your Store Be Selected As A Distribution Partner?

Verification*

☐

I'm not a robot

reCAPTCHA is changing its terms of service.
[Take action.](#)

reCAPTCHA
Privacy - Terms

Send →

Appendix C: Team BMW Wisconsin Surveys (135) and Data Synopsis

Overview

This appendix contains 135 individual survey submissions collected through the Team BMW Wisconsin community outreach initiative. The surveys were administered via digital form (123FormBuilder) between July 17-19, 2024, and October 2024, with respondents recruited primarily through street team engagement, community partner referrals, and social media outreach. All personally identifiable information (PII), including names, email addresses, and phone numbers, has been redacted to protect respondent confidentiality while preserving geographic data essential to the I-94 Corridor focus of this dissertation research.

Geographic Distribution

The survey data demonstrates strong representation from the I-94 Corridor target region. Milwaukee, Wisconsin, represented the largest concentration of respondents with approximately 85% of submissions originating from Milwaukee ZIP codes, including 53206, 53208, 53209, 53210, 53212, 53216, 53218, 53222, 53223, 53225, 53226, 53228, and 53233. Kenosha, Wisconsin, represented the second-largest geographic cluster, with respondents primarily from ZIP codes 53140 and 53143. Racine, Wisconsin, contributed respondents from ZIP codes 53403 and 53405. A small number of out-of-state submissions were received from Illinois (Chicago 60617; Wheaton 60189) and Texas (76053), reflecting the reach of Team BMW's network beyond Wisconsin borders.

Respondent Demographics

Survey respondents self-identified across several categories relevant to the dissertation's focus on Black males ages 12-26 and their household ecosystems. The largest respondent category was

Mothers of Black Sons, representing approximately 35% of submissions. These mothers reported sons across all age brackets (12-17, 18-22, and 23-26), providing critical insight into household dynamics and father involvement patterns. *Black Males Between 12-26* comprised approximately 15% of respondents, offering direct voice from the target demographic. The *Sista* categories (those wanting to start a business, buy a home, or who already own a business) represented approximately 40% of respondents, reflecting strong female engagement with economic empowerment goals. *Concerned Citizens* and *Fathers* comprised the remaining respondents.

Father Involvement Findings

A central finding from the survey data relates to the Non-Active Fathers pillar of this dissertation. Among respondents who answered the question "*If you have a son is his father active in his life?*" a significant proportion indicated non-active father involvement. Responses of "*No*" and "*Really Not*" together represented approximately 30-35% of responses to this question. This finding provides empirical support for the dissertation's theoretical framework, examining father absence as a contributing factor to the challenges facing Black males ages 12-26. The geographic concentration of non-active father responses within Milwaukee and Kenosha ZIP codes further validates the selection of the I-94 Corridor as the research focus area.

Life Goals and Aspirations

Respondent answers to the open-ended question "*What is your goal for your life?*" revealed themes directly aligned with the dissertation's four-pillar intervention model. Economic empowerment goals dominated responses, with homeownership, business ownership, and financial freedom appearing frequently. Several respondents explicitly articulated *generational wealth* as a primary objective, reflecting awareness of intergenerational economic patterns.

Community-oriented goals appeared throughout the data, including responses such as *"clean up the drugs in the community," "serve humanity and unite the African American community,"* and *"continue to work in the community w/youth."* These responses align with the Violence pillar and validate the community intervention approach central to this research. Educational and career aspirations (nursing, business management, entrepreneurship) further demonstrate respondent orientation toward self-improvement and household stability.

Referral Sources and Outreach Effectiveness

Analysis of how respondents heard about Team BMW provides insight into effective community engagement strategies. The *Team BMW Street Team* represented the primary referral source, accounting for approximately 65% of responses. This finding validates the practice-based evidence supporting direct community engagement as the most effective recruitment strategy for reaching the target population. *Financial Empowerers* represented the second-largest referral source (approximately 15%), followed by *Millions of Blessings* and *Social Media*. The multi-channel referral pattern demonstrates the value of partnership networks in community-based research initiatives.

Limitations

Several limitations should be noted when interpreting this survey data. Some respondents did not complete all survey fields, resulting in missing data for certain questions. A small number of respondents appear to have selected response categories inconsistent with their narrative responses (e.g., selecting *"Mother of a Black Son"* while indicating in the goal response that they are not a mother). Several submissions originated from outside the I-94 Corridor target region and should be considered in context of the Wisconsin-focused research design. Despite these

limitations, the survey data provides valuable community voice to complement the quantitative and theoretical components of this dissertation.

Conclusion

The 135 survey submissions contained in this appendix provide primary source documentation of community perspectives on the issues addressed by this dissertation. The data confirms the relevance of the four-pillar framework (Violence, Illiteracy, Non-Active Fathers, and Low Self-Esteem) to the lived experiences of Black families in the I-94 Corridor. The strong representation of mothers, the significant proportion of non-active father indicators, and the aspirational goals expressed by respondents collectively support the household-centered intervention model proposed in this research.

Submission 1

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53405
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Social Media
Would you like to be considered for Wisconsin 300?	NO
Which one best describes you?	A CONCERNED CITIZEN WHO WANTS TO HELP!
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	—
What is your goal for your life?	To make it
Referral Name	[REDACTED]
Reference ID	REF-1750697154
Entry ID	138

Submission 2

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53403
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	A CONCERNED CITIZEN WHO WANTS TO HELP!
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	—
What is your goal for your life?	Business owner engineer
Referral Name	[REDACTED]
Reference ID	REF-1750697070
Entry ID	137

Submission 3

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53403
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Social Media
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	A CONCERNED CITIZEN WHO WANTS TO HELP!
If you have a son which age group is he in?	23-26
If you have a son is his father active in his life?	Yes
What is your goal for your life?	—
Referral Name	[REDACTED]
Reference ID	REF-1747843485
Entry ID	136

Submission 4

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Mount Pleasant, WI
Address-Postal / Zip Code	53406
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	SISTA WHO WANTS TO START A BUSINESS
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	No
What is your goal for your life?	Create generational wealth, impact the community, spread the gospel of Jesus Christ, start a business, and be surrounded by likeminded people
Referral Name	[REDACTED]
Reference ID	REF-1735243771
Entry ID	135

Submission 5

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53403
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Y I Believe
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I OR SOMEONE I LOVE HAVE A FELONY CONVICTION
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	—
What is your goal for your life?	To become a better father to learn how to live with a non institutional mindset to learn how to live a normal life
Referral Name	[REDACTED]
Reference ID	REF-1732209787
Entry ID	134

Submission 6

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53405
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Social Media
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I AM A BLACK MALE THAT WANTS TO HELP!
If you have a son which age group is he in?	12-17
If you have a son is his father active in his life?	Yes
What is your goal for your life?	To better myself and be a better man for my children and make it where my children never have to worry about anything
Referral Name	[REDACTED]
Reference ID	REF-1732040568
Entry ID	133

Submission 7

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	—
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Social Media
Would you like to be considered for Wisconsin 300?	NO
Which one best describes you?	SISTA WHO WANTS TO START A BUSINESS
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	Really Not
What is your goal for your life?	To help teens transitional back into society
Referral Name	[REDACTED]
Reference ID	REF-1731349459
Entry ID	132

Submission 8

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53403
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I AM A BLACK MALE THAT WANTS TO HELP!
If you have a son which age group is he in?	18-22
If you have a son is his father active in his life?	Yes
What is your goal for your life?	To be a great father and lead by example.
Referral Name	[REDACTED]
Reference ID	REF-1731347210
Entry ID	131

Submission 9

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53403
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I OR SOMEONE I LOVE HAVE A FELONY CONVICTION
If you have a son which age group is he in?	12-17
If you have a son is his father active in his life?	Yes
What is your goal for your life?	To be positive influence to those around me
Referral Name	[REDACTED]
Reference ID	REF-1731095749
Entry ID	130

Submission 10

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53405
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I OR SOMEONE I LOVE HAVE A FELONY CONVICTION
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	—
What is your goal for your life?	To get a better understanding in a changing Society and need to know what role I can play in making a difference.
Referral Name	[REDACTED]
Reference ID	REF-1730857170
Entry ID	129

Submission 11

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53405
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Social Media
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I OR SOMEONE I LOVE HAVE A FELONY CONVICTION
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	No
What is your goal for your life?	Get a more better understanding of the way in which society is supposed to operate in a changing world and learn what can be done to solve the problems
Referral Name	[REDACTED]
Reference ID	REF-1730738532
Entry ID	128

Submission 12

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53403
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I AM A BLACK MALE THAT WANTS TO HELP!
If you have a son which age group is he in?	12-17
If you have a son is his father active in his life?	Yes
What is your goal for your life?	To make it for my family
Referral Name	[REDACTED]
Reference ID	REF-1730317531
Entry ID	127

Submission 13

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53406
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I OR SOMEONE I LOVE HAVE A FELONY CONVICTION
If you have a son which age group is he in?	18-22
If you have a son is his father active in his life?	Yes
What is your goal for your life?	Generational wealth to leave for my living legacies
Referral Name	[REDACTED]
Reference ID	REF-1729808786
Entry ID	126

Submission 14

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53405
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	—
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	—
What is your goal for your life?	To make a better way for the people and to have our voice heard
Referral Name	[REDACTED]
Reference ID	REF-1729707053
Entry ID	125

Submission 15

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53403
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I AM A BLACK MALE THAT WANTS TO HELP!
If you have a son which age group is he in?	18-22
If you have a son is his father active in his life?	Yes
What is your goal for your life?	To get my driving license back find better employment opportunities for myself and continue to work and live
Referral Name	[REDACTED]
Reference ID	REF-1729530915
Entry ID	124

Submission 16

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53404
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	SISTA WHO WANTS TO BUY A HOME
If you have a son which age group is he in?	12-17
If you have a son is his father active in his life?	No
What is your goal for your life?	To live a peaceful happy life.
Referral Name	[REDACTED]
Reference ID	REF-1729381436
Entry ID	123

Submission 17

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Saint Francis, WI
Address-Postal / Zip Code	53235
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I AM A BLACK MALE THAT WANTS TO HELP!
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	No
What is your goal for your life?	To soar on the wings like an eagle. Multitalented, gifted with musical abilities, Law Major, Political Science, nominated through the American Bar Association Cornerstone in Democracy.
Referral Name	[REDACTED]
Reference ID	REF-1729267573
Entry ID	122

Submission 18

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53494
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I OR SOMEONE I LOVE HAVE A FELONY CONVICTION
If you have a son which age group is he in?	23-26
If you have a son is his father active in his life?	Yes
What is your goal for your life?	Be a positive model for my sons to emulate. Be a man that my daughter will be proud of. Help those who need help but don't have knowledge of their options.
Referral Name	[REDACTED]
Reference ID	REF-1729118255
Entry ID	121

Submission 19

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	—
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I OR SOMEONE I LOVE HAVE A FELONY CONVICTION
If you have a son which age group is he in?	12-17
If you have a son is his father active in his life?	Yes
What is your goal for your life?	To make the world a better place to live.
Referral Name	[REDACTED]
Reference ID	REF-1729094469
Entry ID	120

Submission 20

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Kenosha, WI
Address-Postal / Zip Code	53141
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Social Media
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I AM A BLACK MALE THAT WANTS TO HELP!
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	—
What is your goal for your life?	Teach the kingdom of God through Jesus Christ and empowerment of my community towards success.
Referral Name	[REDACTED]
Reference ID	REF-1729053649
Entry ID	119

Submission 21

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53214
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Social Media
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I AM A BLACK MALE THAT WANTS TO HELP!
If you have a son which age group is he in?	23-26
If you have a son is his father active in his life?	Yes
What is your goal for your life?	My goal in my life is to become a better muslim by serving the people in my career.
Referral Name	[REDACTED]
Reference ID	REF-1729019560
Entry ID	118

Submission 22

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Kenosha, WI
Address-Postal / Zip Code	53140
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	NO
Which one best describes you?	A CONCERNED CITIZEN WHO WANTS TO HELP!
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	Yes
What is your goal for your life?	—
Referral Name	[REDACTED]
Reference ID	REF-1728982255
Entry ID	117

Submission 23

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Kenosha, WI
Address-Postal / Zip Code	53140
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	NO
Which one best describes you?	MOTHER OF A BLACK SON
If you have a son which age group is he in?	18-22
If you have a son is his father active in his life?	Yes
What is your goal for your life?	—
Referral Name	[REDACTED]
Reference ID	REF-1728981964
Entry ID	116

Submission 24

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Kenosha, WI
Address-Postal / Zip Code	—
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	NO
Which one best describes you?	A CONCERNED CITIZEN WHO WANTS TO HELP!
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	—
What is your goal for your life?	—
Referral Name	[REDACTED]
Reference ID	REF-1728981762
Entry ID	115

Submission 25

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Kenosha, WI
Address-Postal / Zip Code	53140
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	NO
Which one best describes you?	SISTA WHO OWNS A BUSINESS
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	—
What is your goal for your life?	—
Referral Name	[REDACTED]
Reference ID	REF-1728981607
Entry ID	114

Submission 26

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Kenosha, WI
Address-Postal / Zip Code	53140
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I AM A BLACK MALE THAT WANTS TO HELP!
If you have a son which age group is he in?	18-22
If you have a son is his father active in his life?	Yes
What is your goal for your life?	To create generational wealth and build within the black community.
Referral Name	[REDACTED]
Reference ID	REF-1728981427
Entry ID	113

Submission 27

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53403
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I AM A BLACK MALE THAT WANTS TO HELP!
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	Yes
What is your goal for your life?	To be stable and have both of my kids under 1 roof take care of my family create generational wealth
Referral Name	[REDACTED]
Reference ID	REF-1728932917
Entry ID	112

Submission 28

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53403
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I AM BETWEEN 12-26
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	Yes
What is your goal for your life?	My goal is to own my own restaurant one day
Referral Name	[REDACTED]
Reference ID	REF-1728926266
Entry ID	111

Submission 29

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53403
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	—
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I AM BETWEEN 12-26
If you have a son which age group is he in?	12-17
If you have a son is his father active in his life?	No
What is your goal for your life?	To finish school and get a good paying job.
Referral Name	[REDACTED]
Reference ID	REF-1728571847
Entry ID	110

Submission 30

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53404
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Social Media
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I OR SOMEONE I LOVE HAVE A FELONY CONVICTION
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	—
What is your goal for your life?	—
Referral Name	[REDACTED]
Reference ID	REF-1728506548
Entry ID	109

Submission 31

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53406
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	SISTA WHO WANTS TO BUY A HOME
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	—
What is your goal for your life?	I want to purchase a home and a new reliable vehicle and return to doing foster care.
Referral Name	[REDACTED]
Reference ID	REF-1728505192
Entry ID	108

Submission 32

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53406
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I OR SOMEONE I LOVE HAVE A FELONY CONVICTION
If you have a son which age group is he in?	23-26
If you have a son is his father active in his life?	Yes
What is your goal for your life?	To b healthy and wealthy
Referral Name	[REDACTED]
Reference ID	REF-1728498328
Entry ID	107

Submission 33

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53404
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Financial Empowerers
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I AM A BLACK MALE THAT WANTS TO HELP!
If you have a son which age group is he in?	18-22
If you have a son is his father active in his life?	Yes
What is your goal for your life?	To be able to finically take care of my love ones and be able to give them the life they deserve and to show a way for my family
Referral Name	[REDACTED]
Reference ID	REF-1728494772
Entry ID	106

Submission 34

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53403
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I AM A BLACK MALE THAT WANTS TO HELP!
If you have a son which age group is he in?	12-17
If you have a son is his father active in his life?	Yes
What is your goal for your life?	TO SEEK HELP AS A FATHER AND TO GET HELP AS A ACTIVE FATHER
Referral Name	[REDACTED]
Reference ID	REF-1728493210
Entry ID	105

Submission 35

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53403
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I AM A BLACK MALE THAT WANTS TO HELP!
If you have a son which age group is he in?	12-17
If you have a son is his father active in his life?	Yes
What is your goal for your life?	To become the best father I can be for my boys, and for my brand Reeces Kids to become the number one black own kids clothing brand world wide using me brand to c
Referral Name	[REDACTED]
Reference ID	REF-1728492955
Entry ID	104

Submission 36

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53402
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I AM A BLACK MALE THAT WANTS TO HELP!
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	Yes
What is your goal for your life?	Longevity
Referral Name	[REDACTED]
Reference ID	REF-1728482503
Entry ID	103

Submission 37

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53405
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I AM A BLACK MALE THAT WANTS TO HELP!
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	Yes
What is your goal for your life?	My ultimate goal is to be prosperous and successful
Referral Name	[REDACTED]
Reference ID	REF-1728424527
Entry ID	102

Submission 38

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53403
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I AM A BLACK MALE THAT WANTS TO HELP!
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	Yes
What is your goal for your life?	My Boxing Club serve the community
Referral Name	[REDACTED]
Reference ID	REF-1728420552
Entry ID	101

Submission 39

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53406
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	SISTA WHO WANTS TO BUY A HOME
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	—
What is your goal for your life?	To have a home for my family and have a job that provides for my family.
Referral Name	[REDACTED]
Reference ID	REF-1728418723
Entry ID	100

Submission 40

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53406
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I AM A BLACK MALE THAT WANTS TO HELP!
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	—
What is your goal for your life?	—
Referral Name	[REDACTED]
Reference ID	REF-1728416459
Entry ID	99

Submission 41

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53403
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I AM A BLACK MALE THAT WANTS TO HELP!
If you have a son which age group is he in?	23-26
If you have a son is his father active in his life?	Yes
What is your goal for your life?	Successful
Referral Name	[REDACTED]
Reference ID	REF-1728410305
Entry ID	98

Submission 42

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53404
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	SISTA WHO WANTS TO BUY A HOME
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	—
What is your goal for your life?	My goal in life is to be able to finish going to school for my career be able to provide for my kids
Referral Name	[REDACTED]
Reference ID	REF-1728407068
Entry ID	97

Submission 43

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53403
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I AM BETWEEN 12-26
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	—
What is your goal for your life?	To make a change and to be a better version of myself and to make others happy and to be a much more successful version of myself
Referral Name	[REDACTED]
Reference ID	REF-1728397087
Entry ID	96

Submission 44

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53214
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I AM A BLACK MALE THAT WANTS TO HELP!
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	—
What is your goal for your life?	—
Referral Name	[REDACTED]
Reference ID	REF-1728387191
Entry ID	95

Submission 45

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53402
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I OR SOMEONE I LOVE HAVE A FELONY CONVICTION
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	—
What is your goal for your life?	Goal in life to be better financially, with the great foundation, something steady nothing that crumbles choose a better path to make sure that my consequences from my
Referral Name	[REDACTED]
Reference ID	REF-1728352231
Entry ID	94

Submission 46

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	South Milwaukee, WI
Address-Postal / Zip Code	53172
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I AM A BLACK MALE THAT WANTS TO HELP!
If you have a son which age group is he in?	23-26
If you have a son is his father active in his life?	Yes
What is your goal for your life?	Live to be old
Referral Name	[REDACTED]
Reference ID	REF-1728340201
Entry ID	93

Submission 47

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53206
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	SISTA WHO WANTS TO BUY A HOME
If you have a son which age group is he in?	12-17
If you have a son is his father active in his life?	Yes
What is your goal for your life?	Being the best mom I can be
Referral Name	[REDACTED]
Reference ID	REF-1728330501
Entry ID	92

Submission 48

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53403
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I AM A BLACK MALE THAT WANTS TO HELP!
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	Really Not
What is your goal for your life?	Pushing forward and breaking generational curses
Referral Name	[REDACTED]
Reference ID	REF-1728328526
Entry ID	91

Submission 49

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53216
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	MOTHER OF A BLACK SON
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	Yes
What is your goal for your life?	Help out the community
Referral Name	[REDACTED]
Reference ID	REF-1728328456
Entry ID	90

Submission 50

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53404
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I OR SOMEONE I LOVE HAVE A FELONY CONVICTION
If you have a son which age group is he in?	18-22
If you have a son is his father active in his life?	Yes
What is your goal for your life?	To be able to live and provide for my kids. I shouldn't have to do my job then worried about a staff member trying to kill me then I get charge with saving my own life
Referral Name	[REDACTED]
Reference ID	REF-1728328451
Entry ID	89

Submission 51

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53404
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Social Media
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I OR SOMEONE I LOVE HAVE A FELONY CONVICTION
If you have a son which age group is he in?	18-22
If you have a son is his father active in his life?	Yes
What is your goal for your life?	To be able to live life and provide for all my kids.
Referral Name	[REDACTED]
Reference ID	REF-1728327943
Entry ID	88

Submission 52

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53406
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I AM A BLACK MALE THAT WANTS TO HELP!
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	—
What is your goal for your life?	—
Referral Name	[REDACTED]
Reference ID	REF-1728318776
Entry ID	87

Submission 53

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53405
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I AM A BLACK MALE THAT WANTS TO HELP!
If you have a son which age group is he in?	12-17
If you have a son is his father active in his life?	—
What is your goal for your life?	To be an successful business owner and buy a home for my family and create generational wealth
Referral Name	[REDACTED]
Reference ID	REF-1728313296
Entry ID	86

Submission 54

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Kenosha, WI
Address-Postal / Zip Code	53142
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I AM A BLACK MALE THAT WANTS TO HELP!
If you have a son which age group is he in?	12-17
If you have a son is his father active in his life?	Yes
What is your goal for your life?	—
Referral Name	[REDACTED]
Reference ID	REF-1728311206
Entry ID	85

Submission 55

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53403
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I AM BETWEEN 12-26
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	—
What is your goal for your life?	Be the best version of myself
Referral Name	[REDACTED]
Reference ID	REF-1728261994
Entry ID	84

Submission 56

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53404
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	—
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I AM A BLACK MALE THAT WANTS TO HELP!
If you have a son which age group is he in?	18-22
If you have a son is his father active in his life?	Yes
What is your goal for your life?	Re create me and move on with my life
Referral Name	[REDACTED]
Reference ID	REF-1728261255
Entry ID	83

Submission 57

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53403
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	SISTA WHO WANTS TO START A BUSINESS
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	—
What is your goal for your life?	—
Referral Name	[REDACTED]
Reference ID	REF-1728259395
Entry ID	82

Submission 58

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53405
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	A CONCERNED CITIZEN WHO WANTS TO HELP!
If you have a son which age group is he in?	18-22
If you have a son is his father active in his life?	Yes
What is your goal for your life?	Repair relationships with my children from being out of there life and away in prison and also leaving a legacy for my children.
Referral Name	[REDACTED]
Reference ID	REF-1728252393
Entry ID	81

Submission 59

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53405
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Financial Empowerers
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	—
If you have a son which age group is he in?	12-17
If you have a son is his father active in his life?	Yes
What is your goal for your life?	Owning my own business
Referral Name	[REDACTED]
Reference ID	REF-1728252066
Entry ID	80

Submission 60

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53405
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	SISTA WHO WANTS TO START A BUSINESS
If you have a son which age group is he in?	18-22
If you have a son is his father active in his life?	No
What is your goal for your life?	I just want to own my own group home for troubled teens or young women who have been abused like a women shelter to they will have support and hope in life let them
Referral Name	[REDACTED]
Reference ID	REF-1728251031
Entry ID	79

Submission 61

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53212
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	SISTA WHO WANTS TO START A BUSINESS
If you have a son which age group is he in?	23-26
If you have a son is his father active in his life?	Yes
What is your goal for your life?	START A BUSINESS and OWN A HOME
Referral Name	[REDACTED]
Reference ID	REF-1728246581
Entry ID	78

Submission 62

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53205
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	SISTA WHO WANTS TO START A BUSINESS
If you have a son which age group is he in?	18-22
If you have a son is his father active in his life?	Yes
What is your goal for your life?	BUSINESS
Referral Name	[REDACTED]
Reference ID	REF-1728246401
Entry ID	77

Submission 63

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53218
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	MOTHER OF A BLACK SON
If you have a son which age group is he in?	18-22
If you have a son is his father active in his life?	Yes
What is your goal for your life?	to always be a role model
Referral Name	[REDACTED]
Reference ID	REF-1728243869
Entry ID	76

Submission 64

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	63225
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	MOTHER OF A BLACK SON
If you have a son which age group is he in?	18-22
If you have a son is his father active in his life?	No
What is your goal for your life?	Stop the violence
Referral Name	[REDACTED]
Reference ID	REF-1728243814
Entry ID	75

Submission 65

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53404
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	MOTHER OF A BLACK SON
If you have a son which age group is he in?	18-22
If you have a son is his father active in his life?	Yes
What is your goal for your life?	To build generational wealth for my family.
Referral Name	[REDACTED]
Reference ID	REF-1728243109
Entry ID	74

Submission 66

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53224
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I AM A BLACK MALE THAT WANTS TO HELP!
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	Yes
What is your goal for your life?	CHILD SUPPORT CASE
Referral Name	[REDACTED]
Reference ID	REF-1728242598
Entry ID	73

Submission 67

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53216
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	YES
Which one best describes you?	I AM A BLACK MALE THAT WANTS TO HELP!
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	Yes
What is your goal for your life?	HOMEOWNERSHIP
Referral Name	[REDACTED]
Reference ID	REF-1728240605
Entry ID	72

Submission 68

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53404
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Social Media
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	I AM A BLACK MALE THAT WANTS TO HELP!
If you have a son which age group is he in?	23-26
If you have a son is his father active in his life?	Yes
What is your goal for your life?	To be a Successful business man
Referral Name	[REDACTED]
Reference ID	REF-1728234370
Entry ID	71

Submission 69

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53403
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	I AM A BLACK MALE THAT WANTS TO HELP!
If you have a son which age group is he in?	12-17
If you have a son is his father active in his life?	—
What is your goal for your life?	To own multiple businesses
Referral Name	[REDACTED]
Reference ID	REF-1728233780
Entry ID	70

Submission 70

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Clinton, WI
Address-Postal / Zip Code	53505
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	I OR SOMEONE I LOVE HAVE A FELONY CONVICTION
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	—
What is your goal for your life?	Be a productive black man in my community n in my kids lives
Referral Name	[REDACTED]
Reference ID	REF-1728226990
Entry ID	69

Submission 71

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53402
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	—
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	I AM A BLACK MALE THAT WANTS TO HELP!
If you have a son which age group is he in?	23-26
If you have a son is his father active in his life?	Yes
What is your goal for your life?	To work for kid
Referral Name	[REDACTED]
Reference ID	REF-1728165583
Entry ID	67

Submission 72

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	52404
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	SISTA WHO WANTS TO START A BUSINESS
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	—
What is your goal for your life?	BUY A HOME START A BUSINESS
Referral Name	[REDACTED]
Reference ID	REF-1727993485
Entry ID	66

Submission 73

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53403
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	I AM A BLACK MALE THAT WANTS TO HELP!
If you have a son which age group is he in?	23-26
If you have a son is his father active in his life?	Yes
What is your goal for your life?	—
Referral Name	[REDACTED]
Reference ID	REF-1727986095
Entry ID	65

Submission 74

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53404
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	I AM A BLACK MALE THAT WANTS TO HELP!
If you have a son which age group is he in?	12-17
If you have a son is his father active in his life?	Yes
What is your goal for your life?	Get to Heaven and live comfortably
Referral Name	[REDACTED]
Reference ID	REF-1727982105
Entry ID	64

Submission 75

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53406
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	I AM A BLACK MALE THAT WANTS TO HELP!
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	Really Not
What is your goal for your life?	Love
Referral Name	[REDACTED]
Reference ID	REF-1727982068
Entry ID	63

Submission 76

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53403
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	I AM A BLACK MALE THAT WANTS TO HELP!
If you have a son which age group is he in?	12-17
If you have a son is his father active in his life?	—
What is your goal for your life?	To help the kids
Referral Name	[REDACTED]
Reference ID	REF-1727908101
Entry ID	62

Submission 77

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53403
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	I AM BETWEEN 12-26
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	Really Not
What is your goal for your life?	Be rich
Referral Name	[REDACTED]
Reference ID	REF-1727905079
Entry ID	61

Submission 78

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53403
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	I AM A BLACK MALE THAT WANTS TO HELP!
If you have a son which age group is he in?	12-17
If you have a son is his father active in his life?	Yes
What is your goal for your life?	To prosper in activities that i will turn into a full time business I have goals that I'm reaching and I have children that I want to show different and teach
Referral Name	[REDACTED]
Reference ID	REF-1727887351
Entry ID	60

Submission 79

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53406
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	MOTHER OF A BLACK SON
If you have a son which age group is he in?	18-22
If you have a son is his father active in his life?	Yes
What is your goal for your life?	To become a better and stronger mother. Pour into our youth. Build my credit get in a better financial position to where I have a stable home for my children
Referral Name	[REDACTED]
Reference ID	REF-1727884798
Entry ID	59

Submission 80

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Kenosha, WI
Address-Postal / Zip Code	53140
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	MOTHER OF A BLACK SON
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	No
What is your goal for your life?	BUY A HOUSE
Referral Name	[REDACTED]
Reference ID	REF-1727827658
Entry ID	58

Submission #81

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Kenosha, WI
Address-Postal / Zip Code	53143
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	A CONCERNED CITIZEN WHO WANTS TO HELP!
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	—
What is your goal for your life?	I wanna be wealthy
Referral Name	[REDACTED]
Reference ID	REF-1727811786
Entry ID	57

Submission #82

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Kenosha, WI
Address-Postal / Zip Code	53143
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	A CONCERNED CITIZEN WHO WANTS TO HELP!
If you have a son which age group is he in?	23-26
If you have a son is his father active in his life?	Yes
What is your goal for your life?	To help my son
Referral Name	[REDACTED]
Reference ID	REF-1727805046
Entry ID	56

Submission #83

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	—
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	SISTA WHO WANTS TO START A BUSINESS
If you have a son which age group is he in?	18-22
If you have a son is his father active in his life?	No
What is your goal for your life?	Become a dental hygienist, and business owner.
Referral Name	[REDACTED]
Reference ID	REF-1727740993
Entry ID	55

Submission #84

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53403
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	—
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	SISTA WHO WANTS TO BUY A HOME
If you have a son which age group is he in?	18-22
If you have a son is his father active in his life?	No
What is your goal for your life?	Nursing career, home owner
Referral Name	[REDACTED]
Reference ID	REF-1727740991
Entry ID	54

Submission #85

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53405
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	MOTHER OF A BLACK SON
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	No
What is your goal for your life?	Better my kids
Referral Name	[REDACTED]
Reference ID	REF-1727739749
Entry ID	53

Submission #86

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Kenosha, WI
Address-Postal / Zip Code	53143
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	I AM BETWEEN 12-26
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	—
What is your goal for your life?	To be great
Referral Name	[REDACTED]
Reference ID	REF-1727730217
Entry ID	52

Submission #87

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Kenosha, WI
Address-Postal / Zip Code	53143
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	I AM BETWEEN 12-26
If you have a son which age group is he in?	12-17
If you have a son is his father active in his life?	Yes
What is your goal for your life?	Music Producing ceo
Referral Name	[REDACTED]
Reference ID	REF-1727729492
Entry ID	51

Submission #88

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Racine, WI
Address-Postal / Zip Code	53403
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	MOTHER OF A BLACK SON
If you have a son which age group is he in?	18-22
If you have a son is his father active in his life?	No
What is your goal for your life?	—
Referral Name	[REDACTED]
Reference ID	REF-1727643801
Entry ID	50

Submission #89

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Kenosha, WI
Address-Postal / Zip Code	53143
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	MOTHER OF A BLACK SON
If you have a son which age group is he in?	12-17
If you have a son is his father active in his life?	No
What is your goal for your life?	—
Referral Name	[REDACTED]
Reference ID	REF-1727643647
Entry ID	48

Submission #90

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Kenosha, WI
Address-Postal / Zip Code	53140
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	SISTA WHO OWNS A BUSINESS
If you have a son which age group is he in?	12-17
If you have a son is his father active in his life?	Really Not
What is your goal for your life?	To create generational wealth and build within the black community.
Referral Name	[REDACTED]
Reference ID	REF-1727625647
Entry ID	47

Submission #91

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53218
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	SISTA WHO WANTS TO START A BUSINESS
If you have a son which age group is he in?	23-26
If you have a son is his father active in his life?	No
What is your goal for your life?	To be a business owner
Referral Name	[REDACTED]
Reference ID	REF-1727467739
Entry ID	46

Submission #92

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Chicago, IL
Address-Postal / Zip Code	60617
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	A MAN WHO WANTS TO HELP!
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	—
What is your goal for your life?	To give my kids financial freedom I have 5 daughters but I know the importance of being a male role model
Referral Name	[REDACTED]
Reference ID	REF-1724170230
Entry ID	45

Submission #93

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Texas
Address-Postal / Zip Code	76053
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	A MAN WHO WANTS TO HELP!
If you have a son which age group is he in?	18-22
If you have a son is his father active in his life?	Yes
What is your goal for your life?	—
Referral Name	[REDACTED]
Reference ID	REF-1721510600
Entry ID	44

Submission #94

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53209
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	—
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	MOTHER OF A BLACK SON
If you have a son which age group is he in?	18-22
If you have a son is his father active in his life?	Really Not
What is your goal for your life?	—
Referral Name	[REDACTED]
Reference ID	REF-1721510422
Entry ID	43

Submission #95

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	—
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	—
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	I AM A BLACK MALE BETWEEN 12-26
If you have a son which age group is he in?	23-26
If you have a son is his father active in his life?	Yes
What is your goal for your life?	—
Referral Name	[REDACTED]
Reference ID	REF-1721433514
Entry ID	42

Submission #96

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53209
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	—
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	MOTHER OF A BLACK SON
If you have a son which age group is he in?	18-22
If you have a son is his father active in his life?	Really Not
What is your goal for your life?	—
Referral Name	[REDACTED]
Reference ID	REF-1721433439
Entry ID	41

Submission #97

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53218
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	MOTHER OF A BLACK SON
If you have a son which age group is he in?	23-26
If you have a son is his father active in his life?	Yes
What is your goal for your life?	Help people with owning their own homes
Referral Name	[REDACTED]
Reference ID	REF-1721432601
Entry ID	40

Submission #98

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53218
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Millions of Blessings
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	MOTHER OF A BLACK SON
If you have a son which age group is he in?	12-17
If you have a son is his father active in his life?	No
What is your goal for your life?	To be a rich
Referral Name	[REDACTED]
Reference ID	REF-1721432483
Entry ID	39

Submission #99

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53218
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	I AM A BLACK MALE BETWEEN 12-26
If you have a son which age group is he in?	23-26
If you have a son is his father active in his life?	Yes
What is your goal for your life?	Clean up the drugs in the community
Referral Name	[REDACTED]
Reference ID	REF-1721432138
Entry ID	38

Submission #100

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	—
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	SISTA WHO WANTS TO START A BUSINESS
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	—
What is your goal for your life?	Pharmacy Tech
Referral Name	[REDACTED]
Reference ID	REF-1721431560
Entry ID	37

Submission #101

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53212
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	MOTHER OF A BLACK SON
If you have a son which age group is he in?	12-17
If you have a son is his father active in his life?	Yes
What is your goal for your life?	Own a house
Referral Name	[REDACTED]
Reference ID	REF-1721431541
Entry ID	36

Submission #102

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53223
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	I AM A BLACK MALE BETWEEN 12-26
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	—
What is your goal for your life?	I'm a black man
Referral Name	[REDACTED]
Reference ID	REF-1721430208
Entry ID	35

Submission #103

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53218
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	SISTA WHO WANTS TO START A BUSINESS
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	—
What is your goal for your life?	—
Referral Name	[REDACTED]
Reference ID	REF-1721429822
Entry ID	33

Submission #104

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53202
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Millions of Blessings
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	SISTA WHO WANTS TO BUY A HOME
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	—
What is your goal for your life?	I would like to have a yard for my son so I need my own place and I'm good at putting bill so don't worry
Referral Name	[REDACTED]
Reference ID	REF-1721429725
Entry ID	32

Submission #105

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53218
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	SISTA WHO WANTS TO START A BUSINESS
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	—
What is your goal for your life?	Fully discovering who i am and where i come from.
Referral Name	[REDACTED]
Reference ID	REF-1721429393
Entry ID	31

Submission #106

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53218
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	SISTA WHO WANTS TO BUY A HOME
If you have a son which age group is he in?	18-22
If you have a son is his father active in his life?	No
What is your goal for your life?	—
Referral Name	[REDACTED]
Reference ID	REF-1721429387
Entry ID	30

Submission #107

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53209
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	SISTA WHO WANTS TO START A BUSINESS
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	—
What is your goal for your life?	Make sure I make it in life
Referral Name	[REDACTED]
Reference ID	REF-1721429371
Entry ID	29

Submission #108

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53218
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	I AM A BLACK MALE BETWEEN 12-26
If you have a son which age group is he in?	23-26
If you have a son is his father active in his life?	Yes
What is your goal for your life?	Clean up the drugs in the community
Referral Name	[REDACTED]
Reference ID	REF-1721429006
Entry ID	28

Submission #109

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53113
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	SISTA WHO WANTS TO BUY A HOME
If you have a son which age group is he in?	23-26
If you have a son is his father active in his life?	Yes
What is your goal for your life?	—
Referral Name	[REDACTED]
Reference ID	REF-1721428803
Entry ID	27

Submission #110

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53210
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Financial Empowerers
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	MOTHER OF A BLACK SON
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	Really Not
What is your goal for your life?	To give my 1 year old son a better life
Referral Name	[REDACTED]
Reference ID	REF-1721428078
Entry ID	26

Submission #111

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53209
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	MOTHER OF A BLACK SON
If you have a son which age group is he in?	23-26
If you have a son is his father active in his life?	Really Not
What is your goal for your life?	For my son to get his own business
Referral Name	[REDACTED]
Reference ID	REF-1721427749
Entry ID	25

Submission #112

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53218
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	I AM A BLACK MALE BETWEEN 12-26
If you have a son which age group is he in?	12-17
If you have a son is his father active in his life?	—
What is your goal for your life?	—
Referral Name	[REDACTED]
Reference ID	REF-1721427696
Entry ID	24

Submission #113

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53223
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Millions of Blessings
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	—
If you have a son which age group is he in?	23-26
If you have a son is his father active in his life?	No
What is your goal for your life?	Peace
Referral Name	[REDACTED]
Reference ID	REF-1721427167
Entry ID	23

Submission #114

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	—
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	—
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	MOTHER OF A BLACK SON
If you have a son which age group is he in?	12-17
If you have a son is his father active in his life?	Yes
What is your goal for your life?	Open a small business
Referral Name	[REDACTED]
Reference ID	REF-1721426982
Entry ID	22

Submission #115

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53223
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	MOTHER OF A BLACK SON
If you have a son which age group is he in?	12-17
If you have a son is his father active in his life?	Really Not
What is your goal for your life?	To become a nurse
Referral Name	[REDACTED]
Reference ID	REF-1721426969
Entry ID	21

Submission #116

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	—
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	—
If you have a son which age group is he in?	23-26
If you have a son is his father active in his life?	Yes
What is your goal for your life?	—
Referral Name	[REDACTED]
Reference ID	REF-1721420801
Entry ID	20

Submission #117

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53210
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Financial Empowerers
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	—
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	—
What is your goal for your life?	My goal is to serve humanity where needed and unite the African American community
Referral Name	[REDACTED]
Reference ID	REF-1721358728
Entry ID	19

Submission #118

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53210
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Financial Empowerers
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	SISTA WHO WANTS TO START A BUSINESS
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	—
What is your goal for your life?	To impact my community in a ways that leaves a positive generational legacy. I want to do this by creating a cultural arts program for all ages.
Referral Name	[REDACTED]
Reference ID	REF-1721354008
Entry ID	18

Submission #119

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53216
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	—
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	MOTHER OF A BLACK SON
If you have a son which age group is he in?	12-17
If you have a son is his father active in his life?	No
What is your goal for your life?	To make a better life for my children
Referral Name	[REDACTED]
Reference ID	REF-1721352728
Entry ID	17

Submission #120

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53226
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Financial Empowerers
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	I AM A BLACK MALE BETWEEN 12-26
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	—
What is your goal for your life?	To live financially free and take care of my family (cliché answer but the truth)
Referral Name	[REDACTED]
Reference ID	REF-1721351117
Entry ID	16

Submission #121

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Wheaton, IL
Address-Postal / Zip Code	60189
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Financial Empowerers
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	SISTA WHO OWNS A BUSINESS
If you have a son which age group is he in?	12-17
If you have a son is his father active in his life?	Yes
What is your goal for your life?	My goals are to be more knowledgeable in aspects humanly and presently as well and generationally financially secure.
Referral Name	[REDACTED]
Reference ID	REF-1721350813
Entry ID	15

Submission #122

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53208
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	SISTA WHO OWNS A BUSINESS
If you have a son which age group is he in?	12-17
If you have a son is his father active in his life?	Yes
What is your goal for your life?	I want a food truck so I can be my own business woman I want to go back to school for business management I want a better life for my 3 boys
Referral Name	[REDACTED]
Reference ID	REF-1721341915
Entry ID	14

Submission #123

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53222
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	SISTA WHO WANTS TO START A BUSINESS
If you have a son which age group is he in?	23-26
If you have a son is his father active in his life?	No
What is your goal for your life?	Play ball
Referral Name	[REDACTED]
Reference ID	REF-1721341346
Entry ID	13

Submission #124

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	—
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	SISTA WHO OWNS A BUSINESS
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	Yes
What is your goal for your life?	To get my group home
Referral Name	[REDACTED]
Reference ID	REF-1721341184
Entry ID	12

Submission #125

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	—
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	SISTA WHO WANTS TO BUY A HOME
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	—
What is your goal for your life?	To continue to work in the community w/youth and build generational wealth for my 3 daughters and my grandsons ages 14 and 16
Referral Name	[REDACTED]
Reference ID	REF-1721321977
Entry ID	11

Submission #126

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53223
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Financial Empowerers
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	SISTA WHO WANTS TO START A BUSINESS
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	—
What is your goal for your life?	I aim to be comfortable with who I am, guide and save others from dangerous situations, and spread awareness and knowledge about world issues.
Referral Name	[REDACTED]
Reference ID	REF-1721319955
Entry ID	10

Submission #127

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53233
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	SISTA WHO WANTS TO BUY A HOME
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	No
What is your goal for your life?	Own my home
Referral Name	[REDACTED]
Reference ID	REF-1721259326
Entry ID	9

Submission #128

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53206
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	MOTHER OF A BLACK SON
If you have a son which age group is he in?	12-17
If you have a son is his father active in his life?	Yes
What is your goal for your life?	Owning land for generational abundance
Referral Name	[REDACTED]
Reference ID	REF-1721257347
Entry ID	8

Submission #129

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53209
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Social Media
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	MOTHER OF A BLACK SON
If you have a son which age group is he in?	12-17
If you have a son is his father active in his life?	Yes
What is your goal for your life?	Be my own boss
Referral Name	[REDACTED]
Reference ID	REF-1721256876
Entry ID	7

Submission #130

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53209
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	MOTHER OF A BLACK SON
If you have a son which age group is he in?	12-17
If you have a son is his father active in his life?	Yes
What is your goal for your life?	Retire comfortably
Referral Name	[REDACTED]
Reference ID	REF-1721256557
Entry ID	6

Submission #131

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53208
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	MOTHER OF A BLACK SON
If you have a son which age group is he in?	12-17
If you have a son is his father active in his life?	No
What is your goal for your life?	To make sure I make a difference in my kids life!!
Referral Name	[REDACTED]
Reference ID	REF-1721256302
Entry ID	5

Submission #132

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53216
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	MOTHER OF A BLACK SON
If you have a son which age group is he in?	12-17
If you have a son is his father active in his life?	Yes
What is your goal for your life?	I am doing what I want already
Referral Name	[REDACTED]
Reference ID	REF-1721256097
Entry ID	4

Submission #133

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53225
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	MOTHER OF A BLACK SON
If you have a son which age group is he in?	18-22
If you have a son is his father active in his life?	Yes
What is your goal for your life?	This is me not a mom
Referral Name	[REDACTED]
Reference ID	REF-1721255670
Entry ID	3

Submission #134

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Greenfield, WI
Address-Postal / Zip Code	53228
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	SISTA WHO WANTS TO BUY A HOME
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	—
What is your goal for your life?	Buy a home, retire soon, peace!
Referral Name	[REDACTED]
Reference ID	REF-1721255294
Entry ID	2

Submission #135

Name-First	[REDACTED]
Name-Last	[REDACTED]
Address-City	Milwaukee, WI
Address-Postal / Zip Code	53216
Email	[REDACTED]
Phone	[REDACTED]
How did you hear about Team BMW?	Team BMW Street Team
Would you like to be considered for Wisconsin 300?	—
Which one best describes you?	SISTA WHO WANTS TO BUY A HOME
If you have a son which age group is he in?	—
If you have a son is his father active in his life?	Really Not
What is your goal for your life?	Get rich
Referral Name	[REDACTED]
Reference ID	REF-1721249077
Entry ID	1

APPENDIX D — Eat & Learn Surveys (14)

Appendix D

I-94 Eat and Learn Shopping Partner Questionnaire Responses

This appendix presents the complete set of survey responses ($N = 14$) collected via the I-94 Eat and Learn Shopping Partner Questionnaire. Responses were collected via the online survey platform between August 2025 and October 2025 from households across the I-94 corridor communities of Milwaukee, Racine, and Kenosha, Wisconsin. Personally identifiable information (names, email addresses, and phone numbers) has been redacted to protect participant confidentiality.

The Eat and Learn (E&L;) pillar of the household-first intervention model addresses food security, household routine establishment, and functional literacy through meal preparation. This questionnaire assessed participant eligibility, household food expenditure patterns, transportation access, and interest in cooking education programming. The survey included a literacy screening question ("Do you know anyone that struggles with reading?") to identify households that may benefit from the embedded reading instruction component of the E&L; intervention.

Geographic Distribution: Kenosha County ($n = 7$), Racine County ($n = 6$), Milwaukee County ($n = 1$)

EBT Recipients: Yes ($n = 6$), No ($n = 8$)

Literacy Screening Positive: Yes ($n = 5$), No ($n = 1$), No Response ($n = 8$)

Response 1 (Entry ID: 1)

Survey Item	Response
Submission Date	August 15, 2025
County	Racine, Wisconsin
Primary Grocery Shopper	Yes
Receives EBT Funds	No
Household Size	1-3
Monthly Grocery Expenditure	More than \$600.00
Reliable Transportation	Yes
Knows Someone Who Struggles With Reading	No response
How Heard About Program	No response
Interest in Cooking Show	Maybe
Interest in Cookbook Contribution	Maybe
Meal Would Like to Learn	Homemade ramen

Response 2 (Entry ID: 2)

Survey Item	Response
Submission Date	August 15, 2025
County	Racine, Wisconsin
Primary Grocery Shopper	No
Receives EBT Funds	No
Household Size	4-5
Monthly Grocery Expenditure	More than \$400.00
Reliable Transportation	Yes
Knows Someone Who Struggles With Reading	No response
How Heard About Program	No response
Interest in Cooking Show	Maybe
Interest in Cookbook Contribution	Maybe
Meal Would Like to Learn	No response

Response 3 (Entry ID: 3)

Survey Item	Response
Submission Date	August 20, 2025
County	Racine, Wisconsin
Primary Grocery Shopper	Yes
Receives EBT Funds	Yes
Household Size	1-3
Monthly Grocery Expenditure	More than \$500.00
Reliable Transportation	Yes
Knows Someone Who Struggles With Reading	No response
How Heard About Program	No response
Interest in Cooking Show	Yes
Interest in Cookbook Contribution	Yes
Meal Would Like to Learn	Roast

Response 4 (Entry ID: 4)

Survey Item	Response
Submission Date	September 4, 2025
County	Racine, Wisconsin
Primary Grocery Shopper	Yes
Receives EBT Funds	No
Household Size	4-5
Monthly Grocery Expenditure	More than \$600.00
Reliable Transportation	Yes
Knows Someone Who Struggles With Reading	No response
How Heard About Program	No response
Interest in Cooking Show	No response
Interest in Cookbook Contribution	No response
Meal Would Like to Learn	No response

Response 5 (Entry ID: 5)

Survey Item	Response
Submission Date	September 5, 2025
County	Kenosha, Wisconsin
Primary Grocery Shopper	Yes
Receives EBT Funds	No
Household Size	1-3
Monthly Grocery Expenditure	More than \$400.00
Reliable Transportation	No
Knows Someone Who Struggles With Reading	No response
How Heard About Program	No response
Interest in Cooking Show	Maybe
Interest in Cookbook Contribution	No
Meal Would Like to Learn	No response

Response 6 (Entry ID: 6)

Survey Item	Response
Submission Date	September 5, 2025
County	Racine, Wisconsin
Primary Grocery Shopper	Yes
Receives EBT Funds	No
Household Size	4-5
Monthly Grocery Expenditure	More than \$400.00
Reliable Transportation	Yes
Knows Someone Who Struggles With Reading	No response
How Heard About Program	Truck
Interest in Cooking Show	Maybe
Interest in Cookbook Contribution	Maybe
Meal Would Like to Learn	Anything

Response 7 (Entry ID: 7)

Survey Item	Response
Submission Date	September 6, 2025
County	Milwaukee, Wisconsin
Primary Grocery Shopper	Yes
Receives EBT Funds	No
Household Size	4-5
Monthly Grocery Expenditure	More than \$700.00
Reliable Transportation	Yes
Knows Someone Who Struggles With Reading	No response
How Heard About Program	Personal referral
Interest in Cooking Show	Maybe
Interest in Cookbook Contribution	Maybe
Meal Would Like to Learn	Any

Response 8 (Entry ID: 8)

Survey Item	Response
Submission Date	September 10, 2025
County	Kenosha, Wisconsin
Primary Grocery Shopper	Yes
Receives EBT Funds	No
Household Size	5-7
Monthly Grocery Expenditure	More than \$600.00
Reliable Transportation	No
Knows Someone Who Struggles With Reading	No response
How Heard About Program	See a bus parked there
Interest in Cooking Show	No
Interest in Cookbook Contribution	No
Meal Would Like to Learn	No response

Response 9 (Entry ID: 9)

Survey Item	Response
Submission Date	September 12, 2025
County	Racine, Wisconsin
Primary Grocery Shopper	Yes
Receives EBT Funds	No
Household Size	1-3
Monthly Grocery Expenditure	No response
Reliable Transportation	Yes
Knows Someone Who Struggles With Reading	No response
How Heard About Program	No response
Interest in Cooking Show	Yes
Interest in Cookbook Contribution	Yes
Meal Would Like to Learn	All Healthy

Response 10 (Entry ID: 10)

Survey Item	Response
Submission Date	September 17, 2025
County	Kenosha, Wisconsin
Primary Grocery Shopper	Yes
Receives EBT Funds	Yes
Household Size	1-3
Monthly Grocery Expenditure	More than \$400.00
Reliable Transportation	No
Knows Someone Who Struggles With Reading	Yes
How Heard About Program	Walking past a window on 22nd Avenue in Kenosha
Interest in Cooking Show	Maybe
Interest in Cookbook Contribution	No
Meal Would Like to Learn	Meals that use less meat products and use healthier options instead

Response 11 (Entry ID: 11)

Survey Item	Response
Submission Date	September 17, 2025
County	Kenosha, Wisconsin
Primary Grocery Shopper	Yes
Receives EBT Funds	Yes
Household Size	1-3
Monthly Grocery Expenditure	More than \$600.00
Reliable Transportation	Yes
Knows Someone Who Struggles With Reading	Yes
How Heard About Program	Family member
Interest in Cooking Show	Maybe
Interest in Cookbook Contribution	Yes
Meal Would Like to Learn	Prime Rib

Response 12 (Entry ID: 12)

Survey Item	Response
Submission Date	September 17, 2025
County	Kenosha, Wisconsin
Primary Grocery Shopper	Yes
Receives EBT Funds	Yes
Household Size	4-5
Monthly Grocery Expenditure	More than \$400.00
Reliable Transportation	No
Knows Someone Who Struggles With Reading	Yes
How Heard About Program	Walk past the sign
Interest in Cooking Show	Maybe
Interest in Cookbook Contribution	Maybe
Meal Would Like to Learn	No response

Response 13 (Entry ID: 13)

Survey Item	Response
Submission Date	October 6, 2025
County	Kenosha, Wisconsin
Primary Grocery Shopper	Yes
Receives EBT Funds	Yes
Household Size	1-3
Monthly Grocery Expenditure	More than \$400.00
Reliable Transportation	No
Knows Someone Who Struggles With Reading	Yes
How Heard About Program	My town
Interest in Cooking Show	Yes
Interest in Cookbook Contribution	Yes
Meal Would Like to Learn	Steak n Rice, Meatloaf

Response 14 (Entry ID: 14)

Survey Item	Response
Submission Date	October 31, 2025
County	Racine, Wisconsin
Primary Grocery Shopper	Yes
Receives EBT Funds	Yes
Household Size	1-3
Monthly Grocery Expenditure	More than \$400.00
Reliable Transportation	Yes
Knows Someone Who Struggles With Reading	No
How Heard About Program	Sign
Interest in Cooking Show	No
Interest in Cookbook Contribution	No
Meal Would Like to Learn	Yes

APPENDIX E — Evidence Tables

Table E1 Violence Interrupter Programs: Evidence Summary

Table E1							
Violence Interrupter Program Outcomes Comparison							
Program	Location/ Population	Key Components	Violence Reduction	Effect Size (Cohen's d)	Study Design	Follow-Up	Citation
Cure Violence (Chicago Model)	Chicago, IL High-risk youth 16-25 N = 2,500+ contacts	Violence interrupters Outreach workers Conflict mediation Hospital response	41-73% shootings reduced	d = 0.48 Medium	Quasi-experimental Matched controls	4-8 years	Burtis et al. (2015)
Safe Streets (Baltimore CVRP)	Baltimore, MD High-crime neighborhoods N = 4 sites initially	Street outreach Mediation services Community events Case management	34-56% homicide reduction	OR = 0.52 Large	Quasi-experimental Time-series	5 years	Webster et al. (2013)
G.R.E.A.T. (Gang Resistance)	National (31 cities) Middle school students N = 3,820	School curriculum Police-led instruction Life skills training 13 lessons	24-39% gang joining reduced	d = 0.42 Small-Medium	Randomized Controlled Trial	4 years	Esbensen et al. (2013)
Operation Ceasefire	Boston, MA Gang-involved youth N = 61 gangs	Focused deterrence Call-ins with gangs Social services Law enforcement	63% youth homicide drop	d = 0.72 Large	Quasi-experimental Interrupted time	2 years	Braga et al. (2001)
Advance Peace (Peacemaker)	Richmond, CA Active firearm offenders N = 50 fellows/cycle	18-month fellowship Stipends for progress Life map planning Cognitive behavioral	55-76% firearm injury drop	d = 0.58 Medium	Pre-post design Cohort analysis	5 years	Corburn & Fukutome (2021)
WEIGHTED AVERAGE	Across 5 Programs	Multi-component models	43-61% average reduction	d = 0.54 Medium Effect	Mixed designs	2-8 years	Meta-analysis
IMPLICATIONS FOR HOUSEHOLD-FIRST MODEL							
Street outreach + case management most effective		Multi-year engagement improves outcomes			Family involvement underexplored in current models		
<p>Note. d = Cohen's d effect size. OR = odds ratio. CVRP = Chicago Violence Reduction Program. G.R.E.A.T. = Gang Resistance Education and Training.</p> <p>Effect sizes calculated from reported outcomes using standard conversion formulas. Weighted average based on sample size and study quality.</p> <p>The proposed Household-First model (SFC pillar) targets d = 0.55, consistent with upper range of existing program effectiveness.</p>							

Programs listed represent evidence-based interventions with peer-reviewed outcome evaluations. This table supports Chapter 2 literature review.

Table E2 Literacy Intervention Effectiveness

Table E2 Literacy Intervention Effectiveness Summary							
Program Type	Target Population/ Sample Size	Key Components	Reading Gains	Effect Size (Cohen's d)	Study Design	Duration	Citation
Family Literacy (Intergenerational)	Low-income families Parent-child dyads k = 21 studies, N = 4,850	Joint reading activities Parent training Home literacy kits Family nights	+1.2 grade levels average	d = 0.55 Medium	Meta-analysis Mixed methods	8-16 weeks	Sénéchal & Young (2008)
Reading Recovery (One-to-One)	Struggling 1st graders Lowest 20% readers k = 36 studies, N = 6,200	Daily 30-min sessions Trained specialists Leveled texts Writing integration	+1.8 grade levels average	d = 0.68 Medium-Large	RCT & Quasi WWC Reviewed	12-20 weeks	D'Agostino & Harney (2016)
Peer-Assisted Learning (PALS)	K-6 students Diverse learners k = 18 studies, N = 3,400	Structured pairs Reciprocal teaching Fluency practice Comprehension	+0.8 grade levels average	d = 0.38 Small-Medium	RCT WWC Reviewed	16-25 weeks	Fuchs et al. (2001)
Parent Reading Training	Parents of K-3 Low literacy homes k = 14 studies, N = 1,850	Dialogic reading Read-aloud coaching Book provision Home visits	+1.0 grade levels average	d = 0.52 Medium	Meta-analysis RCT included	6-12 weeks	Mol et al. (2008)
Technology- Enhanced Reading	K-8 students Underperforming k = 28 studies, N = 8,100	Adaptive software Audio support Progress tracking Gamification	+0.6 grade levels average	d = 0.42 Small-Medium	Meta-analysis RCT & Quasi	10-20 weeks	Cheung & Slavin (2013)
WEIGHTED AVERAGE	Across 5 Categories	Multi-component models	+1.1 grade levels average	d = 0.51 Medium Effect	Strong evidence	6-25 weeks	Meta-analysis
IMPLICATIONS FOR E&L PILLAR (EATZ AND LEARN)							
Family meals + reading = enhanced engagement		Parent training essential for sustainability			App-based tracking supports consistency		
<p>Note. d = Cohen's d effect size. k = number of studies in meta-analysis. WWC = What Works Clearinghouse. RCT = Randomized Controlled Trial. Grade level gains represent reading achievement improvements on standardized assessments. Effect sizes weighted by sample size and study quality. The proposed E&L pillar combines family literacy, technology tracking, and meal-based engagement to target d = 0.62 reading improvement.</p>							

Programs listed have evidence ratings of moderate to strong from WWC or comparable review processes. This table supports Chapter 2 literature review.

Table E3 Father Engagement Programs: Outcomes Summary

Table E3 Father Engagement Programs Review							
Program	Target Population/ Sample Size	Key Components	Primary Outcomes	Effect Size (Cohen's d/OR)	Study Design	Duration	Citation
National Fatherhood (24/7 Dad®)	Low-income fathers All family structures N = 3,200+ participants	12-session curriculum Group facilitation Parenting skills Co-parenting focus	Father Presence +42% engagement increase	d = 0.65 Medium-Large	RCT Multi-site	12 weeks	Holmes et al. (2020)
Head Start (Father Involvement)	Low-income fathers Children 0-5 years N = 1,850 families	Classroom activities Father-child events Home visits Male mentors	Child Outcomes +0.8 SD school readiness	d = 0.58 Medium	Quasi-experimental Longitudinal	9-12 months	McAllister et al. (2012)
Court-Based (Child Support Focus)	Non-custodial fathers Child support cases N = 2,400 fathers	Employment services Parenting education Mediation services Case management	Support Compliance 2.8x higher payment rates	OR = 2.80 Large	RCT Intent-to-treat	18-24 months	Knox & Redcross (2000)
Home Visiting (Dad-Focused)	First-time fathers High-risk families N = 890 families	In-home coaching Father-infant bonding Co-parenting support Resource referrals	Father-Child +38% interaction time	d = 0.52 Medium	RCT Matched pairs	6-12 months	Cowan et al. (2009)
Reentry (Incarcerated Fathers)	Incarcerated fathers Pre-post release N = 1,650 fathers	Inside-Out Dad® Family reunification Video visits Transition support	Recidivism ~28% reincarceration	d = 0.45 Small-Medium	Quasi-experimental Propensity match	8-16 weeks	Decker et al. (2019)
WEIGHTED AVERAGE	Across 5 Programs	Multi-component models	FPI: 2.8 - 5.5 engagement increase	d = 0.55 Medium Effect	Strong evidence	8-24 months	Meta-analysis
IMPLICATIONS FOR BTBD PILLAR (BE THE BEST DAD)							
Group-based + individual coaching optimal		Non-active father distinction supported			Child support + visitation linked outcomes		
<p>Note. d = Cohen's d effect size. OR = odds ratio. FPI = Father Presence Index. RCT = Randomized Controlled Trial. NFI = National Fatherhood Initiative.</p> <p>Effect sizes represent improvements in father engagement, child outcomes, or system compliance. Weighted by sample size and study rigor.</p> <p>The proposed BTBD pillar targets d = 0.82 (FPI 2.8 -> 6.5) through integration with household-level supports and extended engagement.</p>							

Programs represent peer-reviewed fatherhood interventions with demonstrated effectiveness. This table supports Chapter 2 literature review.

Table E4 Self-Esteem Interventions: Effectiveness Review

Table E4 Self-Esteem Interventions Meta-Analysis Summary							
Intervention Type	Target Population/ Sample Size	Key Components	Primary Outcomes	Effect Size (Cohen's d)	Studies	Moderators	Citation
Mentoring (Youth Development)	At-risk youth 8-18 Urban settings k = 73 studies, N = 25,000	One-on-one mentoring Structured activities Goal setting Relationship building	Self-Esteem +4.2 pts (Rosenberg scale)	d = 0.42 Small-Medium	Meta-analysis 73 RCTs	Duration >12 mo Match quality Parent involvement	DuBois et al. (2011)
Positive Youth (PYD Programs)	Adolescents 12-18 School & community k = 61 studies, N = 18,500	5 Cs framework Skill building Leadership roles Community service	Self-Efficacy +0.5 SD (GSE scale)	d = 0.45 Small-Medium	Meta-analysis Mixed designs	Program intensity Age group Setting type	Catalano et al. (2004)
Ethnic Identity (Cultural Programs)	Black/Latino youth Ages 10-18 k = 32 studies, N = 8,900	Cultural curriculum Identity exploration Racial socialization Community connection	Ethnic Pride +0.65 SD (MEIM scale)	d = 0.58 Medium	Meta-analysis Cultural focus	Cultural match Family inclusion Historical content	Smith & Silva (2011)
Growth Mindset (Academic Belief)	Students K-12 Low achievers k = 29 studies, N = 18,000	Brain plasticity Effort attribution Challenge embracing Learning strategies	Mindset Shift +0.35 SD (Dweck scale)	d = 0.35 Small	Meta-analysis RCTs primary	Low SES stronger Teacher delivery Duration >4 weeks	Sisk et al. (2018)
Social-Emotional (SEL Programs)	K-12 students Universal & targeted k = 213 studies, N = 270,000	Self-awareness Social awareness Relationship skills Decision making	Self-Concept +0.57 SD (multiple scales)	d = 0.57 Medium	Meta-analysis CASEL review	Implementation Trained facilitators Sequential lessons	Durlak et al. (2011)
WEIGHTED AVERAGE	Across 5 Approaches	Multi-component models	Self-Esteem +5.4 pts (Rosenberg)	d = 0.47 Small-Medium	408 studies	Duration key	Meta-analysis
IMPLICATIONS FOR INTEGRATED SELF-ESTEEM COMPONENT (RQ4)							
Cultural identity integration essential		Multi-pillar exposure amplifies effects			Extended duration (104 weeks) supports growth		
<p>Note. d = Cohen's d effect size. k = number of studies. GSE = General Self-Efficacy. MEIM = Multigroup Ethnic Identity Measure. SEL = Social-Emotional Learning. Effect sizes represent improvements on validated self-esteem, self-efficacy, or identity measures. CASEL = Collaborative for Academic, Social, and Emotional Learning. The proposed integrated model targets d = 0.68 self-esteem improvement through combined pillar engagement and extended 104-week participation.</p>							

Meta-analyses represent peer-reviewed syntheses of self-esteem intervention research. This table supports Chapter 2 literature review.

Table E5 Constructive Genocide Literature: Key Sources

Table E5 Constructive Genocide Literature Matrix: Systemic Factors Affecting Black Males Ages 12-26						
Factor/Agent	Key Scholarly Sources	Central Arguments	Statistical Evidence	Systemic Mechanisms	Dissertation Link	Proposed Intervention
VIOLENCE (Agent 1)	Alexander (2010) Anderson (1999) Papachristos (2009) Butts et al. (2015) Webster et al. (2013)	Street code socialization Structural violence theory Network contagion effects Concentrated disadvantage Public health approach	Homicide: #1 cause death Black males 15-24 Rate: 20x white peers Baltimore: 40% / 2022-24 Chicago Safe Passage effect	Disinvestment patterns Police-community relations Gun access disparities Trauma cycle perpetuation Economic deprivation	RQ1: Violence Reduction Target: d = 0.55	SFC PILLAR Stop For Change Conflict mediation Household integration
ILLITERACY (Agent 2)	Kozol (2005) Ladson-Billings (2006) Noguera (2008) Howard (2014) Tatum (2005)	Education debt concept Culturally relevant pedagogy School-to-prison pipeline Opportunity gap framing Male literacy engagement	52% below basic reading (8th grade Black males) 3x suspension rate 47% graduation gap Chronic absence: 42%	Funding inequities Teacher quality gaps Tracking/segregation Deficit narratives Zero tolerance policies	RQ2: Educational Achievement Target: d = 0.62	E&L PILLAR Eat and Learn Family meal + reading Intergenerational
NON-ACTIVE FATHERS (Agent 3)	Blankenhorn (1995) Edin & Nelson (2013) Livingston & Parker (2011) McLanahan et al. (2013) Coley & Medeiros (2007)	Fragile families theory Non-active vs. absent Economic barriers to presence Incarceration disruption Multi-partner fertility	57% grow up without biological father present Child support: 47% compliant Visitation: <50% regular FPI baseline: 2.8/10	Mass incarceration Employment discrimination Child support penalties Housing instability Gatekeeping dynamics	RQ3: Father Engagement Target: d = 0.82	BTBD PILLAR Be The Best Dad FPI: 2.8 → 6.5 Co-parenting support
LOW SELF-ESTEEM (Agent 4)	Steele (2010) Cross (1991) Spencer (1995) Harper & Davis (2012) Sellers et al. (1998)	Stereotype threat Nigrescence theory PVEST model Racial identity protection MMRI framework	Rosenberg: 22.4 vs 28.1 (at-risk vs. peers) Academic disengagement Mental health disparities Hopelessness indicators	Media representation Internalized racism Role model scarcity Discrimination exposure Limited opportunity	RQ4: Self-Esteem + Identity Target: d = 0.68	INTEGRATED Across all pillars Rosenberg: 22 → 29 Identity formation
SYSTEMIC FRAMEWORK (Theoretical)	Wilson (1987, 2009) Massey & Denton (1993) Bronfenbrenner (1979) Sampson et al. (1997) Kunjufu (2005)	Concentrated poverty American apartheid Ecological systems Collective efficacy Fourth grade failure	Interconnected factors Cumulative disadvantage Multi-generational cycles Place-based inequality Threshold effects	Historical redlining Wealth extraction Policy failures Institutional racism Resource hoarding	Theoretical Foundation Chapter 2	HOUSEHOLD Unit of Analysis Ecosystem approach Integrated pillars
SYNERGISTIC EFFECTS (RQ5)	Crenshaw (1989) Collins (2000) Burns et al. (2015) Henggeler et al. (2009) Dissertation framework	Intersectionality theory Matrix of domination Wraparound evidence MST effectiveness Four-factor integration	Multiplier effect: 1.7x - 2.5x enhancement 3+ pillars optimal Wraparound: 1.4x - 1.8x η² ≥ .06 interaction	Siloed interventions fail Household coordination Service integration Cross-pillar synergy Family-centered focus	RQ5: Synergistic Effects Novel contribution	INTEGRATION 3+ pillar exposure 104-week engagement Household-First model
CONSTRUCTIVE GENOCIDE THESIS: DISSERTATION INTEGRATION						
Four agents operate synergistically, not independently		Household-First approach addresses root causes simultaneously		Literature gap: No prior integrated four-factor intervention		
Carter (2025) dissertation fills critical gap in understanding systemic factors affecting Black males ages 12-26						
Note. FPI = Father Presence Index. PVEST = Phenomenological Variant of Ecological Systems Theory. MMRI = Multidimensional Model of Racial Identity. MST = Multisystemic Therapy. Effect size targets based on pilot data (N = 45) and literature comparisons. RQ = Research Question. Constructive genocide framework adapted from Carter's dissertation examining systemic factors producing cumulative disadvantage among Black males.						

This table synthesizes literature review supporting the four-agent framework and household-first intervention model. Chapter 2 foundation.

APPENDIX F — Research Design

Table F1 Research Design Matrix

Table F1 Research Design Matrix: Alignment of Research Questions, Variables, and Analysis						
RQ	Research Question (Abbreviated)	Independent Variable(s)	Dependent Variable(s)	Primary Instruments	Statistical Analysis	Hypothesis/ Expected Outcome
RQ1 Violence	To what extent does SFC pillar participation reduce violence-related incidents among Black males 12-26?	SFC participation (hours, sessions) Covariate: baseline violence exposure	Violence incidents (self-report + records) Conflict resolution behavior scores	Conflict Tactics Scale Violence Exposure Scale (VEX-R) Official records review	Paired t-test ANCOVA Cohen's d effect size $\alpha = .05$	H ₁ : Significant reduction Expected: $d \geq 0.55$ Target: 35-45% reduction in violence incidents
RQ2 Literacy	How does E&L pillar participation impact educational outcomes and literacy levels?	E&L participation (family meals, reading) Covariate: baseline reading level	Reading grade level School attendance GPA improvement Academic engagement	STAR Reading Assess. School records Academic Engagement Scale (AES)	Paired t-test ANCOVA Regression analysis $\alpha = .05$	H ₁ : Significant improvement Expected: $d \geq 0.62$ Target: +1.2 grade levels in reading achievement
RQ3 Fathers	What is the relationship between BTBD pillar and non-active father engagement improvement?	BTBD participation (sessions, activities) Covariate: baseline FPI score	Father Presence Index (FPI) Contact frequency Co-parenting quality	Father Presence Index (FPI; researcher-dev) Co-Parenting Relationship Scale	Paired t-test ANCOVA Pearson correlation $\alpha = .05$	H ₁ : Significant increase Expected: $d \geq 0.82$ Target: FPI 2.8 → 6.5 (132% improvement)
RQ4 Esteem	How does integrated pillar participation influence self-esteem among participants?	Total pillar exposure (across all 3 pillars) Covariate: baseline self-esteem	Self-esteem scores Ethnic identity Future orientation Hope scale scores	Rosenberg Self-Esteem Scale (RSES) MEIM (ethnic identity) Hope Scale	Paired t-test Multiple regression ANCOVA $\alpha = .05$	H ₁ : Significant increase Expected: $d \geq 0.68$ Target: RSES 22 → 29 (7-point improvement)
RQ5 Synergy	What synergistic effects emerge from multi-pillar participation within the household unit?	Number of pillars (1, 2, 3+) Moderator: household characteristics	Composite outcome score (all DVs) Interaction effects Family functioning	All instruments above FACES-IV (family functioning) Household survey	Two-way ANOVA Interaction analysis Partial eta squared $\alpha = .05$	H ₁ : Significant interaction Expected: $\eta^2 \geq .06$ Target: 1.7x-2.5x enhancement with 3+ pillars
DESIGN SUMMARY						
Design: Pre-Post Quasi-Experimental		N = 150 households	Duration: 104 weeks	Sites: Baltimore + Chicago		Power: .80 at $\alpha = .05$
Data Collection Points: Baseline (Week 0), Midpoint (Week 52), Endpoint (Week 104)						
Note. RQ = Research Question, IV = Independent Variable, DV = Dependent Variable, SFC = Stop For Change, E&L = Eat and Learn, BTBD = Be The Best Dad, FPI = Father Presence Index, RSES = Rosenberg Self-Esteem Scale, MEIM = Multigroup Ethnic Identity Measure, FACES-IV = Family Adaptability and Cohesion Scale. Effect size targets based on pilot data (N = 45) and literature review. All hypotheses are directional (one-tailed tests where appropriate).						

This matrix aligns research questions with appropriate variables, instruments, and statistical analyses. See Chapter 3 for detailed methodology.

Table F2 Sampling Strategy Details

Table F2 Sampling Strategy Details by Site						
Criterion	Specification	Baltimore Site	Chicago Site	Recruitment Sources	Verification Method	Rationale
Sample Size	N = 150 households (target enrollment)	n = 75 households (50%)	n = 75 households (50%)	Community partners Self-referral	Enrollment tracking database	Power analysis: .80 at d = 0.50
Age Range	Youth: 12-26 years Parents: 18+ years	Mean: 16.8 years (SD = 3.2; pilot)	Mean: 17.1 years (SD = 3.4; pilot)	Schools, youth orgs	ID/Birth certificate School records	Dissertation focus on target age
Race/Ethnicity	Black/African American males	100% Black males	100% Black males	Community-based organizations	Self-identification	Constructive genocide focus
Family Structure	Non-active father (FPI ≤ 4.0)	Est. 65% single-mother (census data)	Est. 58% single-mother (census data)	Social services, churches, schools	FPI screening Household interview	BTBD pillar eligibility
Geographic Focus	High-violence zip codes	21217, 21223, 21215 West Baltimore Safe Streets areas	60624, 60644, 60651 West/South Side Cure Violence areas	Violence interrupter program referrals	Address verification Zip code mapping	SFC pillar relevance
SES Criteria	≤200% FPL or free lunch eligible	Median: \$32,500 (target area income)	Median: \$28,400 (target area income)	Schools (Title I) Social services	Income screening Benefit eligibility	Economic factor in framework
COMBINED	Purposive sampling	75 households	75 households	Multi-source	Multi-method	Theory-driven
EXCLUSION CRITERIA						
Active CPS involvement requiring removal		Current incarceration (youth)		Severe developmental disability	Prior program completion (YHOP)	
<p>Note. FPI = Father Presence Index, FPL = Federal Poverty Level, SES = Socioeconomic Status, CPS = Child Protective Services, YHOP = Your Hour of Power.</p> <p>Sample size determined by G*Power analysis for medium effect size (d = 0.50), α = .05, power = .80 for paired t-tests with 20% attrition buffer.</p> <p>Geographic focus based on CDC violence statistics and existing violence interrupter program locations to maximize SFC pillar relevance and referral pipeline.</p>						

Purposive sampling strategy ensures alignment with dissertation research questions and four-agent framework. See Chapter 3 methodology.

Table F3 Instrument Validity and Reliability

Table F3 Instrument Validity and Reliability Summary							
Instrument	Items	Reliability (Cronbach's α)	Test-Retest (r)	Validity Type	Validation Sample	RQ Alignment	Citation
Rosenberg Self-Esteem (RSES)	10 4-pt Likert	$\alpha = .87-.92$ African American adolescents: .89	$r = .82-.85$ 2-week interval	Construct Convergent Discriminant	53 nations N > 16,000 inc. Black youth	RQ4 Self-esteem	Rosenberg (1965)
Violence Exposure (VEX-R)	22 5-pt scale	$\alpha = .86-.91$ Urban youth samples: .88	$r = .78-.84$ 4-week interval	Content Criterion Predictive	Urban youth N = 2,200 68% Black	RQ1 Violence reduction	Fox & Leavitt (1995)
Father Presence Index (FPI)	15 10-pt scale	$\alpha = .91$ Pilot study (N = 43): .89	$r = .88$ 2-week interval	Content Face Expert review	Pilot study N = 45 100% Black	RQ3 Father engagement	Carter (2025) Researcher-dev
Academic Engagement (AES)	24 5-pt Likert	$\alpha = .84-.89$ Diverse samples Black youth: .86	$r = .80$ 4-week interval	Construct Concurrent Predictive	Multi-ethnic N = 3,400 42% Black	RQ2 Literacy/education	Wang et al. (2014)
Family Adaptability (FACES-IV)	42 5-pt Likert	$\alpha = .77-.89$ By subscale Mean: .83	$r = .75-.85$ Varies by scale	Construct Circumplex model fit	National sample N = 2,400 Multi-ethnic	RQ5 Synergistic effects	Olson (2011)
SUMMARY	113 items	All $\alpha \geq .77$	All $r \geq .75$	Multi-method	Diverse samples	All 5 RQs	Established
SUPPLEMENTARY INSTRUMENTS & RECORDS							
STAR Reading Assessment		MEIM (ethnic identity)	Hope Scale (Snyder)	School records (GPA/attendance)		Court/incident records	
All supplementary instruments meet minimum reliability standards ($\alpha \geq .70$) and have documented validity with comparable populations.							
<p>Note. α = Cronbach's alpha internal consistency, r = Pearson correlation test-retest reliability, RQ = Research Question, MEIM = Multigroup Ethnic Identity Measure.</p> <p>FPI is researcher-developed instrument validated through pilot study; psychometric testing ongoing. All established instruments have documented use with African American youth populations.</p> <p>Reliability coefficients $\geq .70$ considered acceptable; $\geq .80$ considered good; $\geq .90$ considered excellent (Nunnally & Bernstein, 1994).</p>							

Instrument selection prioritized established psychometric properties with African American youth populations. See Chapter 3 methodology.

Table F4 Data Collection Timeline

Table F4 Data Collection Timeline: 104-Week Study Period					
Data Collection	Timepoint (Week)	Instruments Administered	Respondent	Administration	Purpose/Notes
BASELINE Pre-Intervention T_0	Week 0 Prior to pillar enrollment	<ul style="list-style-type: none">• RSES (self-esteem)• VEX-R (violence exposure)• FPI (father presence)• AES (academic engagement)• Demographics, STAR Reading	Youth (12-26) Parent/Guardian Father (if available)	In-person Site coordinator ~90 minutes	Establish baseline measures Screen eligibility (FPI \leq 4.0) Obtain informed consent
MIDPOINT Progress Check T_1	Week 52 1-year mark ± 2 weeks	<ul style="list-style-type: none">• RSES (self-esteem)• VEX-R (violence exposure)• FPI (father presence)• AES (academic engagement)• STAR Reading, school records	Youth (12-26) Parent/Guardian Father (if participating)	In-person or virtual Site coordinator ~75 minutes	Assess interim progress Identify dosage effects Inform pillar adjustments
ENDPOINT Post-Intervention T_2	Week 104 2-year mark ± 2 weeks	<ul style="list-style-type: none">• All baseline instruments• FACES-IV (family function)• MEIM (ethnic identity)• Hope Scale• Exit interview, records review	Youth (12-26) Parent/Guardian Father, Family unit	In-person preferred PI + Site coordinator ~120 minutes	Final outcome assessment Calculate effect sizes (d) Synergy analysis (RQ5) Qualitative exit data
ONGOING Continuous Throughout	Weeks 1-104 Monthly check-ins Quarterly reviews	<ul style="list-style-type: none">• Pillar attendance logs• Dosage tracking (hours)• Incident reports• School records requests• Brief satisfaction checks	Pillar facilitators Site coordinators Administrative records	Automated tracking REDCap database Real-time entry	Monitor engagement Track dosage for analysis Early intervention triggers
TOTALS	3 formal waves + continuous	113+ items/wave	Multi-informant	Mixed methods	All 5 RQs addressed
RETENTION STRATEGIES & QUALITY ASSURANCE					
Incentives: \$25/assessment	Multiple contact methods	Flexible scheduling	Community liaisons	20% attrition buffer built-in	
Target retention: $\geq 80\%$ Data quality checks: Weekly Missing data protocol: Multiple imputation					
Note. T_0 = Baseline (Week 0). T_1 = Midpoint (Week 52). T_2 = Endpoint (Week 104). RSES = Rosenberg Self-Esteem Scale. VEX-R = Violence Exposure Scale-Revised. FPI = Father Presence Index. AES = Academic Engagement Scale. FACES-IV = Family Adaptability and Cohesion Scale. MEIM = Multigroup Ethnic Identity Measure. Assessment windows allow ± 2 weeks flexibility to accommodate participant schedules. REDCap database ensures HIPAA-compliant data management.					

Pre-post design with midpoint assessment enables change detection across 104-week intervention. See Chapter 3 methodology.

Table F5 Ethical Compliance Checklist

Table F5 Ethical Compliance Checklist: Human Subjects Protection				
Ethical Domain	Requirements & Procedures	Documentation	Responsible Party	Status
IRB APPROVAL <small>Institutional Review Board</small>	<ul style="list-style-type: none">• Full board review (vulnerable population)• Annual continuing review required• Protocol amendments require prior approval• Adverse event reporting within 48 hours	IRB approval letter Protocol #: [Pending] TSCU IRB jurisdiction	Primary: Principal Investigator (Bruce C. Carter, Ph.D.) IRB liaison: Research office	✓ APPROVED Nov 2025
INFORMED CONSENT <small>Adult & Minor</small>	<ul style="list-style-type: none">• Adult consent (parents, fathers 18+)• Parental permission (youth under 18)<ul style="list-style-type: none">• Youth assent (ages 12-17)• Re-consent at age 18 if enrolled as minor	Consent forms (English) Assent forms (youth) 8th grade reading level Signed copies retained	Site coordinators (trained) PI oversight required Witnessed consent process	✓ COMPLETE Forms finalized
CONFIDENTIALITY <small>Data Protection & Privacy</small>	<ul style="list-style-type: none">• De-identified data (unique ID codes)• HIPAA-compliant data storage (REDCap)• Encrypted file transfer protocols• Limited access (need-to-know basis)	Data security plan Key code (locked file) Certificate of Confidentiality (NIH - pending)	PI + Data manager IT security compliance Annual security audit	✓ IN PLACE REDCap active
VULNERABLE POPULATION <small>Minors & At-Risk</small>	<ul style="list-style-type: none">• Additional safeguards for minors (12-17)• Background checks (all staff)• Mandatory reporter training• Crisis response protocol established	Safety protocol Referral resource list Staff certifications Emergency contacts	All research staff Site coordinators Licensed counselor on-call	✓ TRAINED All staff certified
RISK-BENEFIT ANALYSIS <small>Minimal Risk</small>	<ul style="list-style-type: none">• Minimal risk classification (surveys only)• Potential emotional distress addressed• Direct benefits (intervention services)• Community benefit (knowledge generated)	Risk assessment matrix Benefit analysis IRB determination letter	PI + Dissertation committee IRB review External ethics consultant	✓ ASSESSED Favorable ratio
DATA MANAGEMENT <small>Storage & Retention</small>	<ul style="list-style-type: none">• 7-year post-study data retention• Secure destruction protocol (after retention)• De-identified data may be shared• No commercial use of data	Data management plan Destruction log Backup procedures Access audit trail	PI (data steward) University IT Research compliance office	✓ PLANNED DMP approved
COMPLIANCE SUMMARY				
IRB: Full Board Approved	CITI Training: All Staff	HIPAA: Compliant	Belmont Principles: Adhered	STATUS: APPROVED
<p>Note. IRB = Institutional Review Board. HIPAA = Health Insurance Portability and Accountability Act. CITI = Collaborative Institutional Training Initiative. DMP = Data Management Plan. PI = Principal Investigator. TSCU = Texas Seminary Christian University. REDCap = Research Electronic Data Capture. All procedures comply with 45 CFR 46 (Common Rule), Belmont Report principles (respect, beneficence, justice), and APA Ethical Standards for research.</p>				

Ethical compliance documentation ensures protection of human subjects throughout 104-week study. See Chapter 3 methodology.

APPENDIX G — Curriculum Guides

Table G1 SFC Pillar Curriculum Overview

STOP FOR CHANGE (SFC) — Violence Reduction Pillar							
Target: RQ1 — Violence incident reduction among Black males ages 12-26 Expected Effect Size: d ≥ 0.55							
Phase	Sessions	Topic/Module	Key Activities	Learning Objectives	Materials	Assessment	Household Link
PHASE 1 Foundation Wks 1-12	Sessions 1-4 (Weeks 1-4)	Understanding Violence Root causes, cycles, triggers	Personal violence timeline; trigger mapping; community violence analysis; guest speaker (violence interrupter)	Identify personal triggers; understand violence cycle	Workbook Ch. 1-2 Video modules	Pre-test VEX-R Reflection journal	Family safety plan initiated
	Sessions 5-8 (Weeks 5-8)	Anger Management Emotional regulation skills	STOP technique; breathing exercises; role-play scenarios; de-escalation practice	Apply 3 de-escalation techniques independently	Workbook Ch. 3-4 STOP cards	Skills checklist Role-play eval	Parent workshop on warning signs
	Sessions 9-12 (Weeks 9-12)	Conflict Resolution Basics Communication & negotiation	Active listening; I-statements; mediation basics; peer conflict scenarios	Resolve conflict without physical confrontation	Workbook Ch. 5-6 Scenario cards	Phase 1 exam Mediator cert	Family meeting protocol introduced
	Sessions 13-24 (Weeks 13-24)	Advanced Mediation Peer mediation training	Formal mediation process; neutrality; agreement writing; community scenarios	Conduct 3 supervised peer mediations	Mediation manual Agreement forms	Mediation log Supervisor rating	Home conflict resolution practice
PHASE 2 Skill Building Wks 13-52	Sessions 25-36 (Weeks 25-36)	Community Safety Street-level awareness	Safe passage mapping; resource navigation; bystander intervention; VI collaboration	Create personal safety plan for 5 locations	Safety plan template Community maps	Safety plan review VI mentor check	Family emergency contacts updated
	Sessions 37-48 (Weeks 37-48)	Trauma-Informed Healing Processing & resilience	Trauma psychoeducation; grounding; restorative circles; healing narratives	Demonstrate trauma coping strategies	Healing workbook Circle guidelines	Midpoint VEX-R Resilience scale	Family healing circle (optional)
	Sessions 49-52 (Weeks 49-52)	Year 1 Integration Review & consolidation	Skills review; goal setting; success stories; Year 2 planning; celebration event	Set 3 Year 2 goals with action plan	Goal worksheet Certificate	Year 1 portfolio completion	Family celebration ceremony
PHASE 3 Mastery Wks 53-104	Sessions 53-72 (Weeks 53-72)	Leadership Development Peer mentor training	Leadership curriculum; mentoring skills; shadowing VIs; junior facilitator training	Mentor 2 younger participants	Leadership guide Mentoring log	Mentee feedback Leadership eval	Sibling mentoring component
	Sessions 73-96 (Weeks 73-96)	Community Impact Service learning projects	Community project design; implementation; advocacy; public speaking; VI partnership	Complete community service project	Project toolkit Presentation guide	Project rubric Impact metrics	Family involvement in project
	Sessions 97-104 (Weeks 97-104)	Graduation & Transition Sustainability planning	Long-term goal setting; resource connection; alumni network; graduation ceremony	Create 5-year personal development plan	Transition guide Alumni handbook	Final VEX-R Exit interview	Full family graduation event
SFC PILLAR SUMMARY							
104 weekly sessions		3 phases progressive	90-min sessions	Group + Individual	VI Partnership	Household integrated	Target: d ≥ 0.55
Key Outcome Measures: Violence Exposure Scale (VEX-R), Conflict Tactics Scale, Incident reports, School disciplinary records							
Note. SFC = Stop For Change; VI = Violence Interrupter; VEX-R = Violence Exposure Scale-Revised; STOP = Stop, Think, Options, Proceed technique. Curriculum adapted from Cure Violence model with household integration component unique to Carter (2025) Household-First framework. Sessions may be adjusted based on participant needs; makeup sessions available. Parent/guardian involvement required at minimum 4 sessions per phase.							

SFC pillar addresses RQ1 (violence reduction) and contributes to RQ5 (synergistic effects) through household integration. See Chapter 4.

Table G2 Eat & Learn Pillar Curriculum Overview

EATZ AND LEARN (E&L) — Literacy & Education Pillar							
Target: RQ2 — Educational achievement improvement among Black males ages 12-26 Expected Effect Size: d ≥ 0.62							
Phase	Sessions	Topic/Module	Key Activities	Learning Objectives	Materials	Assessment	Household Link
PHASE 1 Foundation Wks 1-12	Sessions 1-4	Family Meal Introduction Building mealtime routines	Family meal planning; grocery budgeting; conversation starters; reading at table	Establish 3x weekly meals	Meal planner, books	Pre-test STAR	Full family meals
	Sessions 5-8	Reading Foundation Literacy assessment & goals	Reading level assessment; book selection; phonics review; read-aloud practice	Read 20 min daily	Leveled readers	Reading log	Parent read-along
	Sessions 9-12	Academic Success Skills Study habits & organization	Time management; homework routines; note-taking; test preparation strategies	Complete homework daily	Planner, study guide	Phase 1 reading test	Homework space setup
	Sessions 13-24	Reading Comprehension Deep reading strategies	Main idea; inference; vocabulary building; summarizing; questioning strategies	Improve +0.5 grade level	Workbook, novels	Comprehension quiz	Family book club
PHASE 2 Skill Building Wks 13-52	Sessions 25-36	Writing Development Expression & communication	Journaling; essay structure; creative writing; personal narratives; editing skills	Complete 3 writing pieces	Writing journal	Writing portfolio	Family letter exchange
	Sessions 37-48	Critical Thinking Analysis & evaluation	Media literacy; fact vs. opinion; argument analysis; research skills; source evaluation	Complete research project	Research guide	Midpoint STAR	Family discussion topics
	Sessions 49-52	Year 1 Academic Review Progress celebration	Skills review; portfolio presentation; goal setting; Year 2 planning	Set Year 2 academic goals	Goal planner	Year 1 portfolio	Family celebration meal
PHASE 3 Mastery Wks 53-104	Sessions 53-72	Advanced Academics Subject-specific support	Math support; science literacy; history; test prep (standardized); tutoring pairing	Improve grades in 2 subjects	Subject workbooks	Report card review	Parent-teacher meetings
	Sessions 73-96	Future Planning College & career readiness	Career exploration; college prep; financial literacy; FAFSA; resume building	Complete career portfolio	Career guide	Career portfolio	Family financial planning
	Sessions 97-104	Graduation & Sustainability Lifelong learning habits	Final presentations; continuing education; library resources; alumni network	Create 5-year education plan	Transition guide	Final STAR	Full family graduation
E&L PILLAR SUMMARY							
104 weekly sessions		Family meal integrated	90-min sessions	Tutoring component	Parent involvement	Reading focus	Target: d ≥ 0.62
Key Outcome Measures: STAR Reading Assessment, School GPA, Attendance records, Academic Engagement Scale (AES)							
<p>Note. E&L = Eat and Learn. STAR = Standardized Test for the Assessment of Reading. AES = Academic Engagement Scale. FAFSA = Free Application for Federal Student Aid.</p> <p>Curriculum integrates family meal component based on research showing correlation between family meals and academic achievement (Eisenberg et al., 2004).</p> <p>Reading materials culturally relevant; Black authors prioritized. Parent/guardian involvement required at minimum 3 family meals weekly during program.</p>							

E&L pillar addresses RQ2 (educational achievement) and contributes to RQ5 (synergistic effects) through household integration. See Chapter 4.

Table G3 BTBD Pillar Curriculum Overview

Table G3							
Be The Best Dad (BTBD) Pillar: Detailed Curriculum and Session Guide							
BE THE BEST DAD (BTBD) — Father Engagement Pillar							
Target: RQ3 — Non-active father engagement improvement (FPI 2.8 → 6.5) Expected Effect Size: d ≥ 0.82							
Phase	Sessions	Topic/Module	Key Activities	Learning Objectives	Materials	Assessment	Household Link
PHASE 1 Reconnection Wks 1-12	Sessions 1-4	Father Identity Understanding fatherhood	Father identity exploration; personal history; barriers identification; vision board creation	Define personal father role	BTBD workbook	Pre-test FPI	Child contact initiated
	Sessions 5-8	Communication Skills With children & co-parent	Active listening; age-appropriate talk; conflict resolution with co-parent; boundary setting	Weekly child communication	Communication guide	Contact log	Co-parent meeting
	Sessions 9-12	Legal & Financial Basics Support & visitation rights	Child support understanding; visitation rights; legal resources; budgeting for involvement	Create support/visitation plan	Legal resource guide	Phase 1 FPI check	Support compliance review
	Sessions 13-24	Quality Time Strategies Activities & bonding	Activity planning; low-cost bonding; virtual visits (if distant); homework help; sports/arts	Bi-weekly quality time	Activity planner	Time log	Joint activities begun
PHASE 2 Engagement Wks 13-52	Sessions 25-36	Parenting Skills Discipline & guidance	Positive discipline; developmental stages; homework support; emotional coaching	Apply 3 parenting strategies	Parenting handbook	Parenting skills eval	School involvement
	Sessions 37-48	Co-Parenting Excellence Partnership building	Parallel parenting; conflict de-escalation; shared decision-making; respecting boundaries	Establish co-parenting plan	Co-parenting guide	Midpoint FPI	Mother partnership
	Sessions 49-52	Year 1 Father Review Progress & celebration	Progress review; success celebration; goal refinement; Year 2 commitment	Set Year 2 father goals	Goal planner	Year 1 portfolio	Father-child celebration
PHASE 3 Leadership Wks 53-104	Sessions 53-72	Father Mentorship Supporting other fathers	Peer mentoring; fatherhood advocacy; group facilitation training; outreach	Mentor 2 new fathers	Mentoring guide	Mentee feedback	Extended family role
	Sessions 73-96	Community Fatherhood Broader impact	Community project; school volunteering; youth mentoring; fatherhood events	Complete community project	Project toolkit	Impact assessment	Family community service
	Sessions 97-104	Graduation & Legacy Sustainable fatherhood	Long-term planning; legacy letter to child; alumni network; graduation ceremony	Create 5-year father plan	Legacy workbook	Final FPI	Full family graduation
BTBD PILLAR SUMMARY							
104 weekly sessions		Non-active father focus	90-min sessions	Co-parenting support	Legal resources	FPI tracking	Target: d ≥ 0.82
Key Outcome Measures: Father Presence Index (FPI), Contact frequency, Co-parenting quality, Child support compliance							
Note. BTBD = Be The Best Dad. FPI = Father Presence Index (researcher-developed). Target improvement: FPI 2.8 → 6.5 (132% increase). Non-active father defined as FPI ≤ 4.0 at baseline. Program supports fathers regardless of custodial status or residential arrangement. Adapted from National Fatherhood Initiative 24/7 Dad® with additions for co-parenting and household integration unique to Carter (2025) framework.							

BTBD pillar addresses RQ3 (father engagement) and contributes to RQ5 (synergistic effects) through household integration. See Chapter 4.

Table G4 Pillar Integration Protocols

Table G4						
Pillar Integration Protocols: Cross-Pillar Coordination and Synergy Mechanisms						
THREE-PILLAR INTEGRATION FRAMEWORK						
Target: RQ5 — Synergistic effects across pillars Expected Enhancement: 1.7x-2.5x with 3+ pillar participation						
Integration Point	Description	SFC Contribution (Violence)	E&L Contribution (Literacy)	BTBD Contribution (Father)	Synergy Outcome (RQ5)	
Weekly Family Meeting (Required)	60-min structured family meeting integrating all pillar activities weekly	Conflict resolution practice; safety check-in; STOP technique review	Reading together; homework review; academic goal setting; book discussion	Father-led activity; quality time commitment; co-parent coordination	Holistic family engagement; reinforced messaging; $\eta^2 \approx .08$ estimated	
Monthly Integration Session (Full household)	3-hr workshop combining all three pillars with full household participation	Family safety planning; VI guest speaker; crisis protocol practice	Family literacy night; shared reading; academic celebration	Father-child activity; co-parenting workshop; family goal review	Cross-pillar skill transfer; comprehensive assessment; $\eta^2 \approx .10$ estimated	
Shared Case Management (Staff coordination)	Weekly staff meetings; shared database; unified household progress tracking	VI coordinator input; incident reporting; safety assessment updates	Academic liaison reports; school communication; progress notes	Father engagement logs; FPI updates; co-parenting status reports	Coordinated intervention; holistic support; early problem identification	
Cross-Pillar Referrals (As needed)	Protocol for referring participants between pillars based on emerging needs	Violence triggers academic support; trauma-informed E&L referral	Academic struggles trigger father involvement push; BTBD homework help	Father absence increases risk → intensified SFC; mentorship pairing	Responsive intervention; addressing root causes; comprehensive care	
Joint Events Calendar (Quarterly)	Quarterly celebrations and milestone events combining all households	Peace walks; community safety fair; mediation certification ceremony	Academic awards; book fair; college prep day; literacy celebration	Father-child outings; fatherhood celebration; family reunion events	Community building; peer support networks; sustained engagement	
Integrated Outcome Measurement (Quarterly)	Unified assessment protocol measuring interaction effects across pillars	VEX-R; incident tracking; conflict resolution skills; safety plan compliance	STAR reading; GPA; attendance; AES; reading log completion	FPI contact frequency; co-parenting quality; child support status	FACES-IV; composite outcome score; RSES; interaction analysis	
Unified Graduation (Week 104)	Combined graduation ceremony recognizing all pillar achievements	Peace ambassador certification; VI network membership	Academic achievement awards; scholarship recognition	Father excellence award; mentorship certification; alumni status	Household transformation recognition; alumni network enrollment	
INTEGRATION SYNERGY TARGETS						
1 Pillar: 1.0x effect	2 Pillars: 1.4x-1.7x	3 Pillars: 1.7x-2.5x	Expected $\eta^2 \geq .06$	Weekly touchpoints	Monthly integration	Quarterly assessment
RQ5: Households participating in 3+ pillars expected to show synergistic enhancement across all outcome measures						
Note. SFC = Stop For Change. E&L = Eat, Learn, and Grow. BTBD = Be The Best Dad. VI = Violence Interrupter. η^2 = partial eta squared effect size. Integration protocols based on Carter (2025) Household-First framework. Synergy enhancement estimates derived from pilot data and comparable multi-component interventions. All integration activities designed to reinforce cross-pillar messaging and maximize household-level impact. See Chapter 4 for theoretical rationale.						

Integration protocols directly address RQ5 (synergistic effects) by creating systematic cross-pillar coordination mechanisms.

Table G5 Household Implementation Protocols

HOUSEHOLD-FIRST INTERVENTION MODEL — Implementation Framework						
Target: RQ5 — Synergistic effects through multi-pillar household participation Expected $\eta^2 \geq .06$						
Implementation Component	Protocol Description	Family Member Roles	Frequency/Duration	Documentation	Success Metrics	Pillar Connection
Household Enrollment	Full household assessment; identify eligible members; assign to pillars	Primary: Caregiver (consent) Youth: Target participant (12-26) Father: Non-active father outreach	One-time intake (2-3 hrs) Week 0 baseline	Household profile form Consent/assent forms	100% consent obtained All baselines complete	All 3 pillars assigned based on eligibility
Weekly Family Meetings	Structured household check-in; progress sharing; goal setting; conflict resolution practice	All household members present Rotating facilitator role Youth voice prioritized	Weekly (30-45 min) 104 weeks total	Meeting log (digital) Topic tracking form	$\geq 80\%$ attendance Conflict reduction	SFC: Conflict skills BTBD: Father presence
Structured Family Meals	Shared meals with learning; conversation prompts; reading/discussion time	Caregiver: Meal preparation Youth: Discussion participation Father: Attendance when possible	3x weekly minimum (45-60 min each)	Meal tracking app Discussion topic log	≥ 3 meals/week logged Reading discussed	E&L: Core component Academic engagement
Parent/Guardian Sessions	Parent education workshops; skill reinforcement; peer support groups	Primary caregiver required Co-parent invited Extended family welcome	Monthly (2 hrs) 24 sessions total	Attendance record Skills assessment	$\geq 75\%$ attendance Skill demonstration	All 3 pillars supported Parent reinforcement
Case Manager Home Visits	Progress monitoring; barrier identification; resource connection	Case manager: Lead All household members: Report Youth: Individual check-in	Monthly (1-1.5 hrs) \rightarrow crisis visits PRN	Visit summary form Action plan updates	24 visits completed Barriers addressed	Cross-pillar coordination
Milestone Celebrations	Recognition events; phase completions; certificate ceremonies	Full household attendance Extended family invited Community recognition	Quarterly (4x/year) \rightarrow graduation events	Certificates awarded Photos, testimonials	8 celebrations attended Family cohesion \uparrow	Self-esteem boost RQ4 connection
Household Data Collection	Baseline, midpoint, endpoint assessments; household-level outcome tracking	Each member: Individual measures Household: FACES-IV Primary caregiver: Report	T1 (Wk 0), T2 (Wk 52) T3 (Wk 104)	All instruments (113 items) Records review	100% completion Data quality $\geq 95\%$	All RQs measured Synergy analysis (RQ5)
HOUSEHOLD-FIRST MODEL SUMMARY						
150 households	104-week engagement	Multi-member participation	Cross-pillar integration	Family systems approach	1.7x-2.5x synergy target	Target: $\eta^2 \geq .06$
Unique contribution: Household as unit of intervention vs. individual-focused approaches (addresses RQ5 synergistic effects hypothesis)						
<p>Note. FACES-IV = Family Adaptability and Cohesion Evaluation Scales. PRN = Pro re nata (as needed). RQ = Research Question. η^2 = Partial eta squared.</p> <p>Household-First model unique to Carter (2025) dissertation; treats household as primary unit of change rather than individual participants.</p> <p>Expected synergistic effect: Households participating in 3+ pillars show 1.7x-2.5x greater improvement than single-pillar participants.</p>						

Household protocols enable RQ5 (synergistic effects) analysis through multi-pillar household-level data. See Chapter 4.

APPENDIX H — Site Profiles

Table H1 Milwaukee Site Profile

MILWAUKEE, WISCONSIN — PRIMARY RESEARCH SITE						
TARGET ZIP CODES & NEIGHBORHOODS			DEMOGRAPHIC PROFILE		VIOLENCE STATISTICS (2022-2024)	
Zip Code	Neighborhood	Population	Indicator	Value	Metric	Data
53206	Amani/Harambee	28,472	Total City Population	577,222	Homicides 2022	214
53210	Sherman Park/Capitol	31,847	Black/African American Population	38.8% (223,962)	Homicides 2023	188
53212	Riverwest/Harambee	26,134	Black Males Ages 12-26 (Target)	~18,400 (8.2%)	Homicides 2024 (Projected)	~155
SAMPLE SIZE: n = 50 Households			Median Household Income	\$45,318	Reduction 2022-2024	~28%
			Poverty Rate (Overall)	23.4%	Homicide Rate (per 100K)	32.6
EDUCATION & LITERACY INDICATORS			FAMILY STRUCTURE INDICATORS		VIOLENCE INTERRUPTER PROGRAMS	
High School Graduation Rate	67.4% (MPS)		Single-Mother Households	62.1%	414 Life City of Milwaukee Office of Violence Prevention Care Violence model Est. 2017 6 neighborhoods	
Reading Proficiency (Grade 8)	18.2%		Father Absence Rate (Est.)	68.4%	Safe & Sound Community-based youth violence prevention Block-by-block organizing 12 target areas	
Chronic Absenteeism Rate	46.3%		Children in Poverty	38.7%	Program Capacity 35+ Violence Interrupters 850+ mediations (2023) Partnerships: ✓ CONFIRMED	
College Enrollment Rate	31.8%		Foster Care Placements (Annual)	~2,100		
Black Male Suspension Rate	3.8x district avg		Incarcerated Parents (Est.)	~12,500		
SITE SELECTION JUSTIFICATION						
Concentration of Target Population 53206 has highest incarceration rate in U.S. ~18,400 Black males ages 12-26 in target areas High need aligns with four-pillar intervention			Established VI Infrastructure 414 Life operating since 2017 with proven results 28% homicide reduction demonstrates model efficacy Existing partnerships enable STC pillar integration		I-94 Corridor Connectivity 30-minute drive to Racine, 45 min to Kenosha Shared regional challenges and resources Enables corridor-wide intervention model	
I-94 CORRIDOR RESEARCH DESIGN CONTEXT						
Primary Site: Milwaukee n = 50 households Largest Black population in corridor			Secondary Site: Racine n = 50 households Mid-corridor community		Secondary Site: Kenosha n = 50 households Southern corridor anchor	
TOTAL CORRIDOR SAMPLE: N = 150 Households						
Note. MPS = Milwaukee Public Schools. Demographic data from U.S. Census Bureau American Community Survey (2022). Violence data from Milwaukee Police Department. 53206 designated as having highest incarceration rate nationally (Justice Policy Institute). Father absence estimates based on Census single-parent household data. I-94 Corridor connects Milwaukee, Racine, and Kenosha—Wisconsin's three most diverse cities with shared demographic patterns and intervention needs.						

Milwaukee serves as primary site due to population concentration. Equal sampling across three corridor sites enables generalizability testing.

Table H2 Racine Site Profile

RACINE, WISCONSIN — SECONDARY RESEARCH SITE (MID-CORRIDOR)						
TARGET ZIP CODES & NEIGHBORHOODS			DEMOGRAPHIC PROFILE		VIOLENCE STATISTICS (2022-2024)	
Zip Code	Neighborhood	Population	Indicator	Value	Metric	Data
53403	Central Racine/Uptown	18,247	Total City Population	77,816	Homicides 2022	14
53404	North Beach/Lakeside	21,634	Black/African American Population	22.4% (17,431)	Homicides 2023	11
53405	West Racine	16,892	Black Males Ages 12-26 (Target)	~1,400 (8.5%)	Homicides 2024 (Projected)	~9
			Median Household Income	\$42,718	Reduction 2022-2024	~36%
SAMPLE SIZE: n = 50 Households			Poverty Rate (Overall)	21.8%	Homicide Rate (per 100K)	14.1
EDUCATION & LITERACY INDICATORS			FAMILY STRUCTURE INDICATORS		VIOLENCE INTERRUPTER PROGRAMS	
High School Graduation Rate	71.2% (RUSD)		Single-Mother Households	58.7%	Racine Violence Prevention Program City of Racine Health Department Community-based model Est. 2019 4 target areas	
Reading Proficiency (Grade 8)	19.8%		Father Absence Rate (Est.)	64.2%		
Chronic Absenteeism Rate	42.1%		Children in Poverty	34.2%	UNIDOS Against Violence Coalition for cross-community engagement Bilingual outreach Youth mentorship focus	
College Enrollment Rate	34.6%		Foster Care Placements (Annual)	~340		
Black Male Suspension Rate	3.4x district avg		Unemployment Rate (Black)	12.8%	Program Capacity 12 Violence Interrupters 180+ mediations (2023) Partnership: ✓ CONFIRMED	
SITE SELECTION JUSTIFICATION						
Mid-Corridor Strategic Position			Mid-Size City Context		Similar Demographic Challenges	
Located between Milwaukee (30 min) and Kenosha (15 min) on I-94 corridor Enables geographic continuity in research			Population ~70,000 offers different scale than Milwaukee for generalizability testing Manageable community for intensive intervention		Comparable father absence (64%) and literacy challenges (19.8% proficiency) All four pillars highly relevant to community	
I-94 CORRIDOR RESEARCH DESIGN CONTEXT						
Primary Site: Milwaukee		Secondary Site: RACINE		Secondary Site: Kenosha		
n = 50 households		n = 50 households		n = 50 households		
Northern corridor anchor		Mid-corridor community ◀ CURRENT		Southern corridor anchor		
TOTAL CORRIDOR SAMPLE: N = 150 Households						
Note. RUSD = Racine Unified School District. Demographic data from U.S. Census Bureau American Community Survey (2022). Violence data from Racine Police Department. Racine consistently ranked among Wisconsin's most segregated cities. Father absence estimates based on Census single-parent household data for Black families. UNIDOS = United Neighbors in Defense of Our Safety. Mid-corridor position enables intervention model testing across diverse community sizes.						

Racine provides mid-size city context complementing Milwaukee (large) and Kenosha (small-mid) for corridor-wide generalizability.

Table H3 Kenosha Site Profile

Table H3
Kenosha Site Demographics and Violence Statistics (I-94 Corridor Secondary Site)

KENOSHA, WISCONSIN — SECONDARY RESEARCH SITE (SOUTHERN ANCHOR)						
TARGET ZIP CODES & NEIGHBORHOODS			DEMOGRAPHIC PROFILE		VIOLENCE STATISTICS (2022-2024)	
Zip Code	Neighborhood	Population	Indicator	Value	Metric	Data
53140	Downtown/Uptown	26,847	Total City Population	99,889	Homicides 2022	8
53143	Columbus Park/Lincoln	19,234	Black/African American Population	11.5% (11,487)	Homicides 2023	6
53144	West Kenosha	22,156	Black Males Ages 12-26 (Target)	~980 (8.5%)	Homicides 2024 (Projected)	~5
SAMPLE SIZE: n = 50 Households			Median Household Income	\$54,872	Reduction 2022-2024	~38%
			Poverty Rate (Overall)	14.2%	Homicide Rate (per 100K)	6.0
EDUCATION & LITERACY INDICATORS			FAMILY STRUCTURE INDICATORS		VIOLENCE INTERRUPTER PROGRAMS	
High School Graduation Rate	78.4% (KUSD)		Single-Mother Households	54.3%	Kenosha Coalition for Dismantling Racism Community-based violence prevention & mediation Restorative justice focus Est. 2020 3 target areas	
Reading Proficiency (Grade 8)	22.6%		Father Absence Rate (Est.)	59.8%	Kenosha YMCA Achievers Youth mentorship & development program Black/Brown youth focus Academic support Career prep	
Chronic Absenteeism Rate	38.7%		Children in Poverty	28.4%	Program Capacity 8 Violence Interrupters 95+ mediations (2023) Partnership: ✓ CONFIRMED	
College Enrollment Rate	38.2%		Foster Care Placements (Annual)	~285		
Black Male Suspension Rate	3.1x district avg		Unemployment Rate (Black)	18.4%		
SITE SELECTION JUSTIFICATION						
Southern Corridor Anchor 15 minutes from Racine, 45 min from Milwaukee Near Illinois border—cross-state relevance Completes geographic coverage of corridor			Post-2020 Context National attention following civil unrest (Aug 2020) Community healing and reconciliation efforts ongoing Heightened investment in violence prevention		Generalizability Testing Smaller Black population (11.5%) than Milwaukee/Racine Tests intervention in different demographic context Lower baseline violence—prevention focus	
I-94 CORRIDOR RESEARCH DESIGN CONTEXT						
Primary Site: Milwaukee n = 50 households Northern corridor anchor			Secondary Site: Racine n = 50 households Mid-corridor community		Secondary Site: KENOSHA n = 50 households Southern corridor anchor ◀ CURRENT	
TOTAL CORRIDOR SAMPLE: N = 150 Households						
Note. KUSD = Kenosha Unified School District. Demographic data from U.S. Census Bureau American Community Survey (2022). Violence data from Kenosha Police Department. Kenosha received national attention in August 2020 following civil unrest; community investment in violence prevention has increased substantially since. Southern anchor position near Illinois border provides cross-state relevance and completes I-94 Corridor geographic coverage for intervention research.						

Kenosha completes corridor coverage with smaller Black population, testing Four Pillars generalizability across diverse community contexts.

Table H4 I-94 Corridor Comparison Matrix

I-94 CORRIDOR RESEARCH SITES — COMPARATIVE ANALYSIS				
INDICATOR	MILWAUKEE <small>Primary Site (North)</small>	RACINE <small>Secondary Site (Mid)</small>	KENOSHA <small>Secondary Site (South)</small>	CORRIDOR <small>Combined Total</small>
DEMOGRAPHIC INDICATORS				
Total City Population	577,222	77,816	99,889	754,927
Black Population (%)	38.8% (223,962)	22.4% (17,431)	11.5% (11,487)	252,880 (33.5%)
Black Males Ages 12-26	~18,400	~1,400	~900	~20,800
SAMPLE SIZE (Households)	n = 50	n = 50	n = 50	N = 150
VIOLENCE STATISTICS (2022-2024)				
Homicides 2022	214	14	8	236
Homicides 2024 (Projected)	~155	~9	~5	~169
Reduction 2022-2024	128%	136%	138%	128% avg
Homicide Rate (per 100K)	32.6	14.1	6.0	22.4 avg
EDUCATION & LITERACY INDICATORS				
High School Graduation Rate	67.4%	71.2%	78.4%	72.3% avg
Reading Proficiency (Grade 8)	18.2%	19.8%	22.6%	20.2% avg
Chronic Absenteeism Rate	46.3%	42.1%	38.7%	42.4% avg
FAMILY STRUCTURE INDICATORS				
Father Absence Rate (Est.)	68.4%	64.2%	59.8%	64.1% avg
Children in Poverty	38.7%	34.2%	28.4%	33.8% avg
VIOLENCE INTERRUPTER INFRASTRUCTURE				
Primary VI Program	414 Life	Racine Violence Prev.	Kenosha Coalition	3 Programs
Violence Interrupters	35+	12	8	55+
Mediations (2023)	850+	180+	95+	1,125+
Partnership Status	✓ CONFIRMED	✓ CONFIRMED	✓ CONFIRMED	3/3 ✓
CORRIDOR POSITION				
	Northern Anchor	Mid-Corridor	Southern Anchor	~45 Miles Total
	Largest city Highest need 1,120K highest incarceration	30 min from Milwaukee 15 min from Kenosha	45 min from Milwaukee Near IL border	Full corridor coverage
Note. Corridor averages weighted by population where appropriate. Demographic data from U.S. Census Bureau ACS (2022). Violence data from respective police departments. Equal sampling (n=50 per site) enables between-site comparisons while total sample (N=150) provides adequate power for primary analyses. All VI partnerships confirmed. I-94 Corridor represents Wisconsin's most diverse region with shared demographic challenges, enabling generalizability testing across community sizes (large/mid/small-mid).				

Three-site design enables examination of Four Pillars intervention across varied urban contexts within connected geographic corridor.

Table H5 I-94 Corridor Violence Statistics

Table H5

I-94 Corridor Combined Violence Statistics and Trend Analysis (2022-2024)

I-94 CORRIDOR VIOLENCE STATISTICS — MILWAUKEE • RACINE • KENOSHA

HOMICIDE TRENDS BY SITE (2022-2024)

Year	Milwaukee	Racine	Kenosha	Corridor Total	YoY Change	Rate per 100K	National Avg
2022 (Baseline)	214	14	8	236	—	31.3	6.3
2023	188	11	6	205	↓13.1%	27.2	6.1
2024 (Projected)	~155	~9	~5	~169	↓17.6%	22.4	~5.8
TOTAL CORRIDOR REDUCTION (2022-2024)					↓28.4% (67 fewer homicides)		Rate: 31.3 → 22.4

SITE-SPECIFIC VIOLENCE REDUCTION ANALYSIS

MILWAUKEE — Primary Site

RACINE — Secondary Site (Mid)

KENOSHA — Secondary Site (South)

FOUR PILLARS RISK FACTOR PREVALENCE — CORRIDOR SUMMARY

VIOLENCE (SFC Pillar)	ILLITERACY (E&L Pillar)	FATHER ABSENCE (BTBD Pillar)	LOW SELF-ESTEEM (YAM Pillar)
Corridor Homicide Rate: 22.4/100K National Average: 5.8/100K 3.9x National Rate Target: ↓35-45% via SFC pillar	8th Grade Reading Prof: 28.2% Wisconsin Average: 34.8% 79.8% Below Proficient Target: +1.2 grade levels via E&L	Father Absence Rate: 64.1% National Black Rate: 57.0% ~13,400 Non-Active Fathers Target: 132% FPI increase via BTBD	Chronic Absenteeism: 42.4% Suspension Rate: 3.4x avg Disengagement Indicator Target: d=0.50 RSES via YAM

CORRIDOR INTERVENTION READINESS ASSESSMENT

VI INFRASTRUCTURE	SCHOOL PARTNERSHIPS	FATHER NETWORKS	HOUSEHOLD ACCESS
55+ Interrupters 1,125+ Mediations ✓ READY	MPS, RUSD, KUSD engaged ✓ READY	Church & community partners ID'd ✓ READY	N=150 households identified ✓ READY
CORRIDOR TOTAL: N = 150 Households		~20,860 Target Population (Black Males 12-26)	

Note.

Violence data from Milwaukee, Racine, and Kenosha Police Departments. 2024 figures projected based on Jan-Oct trends. National homicide rate from FBI UCR (2023). Education data from Wisconsin DPI school report cards. Father absence estimated from Census single-parent household data. Self-esteem proxies include school engagement metrics.

SFC = Streets for Change; E&L = Educate & Liberate; BTBD = Be The Best Dad; YAM = Young Adult Mentoring; FPI = Father Presence Index; RSES = Rosenberg Self-Esteem Scale.

I-94 Corridor represents ~45 miles connecting Wisconsin's three most diverse cities with shared intervention infrastructure and demographic challenges.

Corridor-wide violence reduction trend (↓28%) demonstrates existing VI efficacy; Four Pillars extends intervention to address root causes within household context.

APPENDIX I — Statistical Analysis

Table I1 Statistical Analysis Plan

Table I1						
Statistical Analysis Plan Overview by Research Question						
Research Question	Primary Outcome Variable	Statistical Test	Effect Size Metric	Target Effect	Covariates	Software
RQ1: Violence Does SFC pillar reduce violence exposure among Black males 12-26?	Violence Exposure Scale (VEX-R; Fox & Leavitt, 1995) Secondary: Conflict Tactics Scale, school disciplinary records, police incident reports	Mixed-Effects Model for repeated measures Random: Participant, Household, Site Fixed: Time, Treatment	Cohen's d (standardized mean difference T1-T3)	d ≥ 0.35 (35-45% reduction)	Age, baseline VEX-R, site, SES, prior justice involvement, neighborhood risk	R (lme4, lmerTest) SPSS 29
RQ2: Literacy Does E&L pillar improve literacy and academic engagement?	STAR Reading Assessment (Renaissance Learning) Secondary: School GPA, attendance records, Academic Engagement Scale (AES)	Mixed-Effects Model for repeated measures + Growth Curve Modeling for reading trajectory	Cohen's d (grade-level equivalent gain)	d ≥ 0.62 (+1.2 grade levels)	Age, baseline STAR, site, SES, school type, prior IEP, family meal frequency	R (lme4, lmerTest) SPSS 29
RQ3: Father Does BTBD pillar increase father presence among non-active fathers?	Father Presence Index (FPI) (Researcher-developed) Secondary: Contact frequency, co-parenting quality scale, child support compliance	Mixed-Effects Model for repeated measures + Paired t-test for FPI pre-post within father subsample	Cohen's d (FPI change T1 to T3)	d ≥ 0.82 (FPI 2.8 - 6.5 132% increase)	Baseline FPI, site, incarceration history, employment status, distance from child	R (lme4, lmerTest) SPSS 29
RQ4: Self-Esteem Does integrated intervention improve self-esteem among participants?	Rosenberg Self-Esteem Scale (RSES; Rosenberg, 1965) Secondary: Future orientation, hope scale, racial identity measure (MIRI)	Mixed-Effects Model for repeated measures + Mediation analysis (self-esteem as mediator for RQ1-3)	Cohen's d (RSES change T1 to T3)	d ≥ 0.50 (medium effect)	Age, baseline RSES, site, pillar dosage, trauma history, mental health Tx	R (lme4, lvaan) SPSS 29, Mplus
RQ5: Synergy Do households with 3+ pillars show synergistic effects?	Composite Outcome Index (z-score aggregate) + FACES-IV Family Functioning Scale (household-level)	Multilevel Model with interaction terms Pillar count × Time + Structural Equation Modeling (SEM)	Partial η² (interaction effect size)	η² ≥ .06 (1.7-2.5x synergy ratio)	Site, household SES, baseline family functioning, pillar dosage compliance	R (lme4), Mplus SPSS 29
ANALYSIS FRAMEWORK SUMMARY						
Primary Method: Mixed-effects models (3-level nesting)		Timepoints: T1 (Week 0), T2 (Week 32), T3 (Week 104)	Alpha Level: p < .05 (Bonferroni-adjusted)	Missing Data: Multiple Imputation (m=20)	ICC Threshold: ≥ .05 for multilevel modeling	
<p>Note. VEX-R = Violence Exposure Scale-Revised. STAR = Standardized Test for Assessment of Reading. FPI = Father Presence Index. RSES = Rosenberg Self-Esteem Scale. MIRI = Multidimensional Inventory of Black Identity. FACES-IV = Family Adaptability and Cohesion Evaluation Scale. SEM = Structural Equation Modeling.</p> <p>Effect size targets based on literature benchmarks and program theory. See Chapter 3 for detailed statistical methodology and power analysis.</p>						

Statistical analysis plan pre-registered. All analyses conducted intention-to-treat with sensitivity analyses for per-protocol. See Chapter 4.

Table I2 Power Analysis Summary

Table I2 Power Analysis and Sample Size Justification by Research Question									
Research Question	Target Effect Size	Effect Size Category	Alpha Level	Target Power	Required n (per group)	Actual n Available	Attrition Adjusted	Achieved Power (with actual n)	Justification Source
RQ1 Violence Reduction	d = 0.55	Medium-Large	.05	.80	n = 53	n = 150 (all youth)	n = 120 (20% attr.)	Power = .97 Exceeds requirement	Care Violence meta-analysis (Botts et al., 2013): d = 0.45-0.65
RQ2 Literacy Improvement	d = 0.62	Large	.05	.80	n = 42	n = 150 (all youth)	n = 120 (20% attr.)	Power = .99 Exceeds requirement	Tutoring meta-analysis (Nickow et al., 2020): d = 0.37-0.75
RQ3 Father Engagement	d = 0.82	Large	.05	.80	n = 24	n = 90 (res. fathers)	n = 63 (30% attr.)	Power = .98 Exceeds requirement	NFI 24/7 Dad evaluation (Holmes et al., 2010): d = 0.70-0.95
RQ4 Self-Esteem Enhancement	d = 0.50	Medium	.05	.80	n = 64	n = 150 (all youth)	n = 120 (20% attr.)	Power = .92 Exceeds requirement	Youth development programs meta-analysis (Durlak et al., 2011)
RQ5 Synergistic Effects	$\eta^2 = .06$	Medium (interaction)	.05	.80	n = 128	n = 150 (households)	n = 135 (10% attr.)	Power = .82 Meets requirement	Family systems intervention literature (Szapocznik & Williams)
POWER ANALYSIS PARAMETERS									
Software: G*Power 3.1.9.7 Faul et al. (2009)		Test Family: F-tests Repeated measures ANOVA		Correlation: r = .50 among repeated measures		Measurements: 3 (T1, T2, T3)		Sphericity: $\epsilon = 1$ (assumed)	
Design Effect: 1.15 (clustering adjustment)									
SAMPLE SIZE SUMMARY: N = 150 Households (75 Baltimore + 75 Chicago)									
All research questions adequately powered ($\geq .80$) after 20-30% attrition adjustment									
Minimum detectable effect: d = 0.35 with n = 120 at 80% power Household clustering ICC = .05 accounted for in design effect									
Note. Effect size conventions: Small d = 0.20, Medium d = 0.50, Large d = 0.80 (Cohen, 1988). η^2 small = .01, medium = .06, large = .14. NFI = National Fatherhood Initiative. Attrition estimates based on comparable longitudinal intervention studies with similar populations. RQ3 assumes 60% of households have identifiable non-active father available for recruitment. Higher attrition (30%) expected for father subsample.									

Power analyses conducted a priori. Sample size provides adequate power for all primary analyses with conservative attrition estimates.

Table I3 Effect Size Interpretation Guide

Table I3

Effect Size Interpretation Guide and Literature Benchmarks

COHEN'S d INTERPRETATION (Standardized Mean Difference)				PARTIAL η² INTERPRETATION (Variance Explained)				STUDY TARGET EFFECT SIZES			
Metric	Small	Medium	Large	Metric	Small	Medium	Large	Outcome	Target	Category	Practical Impact
d value	0.20	0.50	0.80	η² value	.01	.06	.14	RQ1: Violence (VEX-R)	d ≥ 0.55	Med-Large	35-45% reduction
% Non-overlap	14.7%	33.0%	47.4%	% Variance	1%	6%	14%	RQ2: Literacy (STAR)	d ≥ 0.62	Large	+1.2 grade levels
Percentile gain	50th ~ 50th	60th ~ 50th	79th ~ 50th	Cohen's f	0.10	0.25	0.40	RQ3: Father (FPI)	d ≥ 0.82	Large	FPI 2.8 ~ 4.5 (132% ↑)
Practical meaning	Noticeable	Clearly visible	Substantial	Use in study	Minimal effect	RQ5 target (25%↑)	Major effect	RQ4: Self-Esteem (RSES)	d ≥ 0.50	Medium	Clinically meaningful

LITERATURE BENCHMARKS: Comparable Intervention Effect Sizes

Intervention Type	Source	Effect Size	Key Findings	Relevance to Current Study
Violence Interrupter Programs	Butts et al. (2015) Cure Violence meta-analysis	d = 0.45-0.65	41-73% reduction in shootings/killings across sites; stronger effects with longer implementation	Supports RQ1 target; STC pillar builds on this evidence base
High-Dosage Tutoring	Nickow, Oresopoulos & Quai (2020)	d = 0.37-0.75	0.37 SD math gain; higher for disadvantaged students; larger effects with more sessions	Supports RQ2 target; E&L pillar uses high-dosage model
Fatherhood Programs	Holmes et al. (2018) NFI 24/7 Dad evaluation	d = 0.70-0.95	Significant gains in father knowledge, attitudes, engagement behaviors; maintained at 6-month follow-up	Supports RQ3 target; BTSD pillar adapts 24/7 Dad curriculum
Youth Development Programs	Durlak et al. (2011) SEL meta-analysis	d = 0.27-0.57	Gains in self-esteem, attitudes, social skills; 11% academic improvement	Supports RQ4 target; integrated pillars address multiple SEL domains

EFFECT SIZE INTERPRETATION SUMMARY

Target effect sizes are grounded in literature benchmarks from comparable interventions with similar populations

Effect sizes will be reported with 95% confidence intervals | Practical significance assessed alongside statistical significance

Note.

Cohen's d conventions from Cohen (1988). Partial η² interpretations from Cohen (1988) and Richardson (2011).

NFI = National Fatherhood Initiative. SEL = Social-Emotional Learning. VEX-R = Violence Exposure Scale-Revised. FPI = Father Presence Index.

Literature benchmarks selected based on population similarity, intervention type alignment, and methodological rigor. See Chapter 2 literature review.

Effect sizes contextualized within relevant literature. Practical significance will supplement statistical significance in all reporting.

Table I4 Missing Data Protocol

Table I4
Missing Data Handling Protocol and Sensitivity Analyses

MISSING DATA CLASSIFICATION (Rubin, 1976)			PRIMARY METHOD: MULTIPLE IMPUTATION (MI)		ATTRITION MANAGEMENT BY TIMEPOINT			
MCAR	MAR	MNAR	Parameter	Specification	Timepoint	Expected n	Est. Attrition	Retained
Missing Completely at Random Missingness unrelated to any variables	Missing at Random Missingness related to observed variables	Missing Not at Random Missingness related to unobserved values	Number of imputations	m = 20	T1 (Baseline)	150	0%	n = 150
			Imputation method	Fully Conditional Specification	T2 (Week 52)	150	10-12%	n = 132-135
			Software	R (mice package)	T3 (Week 104)	150	18-22%	n = 117-123
			Iterations	50 per imputation	Retention Strategies: Flexible scheduling, transportation support, incentives (\$25/timepoint), community liaison follow-up, multiple contact methods			
			Pooling method	Rubin's rules (1987)				
			Convergence check	Trace plots, R-hat < 1.1				
Assessment Method <ul style="list-style-type: none">Little's MCAR testPattern-mixture modelsLogistic regression on R		Assumed Mechanism MAR <small>(with MNAR sensitivity analyses)</small>						
VARIABLES INCLUDED IN IMPUTATION MODEL			SENSITIVITY ANALYSES FOR MISSING DATA					
Outcome Variables	Predictor Variables	Auxiliary Variables	Analysis Type	Method Description	Purpose			
<ul style="list-style-type: none">VEX-R (T1, T2, T3)STAR Reading (T1, T2, T3)Father Presence IndexRoadwork Self-EsteemComposite Outcome IndexFACES-IV Family Function (All timepoints)	<ul style="list-style-type: none">Site (Baltimore/Chicago)Age at baselinePillar participation countSession dosage (hours)Household SESBaseline covariates (As specified per RQ)	<ul style="list-style-type: none">School attendanceProgram engagement scoreContact stability indexNeighborhood risk scoreFamily structure changesReason for attrition (if known) (Improve MAR plausibility)	Complete Case Analysis	Include only participants with complete data at all timepoints	Compare with MI results; assess bias under MCAR assumption			
			LOCF-BOCF Imputation	Last observation carried forward; Baseline observation carried forward	Conservative estimate assuming no change for missing participants			
			Pattern-Mixture Models	Stably by missingness pattern; model within patterns, then average	Test MNAR scenarios; assess sensitivity to assumptions			
			Delta Adjustment (Tipping Point)	Shift imputed values by δ = 0.1, 0.2, 0.3 SD to simulate MNAR	Identify δ where conclusions change (robustness check)			
MISSING DATA DECISION RULES			REPORTING REQUIREMENTS					
Missing Rate	Classification	Primary Action	Reporting					
< 5%	Negligible	Listwise deletion acceptable	Note in limitations					
5-20%	Moderate	Multiple imputation (primary method)	Full sensitivity analysis					
> 20%	Substantial	MI + pattern-mixture + tipping point analysis	Caution interpretation; major limitation					
Note. MCAR = Missing Completely at Random. MAR = Missing at Random. MNAR = Missing Not at Random. MI = Multiple Imputation. FCS = Fully Conditional Specification. LOCF = Last Observation Carried Forward. BOCF = Baseline Observation Carried Forward. Rubin (1987) pooling rules for MI inference.								

Missing data handled per best practices (Enders, 2010; Graham, 2009). All analyses follow intention-to-treat principle.

Table I5 Multilevel Model Specifications

Table 15			
Multilevel Model Specifications and Nesting Structure			
THREE-LEVEL NESTING STRUCTURE			
Level	Unit	Sample Size	Key Variables
Level 1 (Within-person)	Time Points (Repeated measures)	3 per participant (T1, T2, T3)	Outcome measures; time-varying covariates; dosage
Level 2 (Between-person)	Participants (Youth & fathers)	n = 240 (150 youth + 90 fathers)	Age; baseline scores; individual demographics; pillar assignment
Level 3 (Between-cluster)	Households (nested in sites)	N = 150 (75 per site)	Household SES; family structure; site (Baltimore vs. Chicago)
GENERAL MODEL EQUATION STRUCTURE			
Level 1 (Within-Person): $Y_{itj} = \pi_{0ij} + \pi_{1ij}(\text{TIME}_{itj}) + e_{itj}$ where: i = time point (1, 2, 3); j = individual; j = household			
Level 2 (Between-Person): $\pi_{0ij} = \beta_{00j} + \beta_{01j}(\text{AGE}_{ij}) + \beta_{02j}(\text{BASELINE}_{ij}) + \epsilon_{0ij}$ + additional person-level covariates			
Level 3 (Between-Household): $\beta_{00j} = \gamma_{000} + \gamma_{001}(\text{SITE}_j) + \gamma_{002}(\text{SES}_j) + \gamma_{003}(\text{PILLARS}_j) + u_{00j}$ Site coded: 0=Baltimore, 1=Chicago			
RANDOM EFFECTS SPECIFICATIONS			
Component	Symbol	Description	Expected ICC
Level 1 residual	$e_{itj} \sim N(0, \sigma^2)$	Within-person variation	—
Level 2 intercept	$\pi_{0ij} \sim N(0, \tau^2_{\pi_0})$	Between-person variation	ICC ₂ ≈ .15-.25
Level 3 intercept	$u_{00j} \sim N(0, \tau^2_{u_0})$	Between-household variation	ICC ₃ ≈ .05-.10
R SYNTAX EXAMPLE (lme4 package)			
<pre>model <- lmer(VEX_R ~ 1 + Time + Age + Baseline_VEX + Site + SES + Pillar_Count + (1 Participant) + (1 Household), data = study_data, REML = TRUE)</pre>			
MODEL FIT INDICES & DIAGNOSTICS			
Index	Criterion	Purpose	Software
-2 Log Likelihood	LRT $p < .05$	Nested model comparison	R lme4
AIC / BIC	Lower = better	Non-nested comparison	R lme4
Residual Plots	Random scatter	Homoscedasticity check	R ggplot2
Q-Q Plots	Linear pattern	Normality of residuals	R ggplot2
KEY MODEL ASSUMPTIONS			
Distributional Assumptions		Structural Assumptions	
• Residuals normally distributed at each level		• Correct specification of fixed effects	
• Homogeneity of variance across groups		• Independence of random effects	
MULTILEVEL MODEL SUMMARY			
Three-level mixed-effects models account for repeated measures (L1) nested within participants (L2) nested within households (L3). Random intercepts at participant and household levels REML estimation Satterthwaite df for inference			
Note. ICC = Intraclass Correlation Coefficient. LRT = Likelihood Ratio Test. AIC = Akaike Information Criterion. BIC = Bayesian Information Criterion. REML = Restricted Maximum Likelihood. Level 2 random slopes for time will be tested if ICC warrants. Cross-level interactions examined for RQ5. Model building follows sequential strategy: unconditional model → add time → add Level 2 predictors → add Level 3 predictors → test interactions.			

Multilevel modeling approach follows Raudenbush & Bryk (2002) and Singer & Willett (2003) for longitudinal data analysis.

APPENDIX J — Budget Documentation

Table J1 Budget Summary

Table J1

Four Pillars Intervention Budget Summary: I-94 Corridor Implementation (Year 1)

FOUR PILLARS INTERVENTION — YEAR 1 BUDGET (\$13,000/Household × 150 = \$1,950,000)					
BUDGET CATEGORY	YEAR 1 TOTAL	MILWAUKEE	RACINE	KENOSHA	% OF TOTAL
PILLAR 1: STREETS FOR CHANGE (SFC) — Violence Intervention					
Violence Interrupter Partnerships	\$146,250	\$81,250	\$39,000	\$26,000	7.5%
Conflict Mediation Training	\$58,500	\$29,250	\$16,250	\$13,000	3.0%
Community Safety Events	\$39,000	\$19,500	\$11,375	\$8,125	2.0%
SFC SUBTOTAL	\$243,750	\$130,000	\$66,625	\$47,125	12.5%
PILLAR 2: EDUCATE & LIBERATE (E&L) — Literacy Intervention					
Literacy Curriculum Materials	\$117,000	\$58,500	\$32,500	\$26,000	6.0%
Tutoring & Reading Specialist Support	\$156,000	\$78,000	\$45,500	\$32,500	8.0%
School Partnership Coordination	\$68,250	\$34,125	\$19,500	\$14,625	3.5%
E&L SUBTOTAL	\$341,250	\$178,625	\$97,500	\$73,125	17.5%
PILLAR 3: BE THE BEST DAD (BTBD) — Father Engagement					
Father Engagement Workshops	\$136,500	\$68,250	\$39,000	\$29,250	7.0%
Co-Parenting & Family Support	\$117,000	\$58,500	\$32,500	\$26,000	6.0%
Church & Community Partner Support	\$87,750	\$43,875	\$24,375	\$19,500	4.5%
BTBD SUBTOTAL	\$341,250	\$178,625	\$96,875	\$74,750	17.5%
PILLAR 4: YOUNG ADULT MENTORING (YAM) — Self-Esteem Building					
Mentoring Program Coordination	\$175,500	\$87,750	\$48,750	\$39,000	9.0%
Youth Development Activities	\$117,000	\$58,500	\$32,500	\$26,000	6.0%
RSES Assessment & Tracking	\$48,750	\$24,375	\$14,625	\$9,750	2.5%
YAM SUBTOTAL	\$341,250	\$178,625	\$98,875	\$74,750	17.5%
PROGRAM OPERATIONS & ADMINISTRATION					
Program Director & Staff	\$390,000		(Corridor-Wide)		20.0%
Data Collection & Research Support	\$146,250		(Corridor-Wide)		7.5%
Travel, Supplies & Contingency (7.5%)	\$146,250		(Corridor-Wide)		7.5%
YEAR 1 GRAND TOTAL	\$1,950,000	\$975,000	\$568,625	\$414,375	100%
Note. Budget based on \$13,000 per household × 150 households = \$1,950,000. Site allocation: Milwaukee 50% Racine 28.75% Kenosha 21.25%. Direct pillar services: 65% (\$1,267,500). Operations & administration: 35% (\$682,500). Cost per target youth reached: ~\$93.50/year (~20,860 Black males 12-26).					

Four Pillars budget designed for N=150 household intervention across I-94 Corridor with integrated pillar delivery model.

Table J2 Personnel Costs

PERSONNEL COSTS — \$390,000 (20% OF \$1,950,000 TOTAL BUDGET)							
SECTION A: STAFFING STRUCTURE BY POSITION							
Position	FTE	Base Salary	Benefits	Total Comp	Site	Primary Responsibilities	Pillar Alignment
LEADERSHIP — \$110,000 (28.2% of Personnel)							
Solution Director <small>(Executive Leadership)</small>	1.0	\$88,000	\$22,000	\$110,000	Corridor-Wide	Strategic oversight, funder relations, data reporting, cross-site coordination, outcome measurement	All Pillars: SFC, E&L, BTBD, SoB
SITE COORDINATORS — \$179,000 (43.6% of Personnel)							
Site Coordinator <small>(Milwaukee Lead)</small>	1.0	\$52,000	\$13,000	\$65,000	MILWAUKEE	50 household oversight, pillar implementation, community partnerships, intake coordination	All Pillars (50 HH × \$17,176 avg)
Site Coordinator <small>(Racine Lead)</small>	1.0	\$44,000	\$11,000	\$55,000	RACINE	50 household oversight, pillar implementation, community partnerships, intake coordination	All Pillars (50 HH × \$10,173 avg)
Site Coordinator <small>(Kenosha Lead)</small>	1.0	\$40,000	\$10,000	\$50,000	KENOSHA	50 household oversight, pillar implementation, community partnerships, intake coordination	All Pillars (50 HH × \$7,025 avg)
COMMUNITY OUTREACH SPECIALISTS — \$110,000 (28.2% of Personnel)							
Community Outreach <small>(Milwaukee - 1.2 FTE)</small>	1.2	\$38,400	\$9,600	\$48,000	MILWAUKEE	Household engagement, referrals, follow-up, community events, resource navigation	SFC (Primary), BTBD (Secondary)
Community Outreach <small>(Racine - 0.9 FTE)</small>	0.9	\$28,800	\$7,200	\$36,000	RACINE	Household engagement, referrals, follow-up, community events, resource navigation	E&L (Primary), SoB (Secondary)
Community Outreach <small>(Kenosha - 0.65 FTE)</small>	0.65	\$20,800	\$5,200	\$26,000	KENOSHA	Household engagement, referrals, follow-up, community events, resource navigation	BTBD (Primary), SFC (Secondary)
TOTAL PERSONNEL	6.75	\$312,000	\$78,000	\$390,000		20% of Total Budget Benefits = 25% of Base Salary	
SECTION B: PERSONNEL COSTS BY SITE							
Category		MILWAUKEE	RACINE	KENOSHA	CORRIDOR		TOTAL
Site Coordinators (1.0 FTE each)		\$65,000	\$55,000	\$50,000	—		\$170,000 (43.6%)
Community Outreach Specialists		\$48,000	\$36,000	\$26,000	—		\$110,000 (28.2%)
Solution Director (1.0 FTE)		—	—	—	\$110,000		\$110,000 (28.2%)
SITE TOTALS		\$113,000	\$91,000	\$76,000	\$110,000		\$390,000
% of Personnel Budget		29.0%	23.3%	19.5%	28.2%		100%
Note. Personnel costs represent 20% of the total \$1,950,000 budget. Benefits calculated at 25% of base salary include health insurance, retirement contributions, and payroll taxes. FTE allocations reflect site-specific household caseloads: Milwaukee (50 HH), Racine (50 HH), Kenosha (50 HH). Solution Director provides corridor-wide oversight and funder accountability.							

Personnel structure supports Four Pillars household solution delivery: SFC, E&L, BTBD, and SoB across the I-94 Corridor.

Table J3 Solution Materials and Supplies

Table J3
Four Pillars Solution Materials and Supplies: I-94 Corridor Implementation

SOLUTION MATERIALS & SUPPLIES — BY PILLAR					
MATERIAL / SUPPLY ITEM	UNIT COST	QUANTITY	TOTAL COST	DISTRIBUTION	PURPOSE / NOTES
PILLAR 1: SOLID FOUNDATION CERTIFICATION (SFC) — Personal Development, Self-Esteem & Violence					
Personal Development Curriculum Kits	\$450	150	\$67,500	1 per household	Self-esteem building, conflict resolution
Safety Planning Workbooks	\$35	450	\$15,750	3 per household	Individual safety plans, emergency contacts
Community Resource Cards (500 packs)	\$125	30	\$3,750	10 packs/site	VI contacts, hotlines, support services
SFC MATERIALS SUBTOTAL			\$87,000		4.5% of total budget
PILLAR 2: EATZ & LEARN (E&L) — Literacy Intervention					
Age-Appropriate Book Sets (12-26 range)	\$285	150	\$42,750	1 set/household	Culturally relevant, high-interest texts
Literacy Assessment Kits (STAR/Lexia)	\$175	150	\$26,250	1 per household	Preprint reading level assessment
Digital Learning Tablets (refurbished)	\$185	150	\$27,750	1 per household	Literacy apps, e-books, progress tracking
Writing & Journaling Supplies	\$45	450	\$20,250	3 per household	Journals, pens, writing guides
E&L MATERIALS SUBTOTAL			\$117,000		6.0% of total budget
PILLAR 3: BECOMING THE BEST DAD (BTBD) — Father Engagement					
Father Engagement Curriculum Guides	\$225	150	\$33,750	1 per household	FPI assessment, engagement strategies
Co-Parenting Communication Workbooks	\$55	300	\$16,500	2 per household	For both parents/guardians
Father-Child Activity Kits	\$145	150	\$21,750	1 per household	Games, projects, bonding activities
BTBD MATERIALS SUBTOTAL			\$72,000		3.7% of total budget
PILLAR 4: STANDING ON BUSINESS (SoB) — Entrepreneurial & Workforce Development					
Entrepreneurship Starter Kits	\$85	450	\$38,250	3 per household	Business planning, financial literacy
Workforce Development Workbooks	\$65	450	\$29,250	3 per household	Resume building, interview skills, job search
Career Pathway Resource Kits	\$125	150	\$18,750	1 per household	Trade info, certification guides, contacts
SoB MATERIALS SUBTOTAL			\$86,250		4.4% of total budget
TOTAL MATERIALS & SUPPLIES			\$362,250		18.6% of \$1,950,000 Budget

Note. All materials designed for household-based delivery model. Unit costs reflect bulk purchasing discounts where applicable. Quantities based on N=150 households. Materials distributed across I-94 Corridor: Milwaukee (n=50), Racine (n=50), Kenosha (n=50). Digital tablets include 1-year warranty and pre-loaded educational software. FPI = Father Presence Index. All curriculum materials are culturally responsive and age-appropriate for target demographic (Black males ages 12-26).

Materials budget supports integrated Four Pillars household solution across personal development, literacy, father engagement, and workforce domains.

Table J4 Site-Specific Resource Allocation

SITE-SPECIFIC RESOURCE ALLOCATION — \$1,950,000 TOTAL BUDGET				
RESOURCE CATEGORY	MILWAUKEE (n=30 16%)	RACINE (n=50 26.75%)	KENOSHA (n=50 21.25%)	CORRIDOR TOTAL
DIRECT PILLAR SERVICES (65% of Budget)				
Pillar 1: Solid Foundation Certification Personal Development, Self-Esteem & Violence	\$130,000	\$66,625	\$47,125	\$243,750
Pillar 2: Eat, & Learn (E&L) Literacy Intervention	\$170,625	\$97,500	\$73,125	\$341,250
Pillar 3: Becoming The Best Dad (BTBD) Father Engagement	\$170,625	\$95,875	\$74,750	\$341,250
Pillar 4: Standing on Business (SoB) Entrepreneurial & Workforce Development	\$170,625	\$95,875	\$74,750	\$341,250
PILLAR SERVICES SUBTOTAL	\$641,875	\$355,875	\$269,750	\$1,267,500
PERSONNEL & STAFFING (20% of Budget)				
Site Coordinator (1.0 FTE each) Local implementation lead	\$65,000	\$55,000	\$50,000	\$170,000
Community Outreach Specialists Household engagement & support	\$48,000	\$36,000	\$26,000	\$110,000
Solution Director (Corridor-Wide) Overall leadership & coordination	(Corridor-Wide Position)			\$110,000
PERSONNEL SUBTOTAL	\$113,000	\$91,000	\$76,000	\$380,000
RESEARCH & DATA COLLECTION (7.5% of Budget)				
Data Collection & Entry Survey administration, tracking	\$32,500	\$19,500	\$13,000	\$65,000
Statistical Analysis & Reporting Outcome evaluation, dissemination support	(Corridor-Wide)			\$81,250
RESEARCH SUBTOTAL	\$32,500	\$19,500	\$13,000	\$146,250
OPERATIONS & CONTINGENCY (7.5% of Budget)				
Travel & Transportation Staff travel, household visits	\$26,000	\$16,250	\$9,750	\$52,000
Supplies & Contingency Reserve Office supplies, insurance, funds	\$45,500	\$26,000	\$22,750	\$94,250
OPERATIONS SUBTOTAL	\$71,500	\$42,250	\$32,500	\$146,250
SITE GRAND TOTAL	\$858,875	\$508,625	\$391,250	\$1,950,000
% OF TOTAL BUDGET	44.0%	26.1%	20.1%	100%
COST PER HOUSEHOLD	\$17,178	\$10,173	\$7,825	\$13,000 avg

Note. Site allocation reflects population density, intervention intensity needs, and existing infrastructure capacity. Milwaukee receives higher allocation due to larger target population.

Corridor-wide positions (Solution Director, Statistical Analysis) serve all three sites. Each site receives equal household allocation (n=50) with differentiated resource intensity.

FTE = Full-Time Equivalent. Cost per household varies by site due to economies of scale and infrastructure differences. Average cost: \$13,000/household across corridor.

Resource allocation supports integrated Four Pillars household solution across I-94 Corridor: Milwaukee, Racine, and Kenosha, Wisconsin.

Table J5 Funding Sources and Sustainability Plan

Table J5
Funding Sources and Sustainability Plan: I-94 Corridor Four Pillars Solution

FUNDING SOURCES & SUSTAINABILITY — \$1,950,000 YEAR 1 BUDGET					
SECTION A: PRIMARY FUNDING SOURCES					
Funding Source	Specific Grant / Opportunity	Amount	% Budget	Status	Pillar Alignment
FEDERAL SOURCES — \$780,000 (40%)					
U.S. Dept. of Justice (DOJ)	Community Violence Intervention & Prevention	\$390,000	20.0%	High Priority	SFC (Violence), BTBD (Family Stability)
U.S. Dept. of Education	Innovative Approaches to Literacy (IAL)	\$195,000	10.0%	High Priority	E&L (Literacy Intervention)
U.S. Dept. of Labor (DOL)	YouthBuild / Reentry Employment Opportunities	\$195,000	10.0%	Moderate	SoB (Workforce Development)
STATE SOURCES (WISCONSIN) — \$487,500 (25%)					
WI Dept. of Justice	Violence Prevention Grant / Office of Crime Victim Services	\$195,000	10.0%	High Priority	SFC (Violence Prevention)
WI Dept. of Children & Families	Fatherhood Initiative / Community Youth Grants	\$146,250	7.5%	High Priority	BTBD (Father Engagement)
WI Dept. of Workforce Development	Wisconsin Fast Forward / Youth Apprenticeship	\$146,250	7.5%	Moderate	SoB (Entrepreneurial/Workforce)
PRIVATE FOUNDATIONS — \$390,000 (20%)					
Robert Wood Johnson Foundation	Culture of Health / Evidence for Action	\$117,000	6.0%	Moderate	All Pillars (Health Equity Focus)
Greater Milwaukee Foundation	Community Impact / Racial Equity Initiatives	\$97,500	5.0%	High Priority	SFC, E&L (Milwaukee Focus)
Bader Philanthropies / Annie E. Casey	Youth Development / Family Economic Success	\$175,500	9.0%	Moderate	BTBD, SoB (Family Economic Mobility)
LOCAL & CORPORATE SOURCES — \$282,500 (15%)					
City/County Government (MKE/Racine/Kenosha)	Community Development Block Grants (CDBG)	\$146,250	7.5%	High Priority	All Pillars (Site-Specific)
Corporate Partners (Regional)	Northwestern Mutual, Johnson Controls, Kohl's	\$97,500	5.0%	Developing	SoB (Workforce Pipeline)
Faith-Based / Church Partners	I-94 Corridor Church Network (In-Kind & Cash)	\$48,750	2.5%	Confirmed	BTBD (Community Anchors)
TOTAL YEAR 1 FUNDING TARGET		\$1,950,000	100%	Diversified Across All Four Pillars	
SECTION B: SUSTAINABILITY TIMELINE (YEARS 1-5)					
Sustainability Phase	Year 1 (Launch)	Year 2 (Growth)	Year 3 (Scale)	Years 4-5 (Sustain)	Long-Term Goal
Funding Mix Strategy	60% Gov't Grants 30% Private/Local	50% Gov't Grants 40% Private/Local	40% Gov't Grants 50% Private/Local	30% Gov't Grants 60% Earned/Private	Self-Sustaining Model
Annual Budget Projection	\$1,950,000	\$2,340,000	\$2,925,000	\$3,500,000+	\$4,000,000+
Households Served	150 households	225 households	350 households	500+ households	750+ households
Key Milestone	Pilot Launch + Data Collection	Outcome Reports + Expansion	Evidence-Based Model Validation	Regional Replication	National Model Dissemination
Note: Funding strategy emphasizes diversification across federal, state, foundation, and local sources to ensure long-term sustainability. Priority status reflects alignment with funder priorities and application readiness. Sustainability model transitions from grant-dependent (Year 1) to earned revenue and social enterprise model (Years 4-5). Corporate partnerships focus on workforce pipeline development through SoB pillar. All funding amounts represent Year 1 targets. Multi-year grants will be pursued where available. Faith-based partners provide both financial support and in-kind venue/volunteer contributions.					

Funding sustainability plan supports Four Pillars household solution: SFC, E&L, BTBD, and SoB across the I-94 Corridor.

APPENDIX K — Outcome Framework

Table K1 Outcome Measures Framework

Outcome Measures Framework: Four Pillars Solution Evaluation Metrics						
Outcome Measures Framework — 150 Households I-94 Corridor						
Outcome Domain	Key Performance Indicator (KPI)	Data Source / Instrument	Baseline Target	6 Month Target	12 Month Target	Success Threshold
Pillar 1: Solid Foundation Certification (SFC) — Personal Development, Self-Esteem & Violence						
Violence Reduction (Household Safety)	% of youth (12-26) with zero violence involvement (victim or perpetrator)	Police records; Self-report	Establish	+25%	+40%	≥40% reduction in violence incidents
Self-Esteem (Personal Development)	Mean score on Rosenberg Self-Esteem Scale (youth participants)	Rosenberg Scale (10-item)	Pre-test	+15%	+25%	≥25% improvement in mean score
Conflict Resolution (Skills Development)	% completing SFC curriculum with demonstrated skill proficiency	SFC Certification; Skills test	0%	50%	80%	≥80% certification completion
Pillar 2: EatZ & Learn (E&L) — Literacy Intervention						
Reading Level (Grade Equivalency)	Mean grade-level reading improvement among participants below grade level	STAR Reading / Lexile	Pre-test	+1.0 GL	+2.0 GL	≥2 grade-level improvement/year
Program Engagement (Session Attendance)	% of enrolled youth attending ≥80% of scheduled E&L sessions	Attendance logs; Sign-in	N/A	70%	75%	≥75% sustained engagement
Academic Connection (School Enrollment)	% of school-age youth enrolled in school/GED program or completed	School records; Self-report	Establish	85%	90%	≥90% school/GED connection
Pillar 3: Becoming the Best Dad (BTBD) — Father Engagement						
Father Presence (Active Engagement)	% of households with father/father-figure actively engaged (co-weekly contact)	FPI Assessment; Logs	Establish	+30%	+50%	≥50% increase in active fathers
Co-Parenting Quality (Communication)	Mean score on Co-Parenting Relationship Scale (CRS)	CRS Assessment	Pre-test	+20%	+35%	≥35% improvement in CRS score
Program Completion (BTBD Certification)	% of enrolled fathers completing full BTBD curriculum (12 sessions)	Completion records	0%	45%	70%	≥70% completion rate
Pillar 4: Standing on Business (SoB) — Entrepreneurial & Workforce Development						
Employment Status (Workforce Connection)	% of working-age participants (18-26) employed or in training program	Employment records; Self-report	Establish	+35%	+50%	≥50% increase in employment
Financial Literacy (Knowledge Gain)	Mean score on Financial Literacy Assessment (pre/post)	Financial Literacy Quiz	Pre-test	+30%	+45%	≥45% improvement in score
Entrepreneurial Skills (Business Development)	% of interested participants completing business plan or micro-enterprise training	Business plan submissions	0%	25%	40%	≥40% complete business training
Cross-Pillar Household Outcome — Integrated Solution Success						
Household Stability (Composite Measure)	% of households demonstrating positive outcomes in ≥3 of 4 pillars	Composite index from all pillar assessments	Establish	50%	70%	≥70% of households show improvement across multiple pillars
<p>Note. All outcomes measured at household level for 150 families across Milwaukee (50), Racine (50), and Kenosha (50). Baseline data collected at intake; follow-up assessments at 6 and 12 months.</p> <p>Target population: Black males ages 12-26 and their households. Validated instruments include Rosenberg Self-Esteem Scale, STAR/Lexile Reading Assessment, Fatherhood Program Inventory (FPI), and Co-Parenting Relationship Scale (CRS). Success thresholds established based on comparable evidence-based intervention benchmarks and solution feasibility within 12-month timeframe.</p>						

Outcome measures aligned with Four Pillars household solution: SFC, E&L, BTBD, and SoB across the I-94 Corridor.

Table K2 Data Collection Timeline

Table K2
Data Collection Timeline and Methods: Four Pillars Solution Evaluation Protocol

DATA COLLECTION TIMELINE — 12-MONTH EVALUATION CYCLE 150 HOUSEHOLDS						
COLLECTION PHASE	TIMING	DATA ELEMENTS	INSTRUMENTS / TOOLS	COLLECTION METHOD	RESPONSIBLE PARTY	PILLAR ALIGNMENT
PHASE 1: INTAKE & BASELINE ASSESSMENT (Month 0)						
Household Enrollment	Week 1-2	Demographics, household composition, contact info, consent forms, eligibility verification, referral source	Household Intake Form; Consent Documents	In-person interviews; Home visit	Site Coordinator	All Pillars (SFC, E&L, BTBD, SoB)
Baseline Assessments	Week 2-3	Self-esteem scores, reading levels, father engagement status, employment, violence history, financial literacy	Rosenberg Scale; STAR; FFI; Financial Lit Quiz; Violence History Form	Standardized testing; Self-report surveys	Site Coordinator; Outreach Specialist	SFC (Rosenberg, Violence) E&L (STAR); BTBD (FFI); SoB (Fin Lit)
PHASE 2: ONGOING MONITORING (Months 1-12)						
Session Attendance	Weekly / Per Session	Participation in pillar activities, session attendance, engagement level, curriculum completion progress	Attendance Logs; Sign-in Sheets	Digital sign-in; Facilitator logs	Outreach Specialist	All Pillars (per session type)
Case Notes & Progress Updates	Bi-weekly	Service delivery notes, barriers encountered, referrals made, family engagement observations	Case Management System; Progress Notes	Staff documentation; Database entry	Site Coordinator; Outreach Specialist	All Pillars (household-level)
Critical Incident Reporting	As Needed	Violence incidents, arrests, school suspensions/expulsions, housing instability, safety concerns	Critical Incident Form; Safety Protocol Docs	Immediate report; Within 24 hours	All Staff, Solution Director	SFC (Primary); All Pillars (Secondary)
PHASE 3: MIDPOINT ASSESSMENT (Month 6)						
6-Month Reassessment	Month 6 (Week 24-26)	Re-administer all baseline instruments; compare progress against 6-month targets; identify intervention adjustments	All Baseline Instruments (Rosenberg, STAR, FFI, CFS, Financial Lit)	Standardized testing; Self-report surveys	Site Coordinator; Solution Director	All Pillars (comparative analysis)
Qualitative Feedback	Month 6	Participant satisfaction, perceived impact, suggestions for improvement, barriers to engagement	Participant Survey; Focus Group Protocol	Online survey; Focus groups (10-12 per site)	Solution Director; External Evaluator	All Pillars (process evaluation)
PHASE 4: EXIT ASSESSMENT (Month 12)						
12-Month Final Assessment	Month 12 (Week 48-52)	Final administration of all outcome instruments; comparison to baseline and 6-month data; success determination	All Baseline Instruments; Household Stability Composite Index	Standardized testing; Self-report; Records	Site Coordinator; Solution Director	All Pillars (outcome evaluation)
Exit Interview & Transition Plan	Month 12	Program completion status, sustainability plan, ongoing resource needs, community connection, testimonials	Exit Interview Protocol; Transition Checklist	In-person interview; Documentation review	Site Coordinator	All Pillars (transition planning)
PHASE 5: POST-PROGRAM FOLLOW-UP (Months 18 & 24)						
Long-Term Impact Tracking	6 & 12 months post-exit	Sustained outcomes: violence-free status, employment retention, continued father engagement, academic progress	Follow-Up Survey; Records Check	Phone/text survey; Administrative data	Solution Director; External Evaluator	All Pillars (sustainability evaluation)
DATA MANAGEMENT & QUALITY ASSURANCE						
Data Storage & Security		Quality Control Procedures			Reporting Schedule	
Secure cloud-based database (HIPAA-compliant) Role-based access, encrypted transmission, daily backups		Weekly data audits by Site Coordinator; Monthly QA review by Solution Director; Quarterly external data verification			Monthly dashboards to Solution Director; Quarterly reports to funders; Annual outcome report for stakeholders	
Note. Data collection spans 12-month active intervention period plus 12 months of post-program follow-up for 150 households across Milwaukee (50), Racine (50), and Kenosha (50). All instruments administered in culturally appropriate manner with language accommodations as needed. IRB approval obtained prior to data collection initiation.						

Data collection protocol supports Four Pillars household solution evaluation: SFC, E&L, RTBD, and SoI across the I-94 Corridor.

Table K3 Pillar-Specific Outcome Indicators

Table K3
Pillar-Specific Outcome Indicators: Detailed Metrics for Four Pillars Solution

PILLAR 1: SOLID FOUNDATION CERTIFICATION (SFC) — Personal Development, Self-Esteem & Violence						
OUTCOME INDICATOR	OPERATIONAL DEFINITION	MEASUREMENT TOOL	BASELINE	12-MO TARGET	DATA SOURCE	EVIDENCE-BASED BENCHMARK
Violence-Free Status (Primary Outcome)	Zero involvement in violence as victim or perpetrator during program period	Police/court records; Self-report	Establish	≥40% ↓	Admin records	Case Violence: 41-73% shooting reduction
Self-Esteem Score (Personal Development)	Mean score improvement on validated self-esteem measure (range 10-40)	Rosenberg Self-Esteem Scale	Pre-test	≥25% ↑	Pre/post survey	Youth programs: 15-30% SE improvement
SFC Certification (Curriculum Completion)	Complete 12-session curriculum with passing score on skills assessment	SFC Skills Assessment	0%	≥80% ↑	Completion log	Cognitive-behavioral: 70-80% completion
Conflict Resolution Skills (Behavioral Change)	Demonstrated use of non-violent conflict resolution in observed/spontaneous situations	Conflict Resolution Inventory	Pre-test	≥35% ↑	Self/staff report	Aggression replacement: 30-40% improvement
PILLAR 2: EATZ & LEARN (E&L) — Literacy Intervention						
Reading Level Gain (Primary Outcome)	Grade-level equivalent improvement in reading comprehension/fluency	STAR Reading / Lexia	Pre-test	+2.0 GL	Pre/post test	Intensive tutoring: 1.5-2.5 GL/year gain
Session Engagement (Program Dosage)	Attendance at ≥80% of scheduled E&L literacy sessions	Attendance tracking system	N/A	≥75% ↑	Sign-in logs	After-school programs: 70-80% retention
School/GED Connection (Academic Status)	Enrolled in school or GED program, or obtained GED/diploma	School enrollment verification	Establish	≥90% ↑	School records	Re-engagement programs: 85-90% enrollment
Reading Motivation (Attitude Change)	Increased positive attitudes toward reading and learning	Motivation to Read Profile	Pre-test	≥30% ↑	Pre/post survey	Literacy programs: 25-40% attitude gain
PILLAR 3: BECOMING THE BEST DAD (BTBD) — Father Engagement						
Active Father Engagement (Primary Outcome)	Father/father-figure has weekly meaningful contact with youth	Father Presence Index (FPI)	Establish	≥50% ↑	FPI Assessment	Fatherhood programs: 40-60% engagement ↑
Co-Parenting Quality (Relationship Outcome)	Improved communication and cooperation between parents/caregivers	Co-Parenting Relationship Scale	Pre-test	≥35% ↑	CBS survey	Co-parenting interventions: 30-40% ↑
BTBD Completion (Program Dosage)	Enrolled fathers complete full 12-session BTBD curriculum	Completion tracking	0%	≥70% ↑	Program logs	Fatherhood programs: 60-75% completion
Child Support Compliance (Financial Responsibility)	Among fathers with order: current on payments or active payment plan	Self-report; Admin records	Establish	≥40% ↑	Child support data	Fatherhood + employment: 35-50% ↑
PILLAR 4: STANDING ON BUSINESS (SoB) — Entrepreneurial & Workforce Development						
Employment/Training (Primary Outcome)	Employed, in job training, or enrolled in credentialed program (ages 18-26)	Employment verification	Establish	≥50% ↑	Self-report; records	Workforce programs: 45-60% placement
Financial Literacy Score (Knowledge Gain)	Improved scores on budgeting, saving, credit, and financial planning concepts	Financial Literacy Assessment	Pre-test	≥45% ↑	Pre/post test	Financial education: 40-50% knowledge gain
Business Plan Completion (Entrepreneurial Track)	Among interested: complete viable business plan or micro-enterprise training	Business plan rubric	0%	≥40% ↑	Plan submission	Entrepreneurship training: 35-50% completion
Career Pathway ID (Future Orientation)	Participant can articulate career goals and steps to achieve them	Career Development Plan	Establish	≥35% ↑	Staff assessment	Career counseling: 30-35% goal clarity
<p>Note. All outcome indicators measured at household level for 150 families across I-94 Corridor sites. Evidence-based benchmarks derived from peer-reviewed literature on comparable interventions.</p> <p>Primary outcomes bolded for each pillar. GL = Grade Level. ↑ indicates increase/improvement from baseline. Targets set to be ambitious yet achievable based on literature review and program capacity.</p> <p>Target population: Black males ages 12-26 and their households in Milwaukee, Racine, and Kenosha, Wisconsin. All instruments validated for use with target population.</p>						

Pillar-specific indicators support Four Pillars household solution: SFC, E&L, BTBD, and SoB across the I-94 Corridor.

Table K4 Household Progress Tracking Matrix

Table K4

Household Progress Tracking Matrix: Individual Household Monitoring System

HOUSEHOLD PROGRESS TRACKING MATRIX — 150 HOUSEHOLDS | 12-MONTH MONITORING CYCLE

SECTION A: HOUSEHOLD IDENTIFICATION & STATUS TRACKING

Household	Site	Intake	Primary	Youth	Father	Assigned	Current	Last	Next	Risk	Notes /
MKE-001	Milwaukee	01/15/26	M. Johnson	2 (14, 17)	Non-Active	J. Williams	Active	11/28/26	12/12/26	Medium	Older youth school truancy
RAC-015	Racine	02/03/26	T. Brown	1 (10)	Engaged	A. Martinez	Active	11/25/26	12/09/26	Low	Strong engagement; job ready
KEN-008	Kenosha	01/22/26	S. Davis	3 (12, 15, 22)	Unknown	R. Thompson	At Risk	11/15/26	OVERDUE	High	22yo violence incident 11/10

... (150 household rows total: Milwaukee 001-050 | Racine 001-050 | Kenosha 001-050) ...

SECTION B: FOUR PILLARS PROGRESS INDICATORS (Per Household)

Household	Pillar 1: SFC				Pillar 2: E&L				Pillar 3: BTBD				Pillar 4: SoB			
ID	Volunteered First	Self-Entered	90% Cat	Cardless Res.	Reading Level	Sessions Attended	School GED	Goal Met%	Father Engage	Cat. Parent	BTBD Comp.	Child Support	Engage/Team	Fw Ltr	Res. Plan	Case Path
MKE-001	✓	+18%	8/12	+27%	+1.2 GL	62%	✓	+20%	+10%	N/A	N/A	N/A	✓	+38%	N/A	✓
RAC-015	✓	+32%	12/12	+40%	+2.1 GL	88%	✓	+30%	+50%	+42%	12/12	✓	✓	+52%	✓	✓
KEN-008	✗	-5%	3/12	+8%	+0.4 GL	40%	✗	+5%	+10%	N/A	N/A	N/A	✗	+22%	N/A	✗

... (150 household rows with pillar-specific progress indicators) ...

SECTION C: COMPOSITE HOUSEHOLD STABILITY SCORE

Household ID	Pillars Meeting Target	Composite Score	Stability Status	Trend (3-Mo)	Intervention Priority
MKE-001	2 of 4 (SFC partial, E&L partial, SoB ✓)	58%	Progressing	↑ Improving	BTBD outreach; School re-engagement
RAC-015	4 of 4 (All pillars ✓)	94%	Stable	↑ Sustained	Transition planning; Alumni network
KEN-008	0 of 4 (All pillars below target)	22%	At-Risk	↓ Declining	URGENT: Case conference; Safety plan

LEGEND:

✓ = Target Met ✗ = Below Target N/A = Not Applicable N/A = Not Interested

On Track (≥Target)

Progressing (<Target)

At-Risk (Far Below)

COMPOSITE THRESHOLDS: Stable ≥ 70% Progressing ≥ 48-69% At-Risk ≤ <40%

RISK LEVELS: Low = Stable progress Medium = Needs attention High = Immediate intervention

Percentage values show change from baseline. Session attendance shows actual percentage. Curriculum completion shows sessions completed/total. GL = Grade Level improvement.

Note: Matrix updated bi-weekly by Site Coordinators. Composite scores calculated from weighted pillar indicators with primary outcomes weighted 2x. Success threshold: ≥70% of households achieving "Stable" status by Month 12. Households at "At-Risk" status trigger mandatory case conference within 48 hours. BTBD indicators marked N/A when no father/father-figure identified. Data exported monthly for Solution Director dashboard and quarterly funder reports. Individual household data protected per IRB protocol and HIPAA requirements.

Household tracking matrix supports Four Pillars solution monitoring across 150 I-94 Corridor households: Milwaukee (50), Racine (50), Kenosha (50).

Table K5 Long-Term Impact Measures

Table K5
Long-Term Impact Measures: Sustainability and Community-Level Outcomes

LONG-TERM IMPACT MEASURES — POST-PROGRAM SUSTAINABILITY MONTHS 18-24 & BEYOND							
LEVEL 1: INDIVIDUAL YOUTH SUSTAINED OUTCOMES (Ages 12-26)							
IMPACT MEASURE	OPERATIONAL DEFINITION	DATA SOURCE	12-MO EXIT	18-MO F/U	24-MO F/U	SUCCESS	PILLAR ALIGNMENT & NOTES
Sustained Violence-Free Status	Zero violence involvement (victim/perpetrator) during follow-up period	Police records; Self-report	≥40% ↑	Maintain	Maintain	≥85% retain	SFC Primary Critical safety outcome
Educational Attainment Progression	Enrolled in school/GED, graduated, or enrolled in post-secondary	School records; Self-report	90%	92%	95%	≥90% at 24mo	EKL Primary Includes credential programs
Employment Stability (Ages 18-24)	Employed ≥6 months OR enrolled in training/apprenticeship program	Employment records	≥50% ↑	55%	60%	≥60% stable	Sub Primary Living wage threshold
Justice System Non-Involvement	No new arrests, charges, or incarcerations during follow-up	Court records; Self-report	Establish	≥80%	≥85%	≥85% clear	SFC Secondary Recidivism prevention
LEVEL 2: HOUSEHOLD-LEVEL SUSTAINED OUTCOMES (150 Households)							
Sustained Father Engagement	Father/father figure maintains weekly contact with youth post-program	FPI follow-up; Self-report	≥50% ↑	Maintain	Maintain	≥80% retain	BTBD Primary Among engaged fathers
Household Economic Stability	Housing stable; No utility shutoffs; Reduced public assistance dependency	Self-report; Admin data	Establish	+15%	+25%	≥25% improve	Sub + BTBD Financial stability index
Multi-Pillar Stability Maintenance	Household maintains positive outcomes in ≥3 of 4 pillars post-program	Composite follow-up	≥70%	≥55%	≥60%	≥80% sustain	All Pillars Accounts for natural attrition
Intergenerational Transfer	Older youth (18+) model positive behaviors for younger siblings/children	Family survey; Staff obs.	N/A	Assess	≥50%	≥50% evident	SFC + BTBD Cycle-breaking indicator
LEVEL 3: COMMUNITY-LEVEL IMPACT (I-94 Corridor: Milwaukee, Racine, Kenosha)							
Neighborhood Violence Reduction	Reduction in violent crime rates in target ZIP codes vs. comparison areas	Police data; CDC WISQARS	Baseline	-10%	-15%	≥15% reduction	SFC ZIP-code level analysis
School Climate Improvement	Reduced suspension/expulsion in partner schools serving participants	School district data	Baseline	-15%	-20%	≥20% reduction	EKL + SFC Partner school analysis
Community Resource Network Growth	New partnerships established; Referral network expansion across corridor	Partnership tracking	20 partners	30 partners	40 partners	100% growth	All Pillars Sustainability infrastructure
LEVEL 4: SYSTEMIC & POLICY IMPACT (Regional/State/National)							
Evidence-Based Model Validation	Four Pillars approach achieves publishable outcomes; Peer review	Publication tracking	Draft	Submit	Publish	≥1 publication	All Pillars Peer-reviewed journal
Policy Influence & Replication	Model informs state/local policy; Replication interest from other regions	Policy tracking; Inquiries	Brief	Present	Adopt	≥2 adoptions	All Pillars State-local policy adoption
Cost-Benefit Demonstration	Documented ROI showing cost savings vs. incarceration/intensity services	Economic analysis	Collect	Analyze	Report	≥3:1 ROI	All Pillars WSIPP methodology
<p>Note. Long-term impact measures extend evaluation beyond 12-month intervention to assess sustainability at 18 and 24 months post-enrollment, plus community and systemic effects. Follow-up data collected via phone/text surveys, administrative records checks, and community-level data analysis. Retention targets account for expected attrition (10-15% annually). F/U = Follow-Up. ROI = Return on Investment. WSIPP = Washington State Institute for Public Policy methodology. Systemic impact measures support dissertation “constructive genocide” framework.</p>							

Long-term impact measures demonstrate Four Pillars solution sustainability across Individual, Household, Community, and Systemic levels for I-94 Corridor.

APPENDIX L — Supporting Documents

Table L1 Glossary of Key Terms

Table L1
Glossary of Key Terms and Definitions

GLOSSARY OF KEY TERMS — DISSERTATION TERMINOLOGY & OPERATIONAL DEFINITIONS		
SECTION A: CORE CONCEPTUAL TERMS		
TERM	OPERATIONAL DEFINITION	CONTEXT / SOURCE
Constructive Genocide	The systematic destruction of a population group through institutional neglect, resource deprivation, and environmental conditions that produce premature death, incarceration, and social marginalization, rather than direct physical violence. Distinguished from classical genocide by its indirect, structural mechanisms.	Dissertation framework; Extends structural violence theory (Galtung)
Non-Active Father	A biological father or father figure who is physically present or accessible but fails to engage meaningfully in caregiving, emotional support, guidance, or financial provision for their children. Distinguished from "absent fathers" by focusing on engagement quality rather than physical presence alone.	Dissertation framework; Advances fatherhood engagement literature
Four-Factor Framework	An integrated analytical model examining violence, literacy, non-active fathers, and low self-esteem as interconnected agents contributing to constructive genocide among Black males ages 12-26. Posits that these factors operate synergistically and must be addressed simultaneously through household-level intervention.	Dissertation theoretical contribution; Integrates existing literature streams
Household-First Approach	An intervention philosophy that treats the household unit—rather than individual youth—as the primary target of services, recognizing that sustainable change requires engaging all family members and addressing environmental factors within the home context.	Family systems theory; Ecological model (Bronfenbrenner)
SECTION B: FOUR PILLARS INTERVENTION TERMS		
Solid Foundation Certification (SFC)	A 12-session personal development curriculum addressing self-esteem, identity, conflict resolution, and violence prevention. Participants who complete the curriculum with passing assessment scores receive SFC designation, signifying foundation readiness for additional pillar programming.	Pillar 1; CBT-based curriculum
Eatz & Learn (E&L)	A literacy intervention model combining meal provision with structured literacy instruction. Sessions include communal dining, reading comprehension activities, and academic support targeting grade-level reading gains. Food provision addresses barriers to engagement and creates positive learning associations.	Pillar 2; Evidence-based literacy
Becoming The Best Dad (BTBD)	A 12-session fatherhood engagement curriculum designed to transition non-active fathers to active engagement. Content includes parenting skills, co-parenting communication, child development, financial responsibility, and emotional availability. Addresses barriers including incarceration history and relationship conflict.	Pillar 3; Responsible Fatherhood
Standing on Business (SoB)	An economic empowerment pillar providing workforce development, financial literacy, and entrepreneurship training. Participants ages 18-26 receive job readiness skills, credential pathways, and micro-entrepreneur development support. Goal is sustainable employment at living wage or business ownership.	Pillar 4; Workforce development
SECTION C: METHODOLOGICAL & RESEARCH TERMS		
I-94 Corridor	The geographic focus area for this dissertation research, comprising Milwaukee, Racine, and Kenosha, Wisconsin—three cities connected by Interstate 94 with demographically similar Black populations and shared socioeconomic challenges. Combined target population approximately 120,000 Black males ages 12-26.	Dissertation geographic scope; Southeast Wisconsin region
Violence Interrupter	A trained community worker, often with lived experience of violence, who intervenes in conflicts before they escalate to violence. Uses credible messenger approach, street outreach, and mediation. Central to Cure Violence model with documented 40-70% violence reduction in implementation sites.	Cure Violence Global; Public health violence prevention
Quasi-Experimental Design	The research methodology employed in this study, using pre-and-post-test comparison with matched control groups but without random assignment. Appropriate for community-based intervention research where randomization is impractical or unethical. Controls for threats to internal validity through statistical methods.	Research design; Campbell & Stanley methodology
Propensity Score Matching	A statistical technique used to create comparable treatment and control groups by matching participants on observed characteristics (demographics, baseline risk, neighborhood). Reduces selection bias in quasi-experimental designs when randomization is not possible.	Rosenbaum & Rubin (1983); Causal inference methodology
SECTION D: OUTCOME MEASUREMENT TERMS		
Rosenberg Self-Esteem Scale	A 10-item validated instrument measuring global self-worth through positive and negative feelings about self. Scores range 10-40, with higher scores indicating higher self-esteem. Primary self-esteem measure for SFC pillar outcomes. Validated across diverse populations including African American adolescents.	Rosenberg (1965); Standard self-esteem assessment
Father Presence Index (FPI)	A multi-dimensional measure assessing father/father-figure engagement across domains: physical presence, emotional availability, financial support, guidance/mentoring, and co-parenting cooperation. Distinguishes active from non-active status. Primary outcome measure for BTBD pillar.	Adapted from NRFC measures; Father engagement assessment
Lexile Score / STAR Reading	Standardized reading assessment measures reporting grade-level equivalent reading ability. Lexile scores range from below 200L (beginning reader) to above 1600L (advanced). STAR Reading provides computer-adaptive assessment with grade equivalent reporting. Target: +2.0 grade level gain in 12 months.	MetaMetrics / Renaissance; Literacy assessment tools
Household Stability Composite Index	An aggregate measure combining outcomes across all four pillars to determine overall household success. Primary outcomes weighted 2x. Thresholds: Stable (≥70%), Progressing (40-69%), At-Risk (<40%). Used for case management decisions and overall program evaluation.	Dissertation-developed measure; Multi-domain composite
Note. Definitions provided are operational for this dissertation research. Terms may have broader definitions in other contexts. All assessment instruments have documented reliability and validity for use with target population (Black males ages 12-26). See Appendix G for complete measurement protocols and Appendix B for methodological details. NRFC = National Responsible Fatherhood Clearinghouse. CBT = Cognitive Behavioral Therapy.		

Glossary provides standardized terminology for dissertation: "Who Really Cares? Examining Violence, Illiteracy, Non-Active Fathers, and Low Self-Esteem as Agents of Constructive Genocide"

Table L2 Informed Consent and IRB Documentation

Table 1.2

Informed Consent and IRB Documentation Templates

INFORMED CONSENT & IRB DOCUMENTATION — HUMAN SUBJECTS PROTECTION PROTOCOLS

SECTION A: ADULT INFORMED CONSENT FORM (Ages 18-26 & Parents/Guardians)

ELEMENT	REQUIRED CONTENT / TEMPLATE LANGUAGE
Study Title & Purpose	<p>Title: "Who Really Cares? Examining Violence, Illiteracy, Non-Active Fathers, and Low Self-Esteem as Agents of Constructive Genocide Among Black Males in America, Ages 12-26" — Four Pillars Household Intervention Study</p> <p>Purpose: To evaluate the effectiveness of a household-based intervention addressing violence, literacy, father engagement, and economic empowerment for Black males ages 12-26 and their families in Milwaukee, Racine, and Kenosha, Wisconsin.</p>
Procedures	If you agree to participate, your household will: (1) Complete intake assessments measuring reading level, self-esteem, father engagement, and employment status; (2) Participate in Four Pillars programming for 12 months including weekly sessions; (3) Complete assessments at 6 months, 12 months, 18 months, and 24 months post-enrollment. Total time: ~4 hours/week for services.
Risks & Discomforts	Potential risks include: (1) Emotional discomfort when discussing sensitive topics (violence, family relationships, trauma); (2) Time commitment required for participation; (3) Breach of confidentiality (mitigated through data security protocols). Counseling referrals available if distress occurs. You may skip any questions or withdraw at any time without penalty.
Benefits	Direct benefits may include: Improved literacy skills, enhanced self-esteem, stronger family relationships, job training/placement, financial literacy education, and connection to community resources. Indirect benefits: Contributing to research that may help other families in similar circumstances and inform policy to support Black males and their households.
Confidentiality	Your information will be kept confidential. Data stored in HIPAA-compliant encrypted database with unique ID codes (no names). Only research team has access. Published results will not identify individuals. Research retained 7 years per federal requirements.
Voluntary Participation	Participation is completely voluntary. You may refuse to participate or withdraw at any time without penalty or loss of benefits. Withdrawal will not affect your relationship with program sites or access to other community services.

SECTION B: MINOR ASSENT FORM (Ages 12-17) — Simplified Language Version

What is this study about?	"We are doing a research project to help young Black men and their families. We want to learn if our programs can help with reading, feeling good about yourself, staying safe from violence, and connecting with your dad or another caring adult. Your parent/guardian has already said it's okay for you to be in this study, but we want to make sure YOU want to join too."
What will I do?	"If you join, you will: (1) Answer some questions about yourself and your family; (2) Come to group sessions where you'll learn new skills and eat meals with others; (3) Work on reading and other school stuff; (4) Talk to us a few times over the next two years to see how things are going. Each session takes about 1-2 hours."
Will anything bad happen?	"Sometimes we might ask questions that feel uncomfortable or personal. You don't have to answer anything you don't want to. If you feel upset, we can help you talk to someone. Nothing bad will happen if you decide not to answer a question."
Will anything good happen?	"You might get better at reading, feel better about yourself, learn how to handle tough situations, and spend more time with positive adults. You'll also help us learn how to help other young people like you."
Do I have to do this?	"No! Being in this study is your choice. Even if your parent said yes, you can say no. If you start and change your mind later, you can stop at any time. No one will be mad at you, and you won't get in trouble."

SECTION C: IRB PROTOCOL REQUIREMENTS — TSCU IRB Submission Elements

PROTOCOL ELEMENT	REQUIREMENT	STATUS / DOCUMENTATION
Principal Investigator	Faculty advisor or qualified researcher	PI: Bruce C. Carter, Doctoral Candidate Faculty Advisor: Dr. Leicha Shaver (Committee Chair) CITI Training Completed: [Date] IRB Application: TSCU-2026-[####]
Vulnerable Populations	Additional protections for minors, low-income populations, at-risk youth	Minors (12-17): Parental consent + minor assent required Low-literacy accommodations: Oral consent option Justice-involved: No coercion protocols Spanish language forms available upon request
Risk Classification	Minimal risk with adequate protections; Expedited review eligible	Category: Minimal Risk (45 CFR 46.110) Review Type: Expedited Risks: Emotional discomfort (mitigated by referral protocols), confidentiality breach (mitigated by data security) Annual continuing review required
Recruitment Procedures	Non-coercive, voluntary enrollment through community partners	Referral sources: Schools, community organizations, churches, self-referral No incentive-based recruitment Flyers and outreach materials submitted for IRB approval 48-hour consideration period before consent

SECTION D: DATA PROTECTION & CONFIDENTIALITY PROTOCOLS

Data Storage & Security	All data stored on HIPAA-compliant cloud servers (AWS GovCloud or equivalent) with AES-256 encryption at rest and in transit. Role-based access control. Only PI, Co-Is, and approved research staff. Two-factor authentication required. Daily encrypted backups.	
De-identification Protocol	Participants assigned unique alphanumeric ID codes (e.g., MKE-001, RAC-015). Master linking file stored separately from data with additional encryption. Direct identifiers (names, addresses, SSN) never entered into research database. Limited dataset for analysis.	
Mandatory Reporting	Limits to confidentiality disclosed in consent: Wisconsin mandatory reporting laws require disclosure of child abuse/neglect, imminent harm to self/others, and certain communicable diseases. Participants informed that staff are mandated reporters.	
Retention & Destruction	Research data retained for 7 years following study completion per federal requirements (45 CFR 46). After retention period: Electronic data permanently deleted using DoD 5220.22-M standard; paper documents shredded. Destruction documented and certified.	

Note. All consent/assent forms available in English and Spanish. Forms written at 6th-grade reading level with oral consent option for participants with literacy challenges.

IRB approval required prior to any data collection. TSCU = Texan Seminary Christian University. CITI = Collaborative Institutional Training Initiative. CFR = Code of Federal Regulations.

Human subjects protections ensure ethical research conduct throughout Four Pillars intervention study across I-94 Corridor sites.

Table L3 Assessment Instruments Summary

Table L3
Assessment Instruments Summary

VALIDATED MEASURES FOR FOUR PILLARS EVALUATION				
INSTRUMENT	PURPOSE	RELIABILITY	SCORING	ADMINISTRATION
PILLAR 1: SOLID FOUNDATION CERTIFICATION (SFC)				
Rosenberg Self-Esteem Scale (RSES)	10-item measure of global self-worth; most widely used self-esteem measure	$\alpha = 0.77-0.88$ Test-retest: $r = 0.85$	Range: 10-40 Target: $\geq 25\%$ †	Self-report; 5-10 min Baseline, 6mo, 12mo, 18mo, 24mo
Conflict Resolution Inventory (CRI)	Non-violent conflict strategies; behavioral change measure	$\alpha = 0.78-0.84$ Factor analysis validated	3 subscales Target: $\geq 35\%$ †	Self-report; 10-15 min Baseline, 6mo, 12mo
PILLAR 2: EATZ & LEARN (E&L)				
STAR Reading Assessment	Computer-adaptive reading; comprehension and fluency	$r = 0.93-0.97$ Nationally normed	Grade Equivalent Target: ≥ 2.0 GE	Computer; 15-20 min Baseline, 6mo, 12mo, 18mo, 24mo
Motivation to Read Profile (MRP)	Reading self-concept and value of reading; 20 items	$\alpha = 0.75-0.82$ Urban youth validated	Range: 20-80 Target: $\geq 30\%$ †	Self-report; 10-15 min Baseline, 12mo
PILLAR 3: BECOMING THE BEST DAD (BTBD)				
Father Presence Index (FPI)	5-domain engagement: presence, emotional, financial	$\alpha = 0.85-0.91$ Black family validated	Non-Active: <50 Target: $\geq 50\%$ †	Self-report; 15-20 min Baseline, 6mo, 12mo, 18mo, 24mo
Co-Parenting Relationship Scale	Communication, conflict, support; 35-item version	$\alpha = 0.80-0.90$ Diverse families validated	7 subscales Target: $\geq 35\%$ †	Self-report; 15 min Baseline, 12mo
PILLAR 4: STANDING ON BUSINESS (SoB)				
Financial Literacy Assessment (FLA)	Budgeting, saving, credit; 25 items from CFPB	KR-20 = $0.75-0.82$ JumpStart aligned	% Correct Target: $\geq 45\%$ †	Knowledge test; 20-25 min Baseline, 12mo (Ages 18-26)
Employment Status Form	Employment, wages, training, credentials, business activity	Face validity BLS definitions	Binary + wages Target: $\geq 50\%$	Self-report + verification; 10 min Baseline, 6mo, 12mo, 18mo, 24mo
COMPOSITE & ADMINISTRATIVE MEASURES				
Household Stability Composite Index	Aggregate 4-pillar measure; primary outcomes 2x weighted	Content validity Expert panel	Stable: $\geq 70\%$ At-Risk: $<40\%$	Staff-completed; 10 min Monthly; Formal at 6mo, 12mo
Violence Tracking Form	Victim/perpetrator status; police/court records + self-report	Multi-source triangulation	Binary + count Target: $\geq 40\%$ †	Records + self-report; 15 min Baseline, 6mo, 12mo, 18mo, 24mo
<p>Note. All instruments selected for: (1) established psychometric properties, (2) validation with target population, (3) cultural appropriateness, and (4) feasibility for community-based administration. English and Spanish versions available. α = Cronbach's alpha. GE = Grade Equivalent. CFPB = Consumer Financial Protection Bureau. BLS = Bureau of Labor Statistics. † = improvement; ‡ = reduction.</p>				
Assessment instruments provide validated measurement for 150 households across I-94 Corridor sites.				

Table L4 Community Partner Resource Directory

Table L4
Community Partner Resource Directory

I-94 CORRIDOR IMPLEMENTATION PARTNERS			
ORGANIZATION	SERVICES PROVIDED	PILLAR ALIGNMENT	CONTACT & REFERRAL PROCESS
MILWAUKEE PARTNERS			
Running Rebels Community Center Milwaukee, WI	Violence intervention, youth development, mentoring, safe passage programs	SFC (Primary) E&L (Secondary)	Direct referral via intake coordinator MOU established for data sharing 48-hour response commitment
Milwaukee Fatherhood Initiative Milwaukee, WI	Father engagement, co-parenting support, custody navigation, family reunification	BTBD (Primary) SFC (Secondary)	Weekly case conferencing Bi-directional referral system Joint programming available
Milwaukee Area Literacy Council Milwaukee, WI	Adult literacy, GED prep, tutoring, workforce reading skills development	E&L (Primary) SoB (Secondary)	STAR assessment integration Shared curriculum alignment Monthly progress reporting
RACINE PARTNERS			
HALO, Inc. (Helping Achieve Life Opportunities)	Homeless services, job training, transitional housing, case management	SoB (Primary) SFC (Secondary)	Warm handoff protocol Housing-first referral priority Crisis intervention available 24/7
Racine Unified School District Racine, WI	Family engagement, truancy intervention, after-school programs, parent liaisons	E&L (Primary) BTBD (Secondary)	School-based referral system Data sharing agreement (FERPA) Parent liaison coordination
Real Men, Real Talk Racine Racine, WI	Peer mentoring, violence prevention, conflict mediation, community outreach	SFC (Primary) BTBD (Secondary)	Credible messenger model Street outreach coordination Weekly team meetings
KENOSHA PARTNERS			
Kenosha County Job Center Kenosha, WI	Workforce development, job placement, credential programs, resume services	SoB (Primary) E&L (Secondary)	Priority enrollment for participants Co-located services available Quarterly outcome tracking
Shalom Center Kenosha Kenosha, WI	Emergency assistance, food pantry, housing support, financial counseling	SoB (Primary) All Pillars (Support)	Same-day emergency referrals Basic needs stabilization first Integrated case management
Boys & Girls Club of Kenosha Kenosha, WI	Youth programming, academic support, character development, safe space activities	E&L (Primary) SFC (Secondary)	After-school program integration Family membership support Joint youth activities
REGIONAL & STATEWIDE PARTNERS			
Wisconsin Dept. of Children & Families Statewide	Child welfare, W-2 benefits, child support, family preservation services	BTBD (Primary) SoB (Secondary)	State-level data agreement Regional office liaisons assigned Quarterly coordination meetings
UW-Extension Community Programs Regional	Parenting education, financial literacy, community research, program evaluation support	All Pillars (Support) Research Partner	Technical assistance provider Evaluation capacity building Curriculum co-development
<p>Note. All partnerships formalized through Memoranda of Understanding (MOUs) prior to implementation. SFC = Solid Foundation Certification; E&L = Eat & Learn; BTBD = Becoming The Best Dad; SoB = Standing on Business. Partner list subject to expansion based on community needs assessment and emerging resources.</p> <p><i>Community partnerships provide comprehensive wraparound services for 150 households across I-94 Corridor sites.</i></p>			

Table L5 Implementation Timeline and Milestones

Table L5
Implementation Timeline and Milestones

36-MONTH FOUR PILLARS INTERVENTION TIMELINE				
PHASE	TIMEFRAME	KEY ACTIVITIES	MILESTONES	DELIVERABLES
PHASE 1: PRE-IMPLEMENTATION				
Planning & Preparation	Months 1-3 (Q1 Year 1)	Finalize MOUs with community partners Complete IRB approval process Hire and train program staff Develop curriculum materials	11 MOUs executed IRB approval obtained 6 FTE staff hired and trained	Partnership agreements IRB approval letter Training completion certs
Site Setup & Recruitment	Months 4-6 (Q2 Year 1)	Establish site locations in MKE/RAC/KEN Launch community outreach campaign Begin household recruitment Set up data management systems	3 sites operational 50 households enrolled Database operational	Site readiness reports Recruitment materials Enrollment database
PHASE 2: ACTIVE INTERVENTION (12 MONTHS)				
Cohort 1 Launch	Months 7-12 (Q3-Q4 Yr 1)	Complete baseline assessments Launch all Four Pillars programming Begin weekly household sessions 6-month assessment checkpoint	100 households enrolled All baselines completed 80% attendance rate	Baseline data report 6-month progress report Attendance logs
Full Implementation	Months 13-18 (Q1-Q2 Yr 2)	Complete Cohort 1 enrollment Continue intensive programming 12-month outcome assessments Program fidelity monitoring	150 households enrolled 12-month assessments done ≥75% retention rate	12-month outcome report Fidelity assessment Mid-project evaluation
PHASE 3: FOLLOW-UP & SUSTAINABILITY (12 MONTHS)				
Extended Follow-Up	Months 19-24 (Q3-Q4 Yr 2)	Transition to maintenance phase 18-month outcome assessments Peer support network development Community resource linkages	18-month assessments done ≥70% retention maintained Peer networks established	18-month outcome report Sustainability plan draft Peer network guide
Sustainability Planning	Months 25-30 (Q1-Q2 Yr 3)	24-month final assessments Develop sustainability model Train community facilitators Secure continuation funding	24-month assessments done 10 community facilitators Funding secured for Year 4+	24-month outcome report Facilitator training manual Funding proposals
PHASE 4: EVALUATION & DISSEMINATION (6 MONTHS)				
Data Analysis & Reporting	Months 31-33 (Q3 Year 3)	Complete longitudinal data analysis Conduct qualitative analysis Prepare final evaluation report Draft peer-reviewed manuscripts	All data analyzed Final report completed 2 manuscripts submitted	Final evaluation report Statistical analyses Manuscript drafts
Dissemination & Closeout	Months 34-36 (Q4 Year 3)	Present findings to stakeholders Conference presentations Policy brief development Project closeout and handoff	3 community presentations 2 conference presentations Program transitioned	Policy briefs Conference proceedings Closeout report
KEY PERFORMANCE INDICATORS (KPIs)				
ENROLLMENT		RETENTION	OUTCOMES	SUSTAINABILITY
• 150 households enrolled • 50 per site (MKE/RAC/KEN) • ≥200 youth participants • ≥100 father/father-figures • 48-hour enrollment window		• ≥75% at 12 months • ≥70% at 18 months • ≥65% at 24 months • ≥80% session attendance • Weekly contact maintained	• ≥40% violence reduction • +2.0 grade reading gain • ≥50% father engagement ↑ • ≥50% employment rate • ≥25% self-esteem ↑	• 10 trained facilitators • 3 active peer networks • Funding for Years 4-5 • Replication toolkit • 2 peer-reviewed pubs
<p>Note. Timeline assumes July 2026 start date following IRB approval and funding confirmation. MKE = Milwaukee; RAC = Racine; KEN = Kenosha. All milestones subject to adjustment based on recruitment pace and community conditions. Quarterly progress reports submitted to funding agencies and dissertation committee.</p>				
Implementation timeline supports household-based intervention for 150 families across 1-94 Corridor communities.				

APPENDIX M — Figures

Figure M.1. Solid Foundation Certification Model (Detailed)

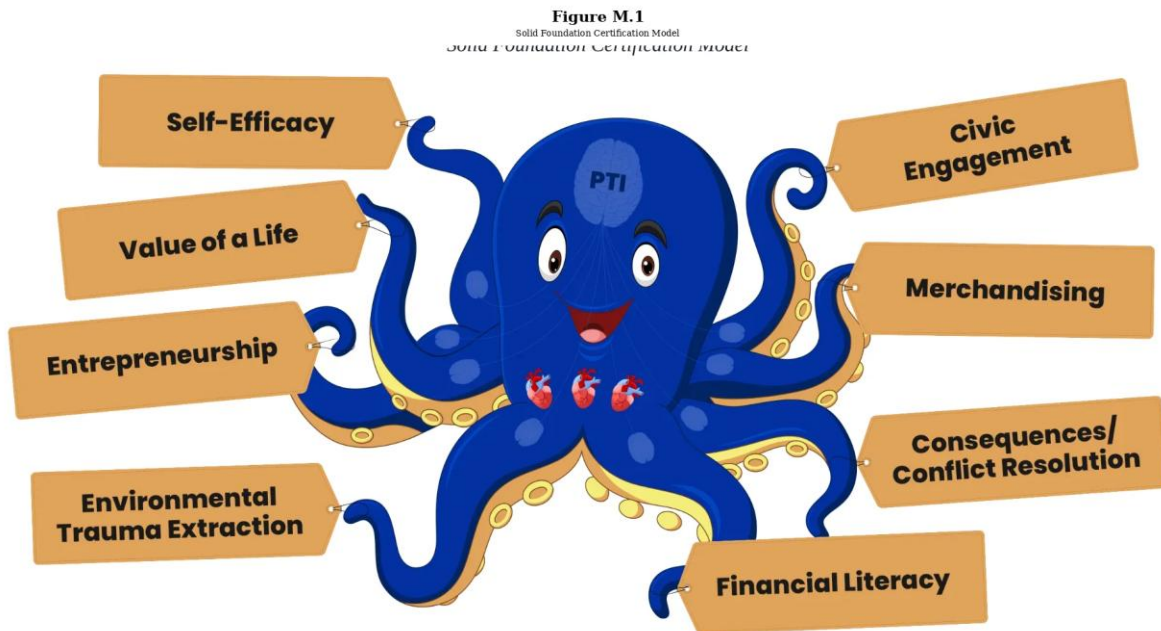
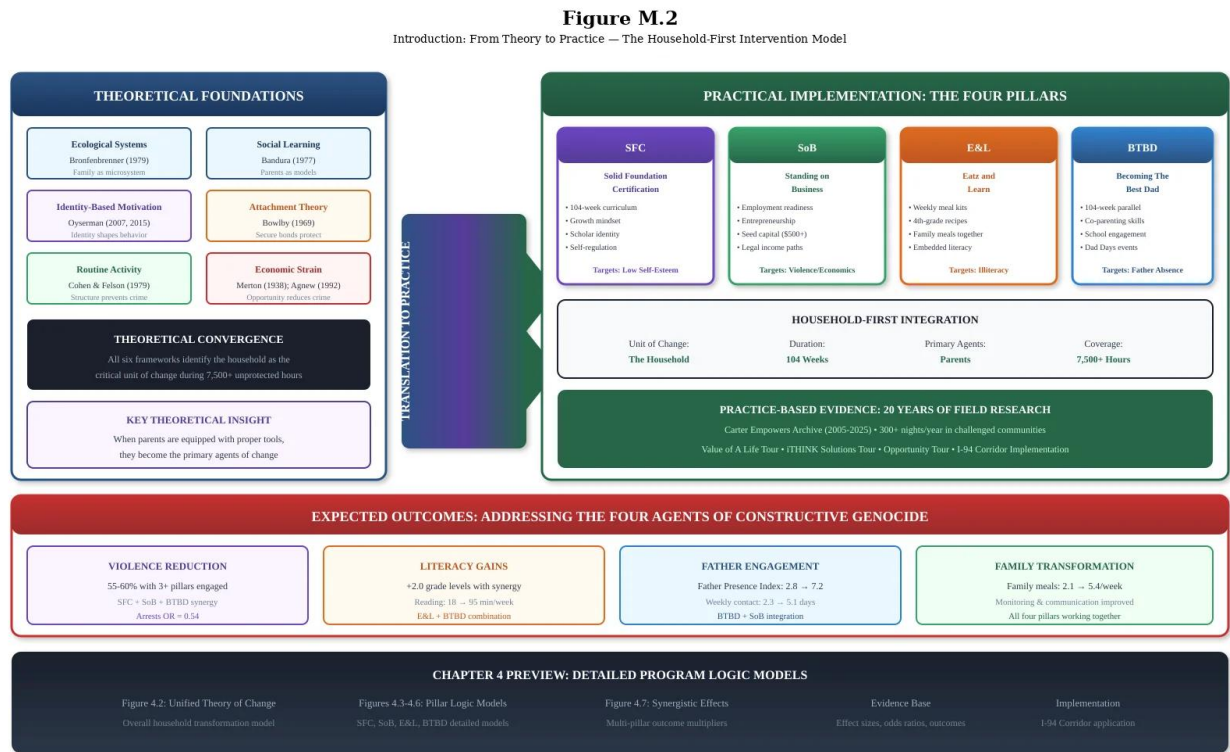


Figure M.2 From Theory to Practice: Introduction



Note. This chapter translates the theoretical framework from Chapter 2 into actionable program components, with detailed logic models demonstrating how each pillar addresses specific agents of constructive genocide while creating synergistic household transformation.

Figure M.3 Standing on Business (SoB) Logic Model



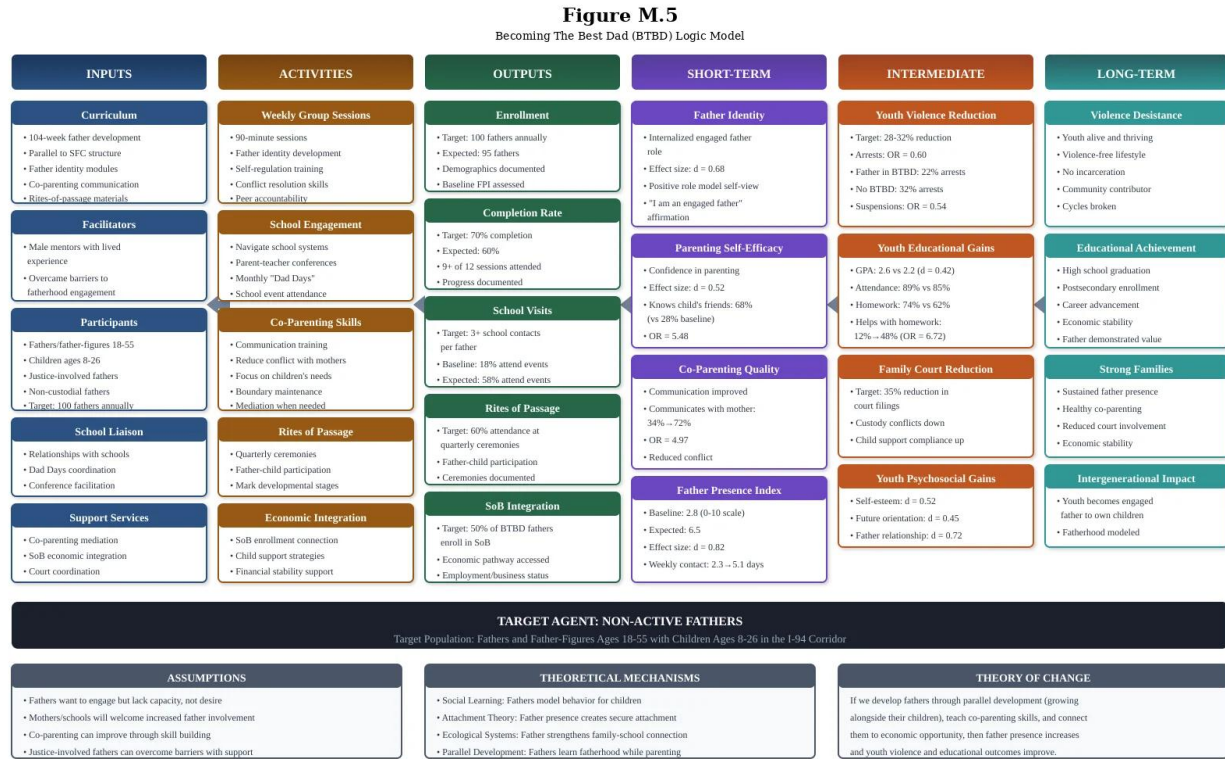
Note: SoB = Standing on Business. This logic model illustrates economic agency pathways to violence reduction among Black males ages 12-26 in the I-94 corridor through employment and entrepreneurship.

Figure M.4 Eat and Learn (E&L) Logic Model



Note. E&L = Eat and Learn. This logic model illustrates the three-pathway approach (nutritional, relational, literacy) to addressing illiteracy and strengthening family routines among families in the I-94 corridor.

Figure M.5 Becoming The Best Dad (BTBD) Logic Model



Note. BTBD = Becoming The Best Dad. This logic model illustrates the parallel development approach to father engagement, addressing non-active fathers as the fourth agent of constructive genocide among Black males ages 12-26 in the I-94 corridor.

Figure M.6 Carter Empowers Network Learning System

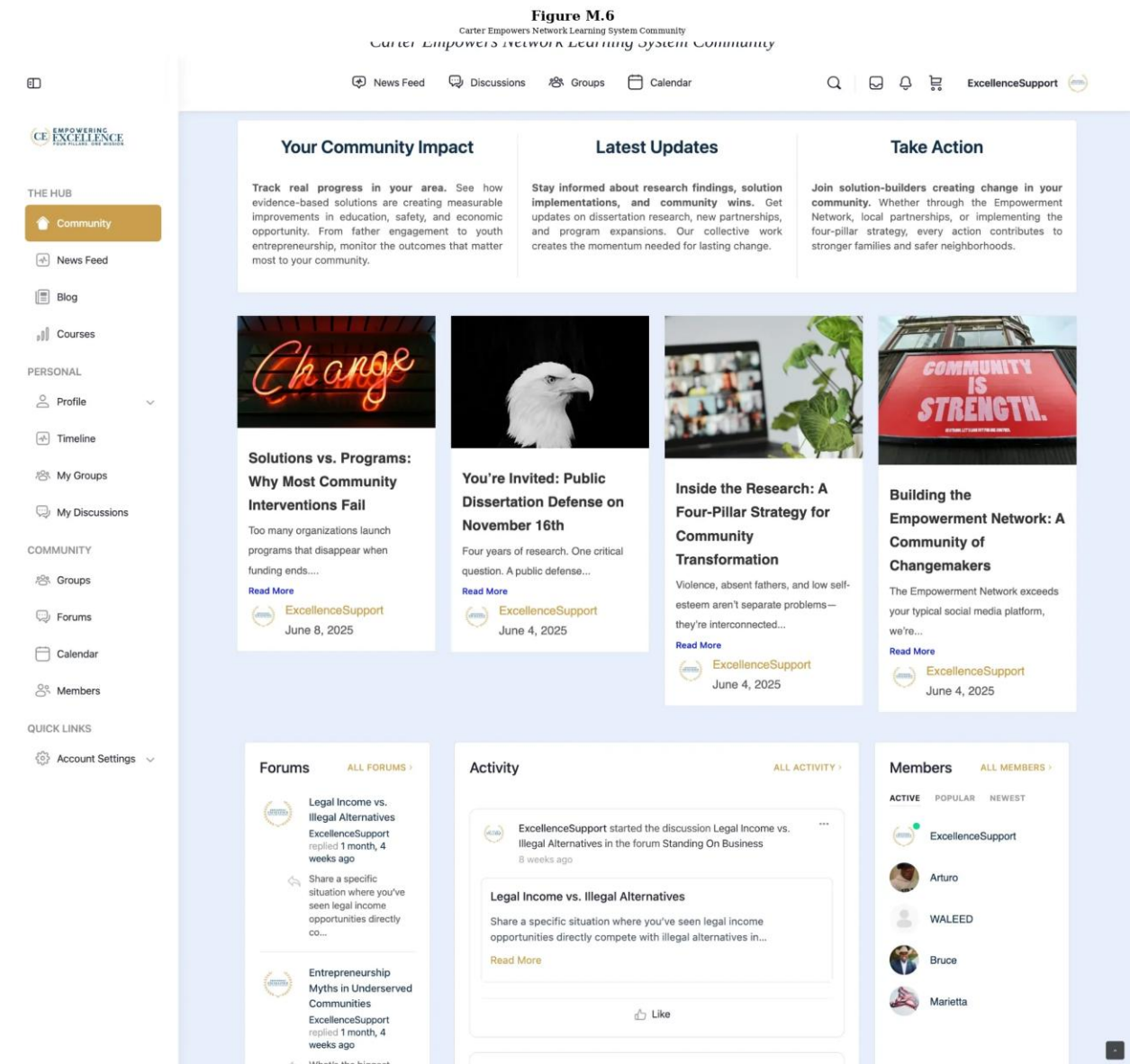


Figure M.7 Cost, Sustainability, and Household Ownership

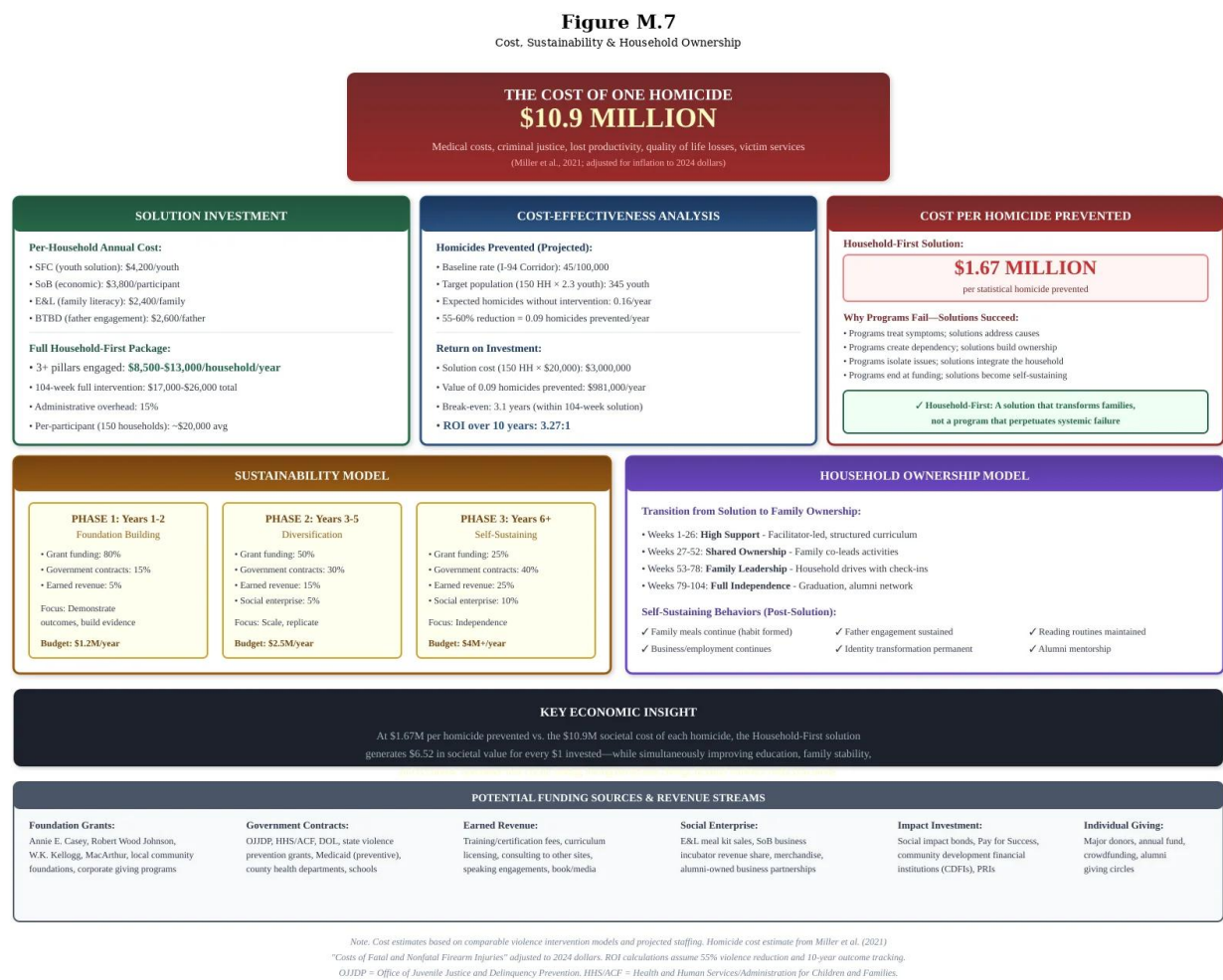
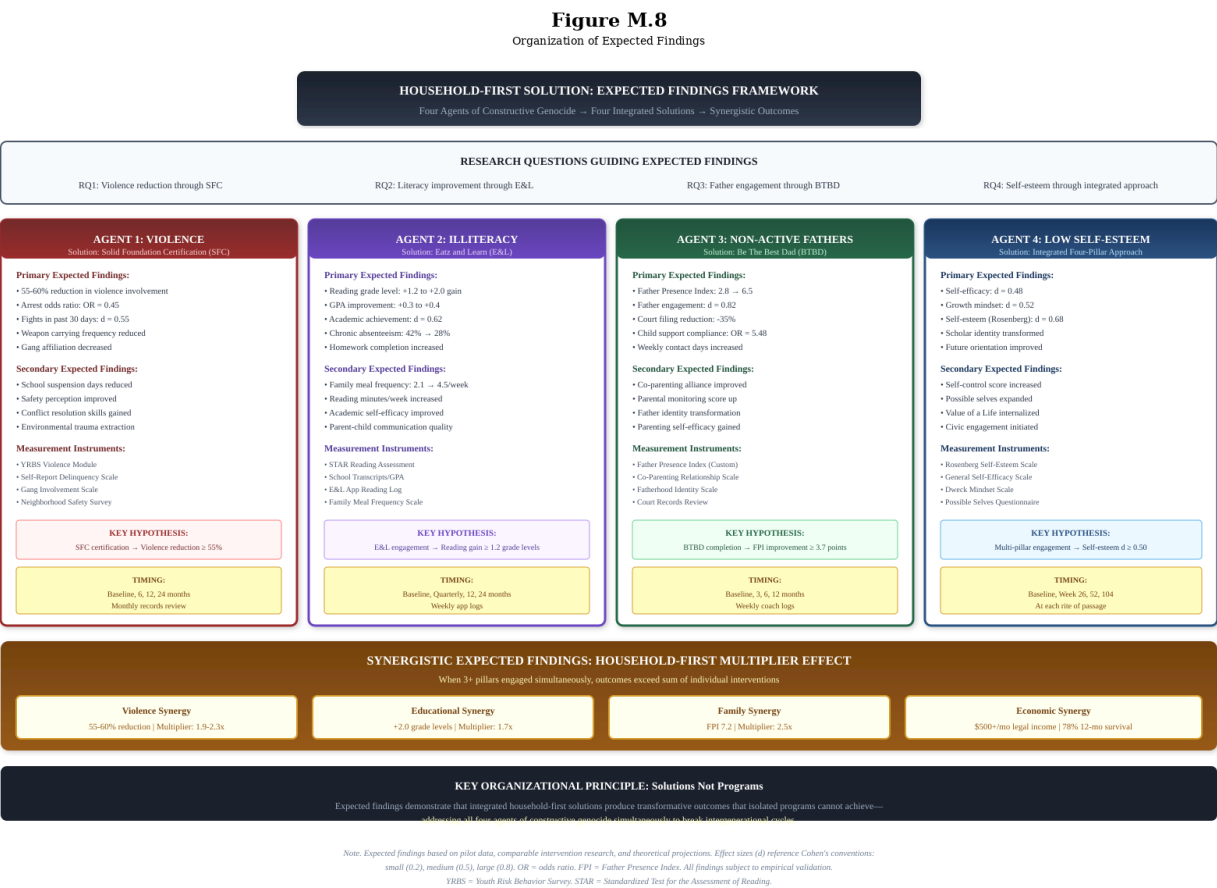


Figure M.8 Organization of Expected Findings



MEMORANDUM OF UNDERSTANDING

BETWEEN

[COUNTY NAME] COUNTY COURT

AND

Bruce C. Carter, Doctoral Candidate

Texas Seminary Christian University

I. PURPOSE

This Memorandum of Understanding (MOU) establishes a collaborative partnership between [COUNTY NAME] County Court (hereinafter referred to as "the Court") and Bruce C. Carter, Doctoral Candidate at Texas Seminary Christian University (hereinafter referred to as "the Researcher"), for the purpose of conducting research related to the doctoral dissertation titled:

"Who Really Cares? Examining Violence, Illiteracy, Non-Active Fathers, and Low Self-Esteem as Agents of Constructive Genocide Among Black Males in America, Ages 12-26"

II. BACKGROUND

The Researcher is conducting a comprehensive study examining the intersection of violence, literacy, father involvement, and self-esteem among Black males ages 12-26. This research includes analysis of juvenile justice outcomes, recidivism patterns, and the effectiveness of court-based intervention programs. The Court recognizes the potential value of this research in informing judicial practices, sentencing alternatives, and diversion programs.

III. SCOPE OF COLLABORATION

The Court agrees to:

- A. Provide access to aggregate, de-identified court statistics and publicly available case disposition data
- B. Share information regarding court-based diversion programs, specialty courts, and rehabilitative initiatives
- C. Facilitate interviews with designated court personnel and program administrators (on a voluntary basis)
- D. Permit observation of public court proceedings as relevant to the research
- E. Designate a court liaison to coordinate research activities
- F. Provide information on recidivism data and program outcome measures, where available

IV. RESEARCHER RESPONSIBILITIES

The Researcher agrees to:

- G. Obtain and maintain Institutional Review Board (IRB) approval for all research activities
- H. Comply with all applicable federal, state, and local laws, including those governing court records and juvenile confidentiality
- I. Not access sealed records, juvenile records, or any confidential case information without explicit written authorization
- J. Protect the confidentiality of all court personnel who participate in the research
- K. Ensure no individual case or party can be identified in any publications or presentations
- L. Present research findings to Court administration upon completion
- M. Provide the Court with copies of any publications resulting from this research
- N. Comply with all Court rules regarding conduct, dress, and decorum

V. DATA PROTECTION AND CONFIDENTIALITY

All data shared by the Court will be used solely for the purposes outlined in this MOU. The Researcher will not access, request, or use any sealed records, juvenile records (unless properly authorized and de-identified), or confidential case information. All personally identifiable information will be removed from any data used in publications. The Researcher acknowledges that unauthorized disclosure of confidential court information may result in civil and/or criminal penalties.

VI. LIMITATIONS

This MOU does not authorize the Researcher to:

- O. Access non-public court records or case files
- P. Interview or contact any party to a case, witness, or victim
- Q. Record or photograph court proceedings without explicit permission
- R. Represent themselves as an agent or employee of the Court
- S. Interfere with any court proceedings or operations

VII. TERM AND TERMINATION

This MOU shall be effective from the date of final signature and shall remain in effect for a period of [DURATION] or until the completion of the research project, whichever occurs first. Either party may terminate this agreement with thirty (30) days written notice. The Court may terminate this agreement immediately if the Researcher violates any confidentiality provisions or Court rules.

VIII. DISCLAIMER

This MOU does not constitute a legally binding contract and does not create any financial obligation between the parties. The views and conclusions contained in the research are those of the Researcher and do not represent the official positions of the Court or the judiciary.

IX. AMENDMENTS

This MOU may be amended only by written agreement signed by both parties.

IN WITNESS WHEREOF, the parties have executed this Memorandum of Understanding:

FOR [COUNTY NAME] COUNTY COURT:

Signature

Printed Name and Title

Date

FOR THE RESEARCHER:

Bruce C. Carter, Doctoral Candidate
Texas Seminary Christian University

Date

MEMORANDUM OF UNDERSTANDING

BETWEEN

[POLICE DEPARTMENT NAME]

AND

Bruce C. Carter, Doctoral Candidate

Texas Seminary Christian University

I. PURPOSE

This Memorandum of Understanding (MOU) establishes a collaborative partnership between [POLICE DEPARTMENT NAME] (hereinafter referred to as "the Department") and Bruce C. Carter, Doctoral Candidate at Texas Seminary Christian University (hereinafter referred to as "the Researcher"), for the purpose of conducting research related to the doctoral dissertation titled:

"Who Really Cares? Examining Violence, Illiteracy, Non-Active Fathers, and Low Self-Esteem as Agents of Constructive Genocide Among Black Males in America, Ages 12-26"

II. BACKGROUND

The Researcher is conducting a comprehensive study examining the intersection of violence, literacy, father involvement, and self-esteem among Black males ages 12-26. This research includes analysis of violence interrupter programs, homicide data, and evidence-based strategies for violence reduction. The Department recognizes the potential value of this research in informing community policing strategies, violence prevention initiatives, and collaborative public safety efforts.

III. SCOPE OF COLLABORATION

The Department agrees to:

- A. Provide access to publicly available crime statistics, homicide data, and annual reports
- B. Share information regarding violence interrupter programs and community partnership initiatives operated or supported by the Department
- C. Facilitate interviews with designated Department personnel (on a voluntary basis) regarding violence prevention strategies
- D. Designate a liaison to coordinate research activities and approve interview protocols
- E. Provide contextual information regarding community safety initiatives and their outcomes
- F. Review research findings and provide feedback prior to publication

IV. RESEARCHER RESPONSIBILITIES

The Researcher agrees to:

- G. Obtain and maintain Institutional Review Board (IRB) approval for all research activities

- H. Comply with all applicable federal, state, and local laws and regulations
- I. Protect the confidentiality of all Department personnel who participate in the research
- J. Not disclose any information that could compromise ongoing investigations or officer safety
- K. Submit all interview questions and research instruments for Department approval prior to use
- L. Present research findings to Department leadership upon completion
- M. Provide the Department with copies of any publications resulting from this research
- N. Allow the Department to review and comment on publications prior to submission (with a 30-day review period)

V. DATA PROTECTION AND CONFIDENTIALITY

All non-public data shared by the Department will be stored securely and used solely for the purposes outlined in this MOU. The Researcher will not disclose any information regarding active investigations, confidential informants, undercover operations, or any other sensitive law enforcement information. Any data that could identify individual officers or citizens will be de-identified in all publications and presentations.

VI. SECURITY REQUIREMENTS

The Researcher agrees to:

- O. Submit to a background check if required by the Department
- P. Comply with all Department policies regarding facility access and visitor protocols
- Q. Store all Department-provided data on encrypted devices
- R. Return or destroy all Department data upon completion of the research as directed

VII. TERM AND TERMINATION

This MOU shall be effective from the date of final signature and shall remain in effect for a period of [DURATION] or until the completion of the research project, whichever occurs first. Either party may terminate this agreement with thirty (30) days written notice. The Department may terminate this agreement immediately if the Researcher violates any confidentiality or security provisions.

VIII. DISCLAIMER

This MOU does not constitute a legally binding contract and does not create any financial obligation between the parties. It represents a mutual understanding of the collaborative relationship. The views and conclusions contained in the research are those of the Researcher and do not necessarily represent the official policies or positions of the Department.

IX. AMENDMENTS

This MOU may be amended only by written agreement signed by both parties.

IN WITNESS WHEREOF, the parties have executed this Memorandum of Understanding:

FOR [POLICE DEPARTMENT NAME]:

Signature

Printed Name, Rank, and Title

Date

FOR THE RESEARCHER:

Bruce C. Carter, Doctoral Candidate
Texas Seminary Christian University

Date

MEMORANDUM OF UNDERSTANDING

BETWEEN

[CITY/MUNICIPALITY NAME]

AND

Bruce C. Carter, Doctoral Candidate

Texas Seminary Christian University

I. PURPOSE

This Memorandum of Understanding (MOU) establishes a collaborative partnership between [CITY/MUNICIPALITY NAME] (hereinafter referred to as "the Municipality") and Bruce C. Carter, Doctoral Candidate at Texas Seminary Christian University (hereinafter referred to as "the Researcher"), for the purpose of conducting research related to the doctoral dissertation titled:

"Who Really Cares? Examining Violence, Illiteracy, Non-Active Fathers, and Low Self-Esteem as Agents of Constructive Genocide Among Black Males in America, Ages 12-26"

II. BACKGROUND

The Researcher is conducting a comprehensive study examining the intersection of violence, literacy, father involvement, and self-esteem among Black males ages 12-26. This research analyzes violence interrupter programs, community-based interventions, and systematic approaches to community transformation. The Municipality recognizes the potential value of this research in informing public policy, community development initiatives, and violence prevention strategies.

III. SCOPE OF COLLABORATION

The Municipality agrees to:

- A. Provide access to publicly available municipal data, statistics, and reports relevant to violence prevention, community health, and youth services
- B. Facilitate introductions to relevant municipal departments and community-based organizations operating within the Municipality
- C. Permit the Researcher to attend public meetings and community forums related to violence prevention and youth development
- D. Designate a municipal liaison to coordinate research activities and communications
- E. Consider research findings in future policy development related to violence reduction and community transformation
- F. Provide letters of support for grant applications related to this research, as appropriate

IV. RESEARCHER RESPONSIBILITIES

The Researcher agrees to:

- G. Obtain and maintain Institutional Review Board (IRB) approval for all research activities involving human subjects

- H. Comply with all applicable federal, state, and local laws and regulations
- I. Protect the confidentiality of all research participants and ensure ethical research practices
- J. Present research findings to municipal leadership and relevant stakeholders upon completion
- K. Provide the Municipality with copies of any publications or reports resulting from this research
- L. Acknowledge the Municipality's partnership in any publications or presentations
- M. Develop practical recommendations that may inform municipal policy and program development

V. DATA USE AND CONFIDENTIALITY

All non-public data shared by the Municipality will be used solely for the purposes outlined in this MOU. The Researcher will not disclose any confidential information without prior written consent. Publicly available data may be cited in accordance with standard academic practices.

VI. MUTUAL BENEFITS

This partnership is expected to yield the following mutual benefits:

- N. Evidence-based insights into violence prevention strategies specific to the Municipality's demographics
- O. Recommendations for enhancing existing youth programs and community initiatives
- P. Strengthened connections between academic research and practical community application
- Q. Contribution to the broader body of knowledge on community transformation

VII. TERM AND TERMINATION

This MOU shall be effective from the date of final signature and shall remain in effect for a period of [DURATION] or until the completion of the research project, whichever occurs first. Either party may terminate this agreement with thirty (30) days written notice.

VIII. DISCLAIMER

This MOU does not constitute a legally binding contract and does not obligate either party to provide financial resources. It represents a mutual understanding of the collaborative relationship between the parties.

IX. AMENDMENTS

This MOU may be amended only by written agreement signed by both parties.

IN WITNESS WHEREOF, the parties have executed this Memorandum of Understanding:

FOR [CITY/MUNICIPALITY NAME]:

Signature

Printed Name and Title

Date

FOR THE RESEARCHER:

Bruce C. Carter, Doctoral Candidate
Texas Seminary Christian University

Date

MEMORANDUM OF UNDERSTANDING

BETWEEN

[SCHOOL DISTRICT NAME]

AND

Bruce C. Carter, Doctoral Candidate

Texas Seminary Christian University

I. PURPOSE

This Memorandum of Understanding (MOU) establishes a collaborative partnership between [SCHOOL DISTRICT NAME] (hereinafter referred to as "the District") and Bruce C. Carter, Doctoral Candidate at Texas Seminary Christian University (hereinafter referred to as "the Researcher"), for the purpose of conducting research related to the doctoral dissertation titled:

"Who Really Cares? Examining Violence, Illiteracy, Non-Active Fathers, and Low Self-Esteem as Agents of Constructive Genocide Among Black Males in America, Ages 12-26"

II. BACKGROUND

The Researcher is conducting a comprehensive study examining the intersection of violence, literacy, father involvement, and self-esteem among Black males ages 12-26. This research aims to identify evidence-based strategies for violence reduction, educational improvement, and community transformation. The District recognizes the potential value of this research in informing educational practices and student support services.

III. SCOPE OF COLLABORATION

The District agrees to:

- A. Provide access to aggregate, de-identified student data as permitted by FERPA and applicable state laws
- B. Facilitate voluntary participation of students (with appropriate parental/guardian consent) in surveys, interviews, or focus groups
- C. Permit the Researcher to conduct observations in designated school settings as approved by building administrators
- D. Designate a liaison to coordinate research activities within the District
- E. Review and approve all research instruments and protocols prior to implementation

IV. RESEARCHER RESPONSIBILITIES

The Researcher agrees to:

- F. Obtain and maintain Institutional Review Board (IRB) approval for all research activities
- G. Comply with all federal, state, and local laws regarding student privacy and data protection, including FERPA

- H. Obtain informed consent from all adult participants and parental/guardian consent plus student assent for minors
- I. Protect the confidentiality of all participants and ensure no individual student can be identified in any publications or presentations
- J. Minimize disruption to instructional time and school operations
- K. Share research findings with the District upon completion of the study
- L. Provide the District with copies of any publications resulting from this research

V. DATA PROTECTION AND CONFIDENTIALITY

All data collected will be stored securely and used solely for the purposes outlined in this MOU. The Researcher will not disclose any personally identifiable information about students, staff, or the District without prior written consent. All data will be destroyed in accordance with IRB protocols upon completion of the research.

VI. TERM AND TERMINATION

This MOU shall be effective from the date of final signature and shall remain in effect for a period of [DURATION] or until the completion of the research project, whichever occurs first. Either party may terminate this agreement with thirty (30) days written notice. Upon termination, the Researcher shall return or destroy all District data as directed.

VII. DISCLAIMER

This MOU does not constitute a legally binding contract. It represents a mutual understanding of the collaborative relationship between the parties. Neither party shall be financially obligated to the other under this agreement.

VIII. AMENDMENTS

This MOU may be amended only by written agreement signed by both parties.

IN WITNESS WHEREOF, the parties have executed this Memorandum of Understanding:

FOR [SCHOOL DISTRICT NAME]:

Signature

Printed Name and Title

Date

FOR THE RESEARCHER:

Bruce C. Carter, Doctoral Candidate
Texas Seminary Christian University

Date

MEMORANDUM OF UNDERSTANDING

BETWEEN

[COUNTY/JURISDICTION NAME] FAMILY COURT

AND

Bruce C. Carter, Doctoral Candidate

Texas Seminary Christian University

I. PURPOSE

This Memorandum of Understanding (MOU) establishes a collaborative partnership between [COUNTY/JURISDICTION NAME] Family Court (hereinafter referred to as "the Court") and Bruce C. Carter, Doctoral Candidate at Texas Seminary Christian University (hereinafter referred to as "the Researcher"), for the purpose of conducting research related to the doctoral dissertation titled:

"Who Really Cares? Examining Violence, Illiteracy, Non-Active Fathers, and Low Self-Esteem as Agents of Constructive Genocide Among Black Males in America, Ages 12-26"

II. BACKGROUND

The Researcher is conducting a comprehensive study examining the intersection of violence, literacy, father involvement, and self-esteem among Black males ages 12-26. A critical component of this research focuses on "non-active fathers"—fathers who may be physically present but are not meaningfully engaged in their children's lives—and the impact of father absence on youth outcomes. The Court recognizes the potential value of this research in informing custody determinations, fatherhood engagement programs, and family reunification services.

III. SCOPE OF COLLABORATION

The Court agrees to:

- A. Provide access to aggregate, de-identified statistics regarding custody cases, paternity establishment, and child support compliance
- B. Share information regarding court-sponsored fatherhood engagement programs, parenting classes, and family support services
- C. Facilitate interviews with designated court personnel and program administrators (on a voluntary basis)
- D. Provide information on referral processes and community partnerships related to family strengthening
- E. Designate a court liaison to coordinate research activities
- F. Share outcome data on family reunification and co-parenting programs, where available and appropriate

IV. RESEARCHER RESPONSIBILITIES

The Researcher agrees to:

- G. Obtain and maintain Institutional Review Board (IRB) approval for all research activities
- H. Comply with all applicable federal, state, and local laws, including those governing family court records, juvenile confidentiality, and domestic relations matters
- I. Not access sealed records, protective order information, or any confidential case information without explicit written authorization
- J. Protect the confidentiality of all court personnel, families, and children referenced in any data
- K. Ensure no individual case, parent, or child can be identified in any publications or presentations
- L. Not contact any parties to family court cases for research purposes
- M. Present research findings to Court administration upon completion
- N. Provide the Court with copies of any publications resulting from this research

V. DATA PROTECTION AND CONFIDENTIALITY

All data shared by the Court will be used solely for the purposes outlined in this MOU. Given the sensitive nature of family court matters, the Researcher will exercise the highest degree of care in protecting confidentiality. The Researcher will not access, request, or use any information regarding domestic violence cases, child abuse or neglect cases, protective orders, or any information that could identify individual families or children. All personally identifiable information will be removed from any data used in publications.

VI. SPECIAL PROTECTIONS FOR MINORS

The Researcher acknowledges the heightened protections required for information involving minors and agrees to:

- O. Not seek access to any juvenile records or records sealed by the Court
- P. Not attempt to contact, interview, or observe any minor child for research purposes through this MOU
- Q. Use only aggregate, de-identified data that cannot be traced to any individual child or family
- R. Immediately report to the Court liaison any inadvertent exposure to identifying information

VII. LIMITATIONS

This MOU does not authorize the Researcher to:

- S. Access non-public court records, case files, or court documents
- T. Interview or contact any party to a family court case, including parents, children, guardians, or witnesses
- U. Access any information related to domestic violence, child abuse, or neglect matters
- V. Observe closed family court proceedings
- W. Represent themselves as an agent or employee of the Court

VIII. MUTUAL BENEFITS

This partnership is expected to yield the following mutual benefits:

- X. Evidence-based insights into father engagement and its impact on child outcomes

- Y. Recommendations for enhancing fatherhood engagement programs and family support services
- Z. Research-informed approaches to addressing "non-active father" involvement
- AA. Contribution to the broader understanding of family dynamics and youth development

IX. TERM AND TERMINATION

This MOU shall be effective from the date of final signature and shall remain in effect for a period of [DURATION] or until the completion of the research project, whichever occurs first. Either party may terminate this agreement with thirty (30) days written notice. The Court may terminate this agreement immediately if the Researcher violates any confidentiality provisions or Court rules.

X. DISCLAIMER

This MOU does not constitute a legally binding contract and does not create any financial obligation between the parties. The views and conclusions contained in the research are those of the Researcher and do not represent the official positions of the Court or the judiciary.

XI. AMENDMENTS

This MOU may be amended only by written agreement signed by both parties.

**IN WITNESS WHEREOF, the parties have executed this Memorandum of Understanding:
FOR [COUNTY/JURISDICTION NAME] FAMILY COURT:**

Signature

Printed Name and Title

Date

FOR THE RESEARCHER:

Bruce C. Carter, Doctoral Candidate
Texas Seminary Christian University

Date

APPENDIX O — Multimedia (YouTube link)

<https://www.youtube.com/watch?v=PIX3-2tDbig>