

THE EMPOWERMENT PROGRAM



Bruce W. Randolph, MD, MPH

Power is the **ability to act, determine outcome, or produce an effect.**

According to **Dr. Martin Luther King Jr,**
power is the ability to:

- **achieve purpose**
- **strength to bring about social, political, and economic change.**



POWER

Ability to:

Produce an effect

Determine outcome

EMPOWERMENT

- Process of becoming **stronger and more confident** in controlling one's life and claiming one's rights.
- Enables people to **act** on their own authority and to **represent** their interests in a responsible and self-determined way.
- Process of **overcoming** a sense of powerlessness and lack of influence, and to **recognize and use** their resources.

THE EMPOWERMENT PROGRAM

Goals:

Helps people realize their **power**

Empower individuals, families, and communities

Objectives

Learn and Practice:

- **Principles of Empowerment** (intellectual transformation, social change, economic development, and political engagement) – **“ISEP”**
- **7 Cs of Resilience** (competence, confidence, connection, character, contribution, coping, and control)
- **“Total Wellness”** (well-being of spirit, mind, body)

Promote **beliefs, attitudes, and behavior** which contribute to empowerment

The Empowerment Program

Based on the ideas, principles and concepts of:

- **Bruce W. Randolph, MD, MPH** (“Total Wellness” and “Principles of Empowerment”)
- **Drs. Nathan and Julia Hare** (“Bringing the Black Boy to Manhood”, Black Think Tank, 1985)
- **Kenneth Ginsburg, M.D., MS Ed, FAAP, and the American Academy of Pediatrics** (“Building Resilience in Children and Teens”, 3rd Ed., American Academy of Pediatrics).

The Empowerment Program

Designed to be used in:

Homes

Neighborhoods

Schools

Churches

Community organizations

The Empowerment Program

It is applicable to:

Children

Teens

Adults

Emphasis

Faith

Beliefs

Positive Attitude

Self - Esteem

Principles

Values

Respect

Truth

Emphasis - continued

Problem Solving

Decision Making

Responsibility

Accountability

Forgiveness

Reconciliation

Conflict Resolution

Principle & Rules

- Be respectful of other's views, opinions, and thoughts
- Treat others like you want to be treated
- Be committed, responsible, available, and accountable
- Be truthful, honest, and transparent

Principles & Rules - continued

- Do your best and strive for excellence
- Do everything you request and expect others to do
- Practice what you preach and teach
- Be a role model and lead by example

Principles & Rules - continued

- Work and legally earn money
- Save and spend money wisely
- Strive to make life better for self, family, and community
- Attend and actively participate in the activities of the Program
- Obey the rules of the program and the laws of the land
- Meet with your accountability partner on a regular basis

Activities

Group Discussions

Task Assignments

Fun Activities

Group Discussions

Designed to:

- Provide a setting for people to discuss issues, voice concerns, express thoughts, and share feelings.
- Encourage people to love and respect themselves and others.
- Help people identify their purpose in life.
- Teach people to solve problems and make decisions in a responsible and productive manner.

Group Discussions

Themes of the discussions:

Self-examination

Empathy

Encouragement

Resilience

Total wellness

Empowerment

Group Discussions

- Participants gather in a circle (“The Circle”) and engage in group discussions concerning **real life issues**.
- Discussions are **led by a facilitator** who ensures that the discussions are **appropriate, relevant, productive, informative, and timely**.
- Topics are discussed **openly, honestly, and respectfully**.
- Everyone is expected to **actively participate** in the discussions.

Participants are encouraged and expected to:

- express their views and concerns
- analyze, critique and respond to what is being discussed
- ask questions
- share their experiences

Group Discussions - continued:

- Participants are asked to look for and share examples of how people manage to **overcome challenges, difficulties, injustices, and adverse experiences.**
- The discussions strive to teach participants how to **move from being a victim to becoming a victor.**
- The participants are expected to continue to discuss topics with their **“accountability partner”** as needed.
- These group discussions serve as **support groups.**

Group Discussion Rules

- No one has all the answers therefore **no one shall monopolize** the discussions.
- No one shall be **personally judged, belittled, or criticized** for their views and opinions.
- Discussions are conducted in an **orderly, peaceful, and respectful manner.**

Group Discussion Topics

- Health & Wellness
- Faith & Spirituality
- Illness & Death
- Alcohol & Drug Use
- Crime & Violence
- Decision Making & Problem Solving



Group Discussion Topics - continued

- Discipline & Obeying Rules
- Commitment & Responsibility
- Education & Training
- Getting a Job & Working
- Starting & Operating a Business
- Earning & Managing Money



Group Discussion Topics - continued

- Laws & Justice
- Government & Politics
- History & Heritage
- Class & Culture
- Racism & Sexism
- Other topics that participants want to discuss



Task Assignments

Participants are required to complete the following tasks:

- Complete a **Self-Examination Questionnaire**
- Develop and present a **Personal Life Plan**
- Develop and present a **plan** for earning, saving, investing, and spending money
- Develop and present a **business plan and a budget**
- Identify, and if possible, interview a **person who is doing what you want to do in life**
- Interview a parent or other family member to **learn about your family history**
- Develop and present a **Family Tree and tell your story**

Task Assignments - continued

- Perform **chores** at home daily
- Perform a **community service**
- Visit and help an **elderly person**
- Visit (virtually or in person) **historic sites and museums**
- Visit (virtually or in person) **government buildings**
- Visit (virtually or in person) **colleges and universities**
- Document all activities and tasks in a **journal**
- Prepare a **presentation** about your experience in performing the assigned tasks

Task Assignments - continued

- Each participant will be given a **journal (notebook)** in which they are required to **document the experience** of completing each of the assigned tasks.
- The participants are required to **write** about the tasks, their experiences, and the lessons learned from doing the tasks.
- The participants are required to **maintain the journal and present** it to his or her accountability partner and the group for review and discussion.
- Participants who complete all of the assigned tasks will receive **special recognition**.

Fun Activities

- Participants **encouraged to engage** in fun activities in addition to participating in group discussions and performing task assignments.
- For participants **under the age of 18, parental or guardian permission** must be given and if possible, a parent or guardian shall attend and participate.
- **Detailed notification** of the fun activities must be **given in advance** so that proper arrangements and plans can be made.

Fun Activities

Athletic Events

Picnics & Retreats

Social Activities & Parties

Outdoor Activities (Fishing, Hiking, Camping)

Fun Activities - continued

Field Trips

College Tours

Art & Cultural Events

Spiritual Enrichment Activities

Community Service Activities

EMPOWERMENT

Results from:

- **“ISEP”** (intellectual transformation, social change, economic development, and political engagement)
- **Resilience** (confidence, competence, connection, character, contribution, coping, and control).
- **“Total Wellness”** (well-being of spirit, mind, and body)

PRINCIPLES OF EMPOWERMENT

I = Intellectual Transformation

S = Social Change

E = Economic Development

P = Political Engagement

I + S + E + P  Empowerment

Intellectual Transformation

- Acquisition of knowledge, skills and experience (education/training)
- Enhanced awareness, consciousness, and acceptance
- Enhanced confidence, self-esteem, and positive thinking
- Love and respect of self, others, one's culture and heritage
- Commitment and willingness to change

Social Change

- Changing beliefs, attitudes, values, practices, norms, and culture
- Establishing positive, productive, and healthy personal relationships
- Developing social cohesiveness and unity
- Engaging in collective work, responsibility and accountability

Economic Development

- Working productively
- Earning, saving, and investing money
- Spending and consuming wisely
- Establishing businesses and creating jobs
- Pooling resources and forming business coalitions

Political Engagement

- Becoming organized and getting involved
- Forming political organizations and coalitions
- Influencing public policy and legislation
- Voting and seeking public office
- Advocating, lobbying, promoting and protecting one's interest

ISEP: PRINCIPLES OF EMPOWERMENT



ISEP

The principles of empowerment (“ISEP”) are applicable on multiple levels:

Individual

Family

Community

IMPORTANT POINTS:

- The change that we desire **begins within us.**
- We have the power to bring about change **if we have the will to do so.**
- We can **liberate ourselves** from disparities in education, wealth, health and power.
- Power is never gained or achieved without **service, struggle, and sacrifice.**

Resilience

Resilience is the capacity to withstand, recover from, and overcome:

Difficulties

Challenges

Hardships

Failures

Adverse experiences

7 C's of Resilience

- **Confidence** – belief in one's own abilities which is derived from competence (skills).
- **Competence** - the feeling of knowing that you can handle a situation effectively because you have the skills to do so.
- **Connection** - developing close ties to family and community so that a solid sense of security is created which helps lead to strong values and prevents alternative destructive paths.

7 C's of Resilience - continued

- **Character** – developing a solid set of morals and values to determine right from wrong and to demonstrate a caring attitude toward others.
- **Contribution** - understanding the importance of personal contribution which serves as a source of purpose and motivation.

7 C's of Resilience - continued

- **Coping** - Learning to cope effectively with stress will help you be better prepared to overcome life's challenges.
- **Control** – people who realize that they can control the outcomes of their decisions are more likely to realize that they have the ability to bounce back.

Developing Resilience

- Learn to relax
- Practice thought awareness
- Edit your outlook
- Learn from your mistakes and failures
- Choose your response

Developing Resilience

- **Maintain perspective**
- **Set yourself some goals**
- **Build your self-confidence**
- **Acquire knowledge and skills**
- **Develop strong relationships**
- **Be flexible**

IMPORTANT POINTS:

- You can make a difference.
- Life's events are **not purely random** and that most things that happen are the result of individual's **choices and actions**.
- **Actions produce consequences.**

Total Wellness

Well-being of Spirit, Mind, Body:

- **Spirit** – nonphysical part of a person which is the seat of emotions, morals, character; the essence of identity, importance, and esteem; the force within a person that gives life energy, and power
- **Mind** – intellect, thoughts, reasoning, resolving, emotions, feelings
- **Body** – anatomy, physiology, biology, genetics, biochemistry

Spiritual Wellness

Achieving well-being of your Spirit:

- Have faith
- Practice the teachings of your faith
- Practice the 10 Commandments (Exodus: Chapter 20, Deuteronomy Chapter 5) and teachings of Jesus Christ (e. g. the Sermon on the Mount – Matthew: Chapters 5, 6 and 7, and other teachings found in the Gospels of Matthew, Mark, Luke and John).
- Display love, joy, peace, faithfulness, kindness, liberty, and self-control

Mental Wellness

Achieving well-being of your Mind:

- Have confidence and positive thinking/identity/ self-esteem
- Manage stress with relaxation, exercise, prayer, meditation, and mindfulness
- Avoid unhealthy relationships, unsafe sexual practices, violence, and the misuse of tobacco, alcohol, and other addictive drugs

Achieving well-being of Mind- continued

Achieving well-being of your Mind:

- Acquire knowledge, understanding, and wisdom through education and training.
- Earn, save, and spend money wisely
- ➤ Work, be active and productive

Achieving well-being of Mind- continued

- ➤ Have fun with family and friends
- ➤ Laugh, enjoy life, and maintain a positive attitude
- ➤ Love and respect others and yourself
- Seek professional counseling and mental health services when needed

Physical Wellness

Achieving well-being of your Body:

- Practice **Body Movement** - moving the body by stretching, walking, dancing, exercising, and engaging in other physical activity
- Practice **Healthy Eating** - eating vegetables, fruits, lean meat, less fat, less salt, less sugar, and smaller portions
- Have doctor **visits, health assessments and evaluations** when needed.

“THE MESSAGE”

- **Be truthful, realistic and responsible.**
- **Do the right thing and be for real.**
- **Obey laws and rules of society.**
- **Listen to sound and reasonable advice from people who have your best interest at heart and who you know are knowledgeable and have proven skills and experience.**

“THE MESSAGE”

- **Learn fast, work hard, and save your money**
- **Spend your money wisely and live within your means.**
- **Say what you mean and mean what you say.**
- **Do what you say you are going to do and let your word be your bond.**
- **Don't say, or agree to, things that you know you will not or cannot do.**

“THE MESSAGE”

- Be committed, devoted, dedicated, and determined.
- Have discipline, and “stick to it” power.
- Obey and follow God’s commandments in your life daily.
- Have faith, pray, read, study and practice the teachings of your faith.
- Love and treat people the way you want to be treated.

“THE MESSAGE”

- **Recognize, develop, and use your talents and abilities to their greatest potential.**
- **Use your talents and abilities to improve the well-being of yourself, family, and community.**
- **Take care of your health and live life to its fullest because you only live once.**
- **Strive for Total Wellness and Empowerment**
- **You have the “Equipment” to achieve Total Wellness and Empowerment**

EQUIPMENT by Edgar A. Guest

(George Washington Carver's Favorite Poem)

Figure it out for yourself, my lad,
You've all that the greatest of men have had,
Two arms, two hands, two legs, two eyes
And a brain to use if you would be wise.
With this equipment they all began,
So start for the top and say, "I can."

Look them over, the wise and great
They take their food from a common plate,
And similar knives and forks they use,
With similar laces they tie their shoes.
The world considers them brave and smart,
But you've all they had when they made their start.



EQUIPMENT - continued

You can triumph and come to skill,
You can be great if you only will.
You're well equipped for what fight you choose,
You have legs and arms and a brain to use,
And the man who has risen great deeds to do
Began his life with no more than you.

You are the handicap you must face,
You are the one who must choose your place,
You must say where you want to go,
How much you will study the truth to know.
God has equipped you for life, but He
Lets you decide what you want to be.

EQUIPMENT - continued

Courage must come from the soul within,
The man must furnish the will to win.
So figure it out for yourself, my lad.
You were born with all that the great have had,
With your equipment they all began,
Get hold of yourself and say: "I can."

--Edgar A. Guest



BECOMING EMPOWERED? “Yes, We Can!”