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THE EMPOWERMENT FRAMEWORK

3 KEYS FOR YOUNG MEN OF
COLOR TO BELONG, LEAD &
THRIVE

by Dr. Adam Anthony





A NOTE FROM DR. ADAM:

I built **EmpowerMENT** out of my story. As a same-race Black adoptee and former foster youth, I know the power of strong mentors—and I also know the weight of navigating gaps in support when your lived experience isn't reflected to you.

Through my doctorate research, my community work, and my personal healing, I discovered something simple but powerful: **belonging is the foundation of thriving.**

That's what the EmpowerMENT Framework is about—creating spaces where young men of color who've experienced foster care or adoption are seen, supported, and equipped to lead.

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EmpowerMENT, by Dr. Adam Anthony

THE FRAMEWORK: M • E • N

M = Mentorship

No one succeeds alone. Cross-mentorship—where guidance flows both ways—helps young men not only gain wisdom but also share their own voice and lived experience.

🔑 *Reflection question: Who is one mentor (or mentee) you can reach out to this week?*

E = Empowerment

True empowerment means developing the confidence, leadership skills, and advocacy tools to step into opportunities. It's about moving from surviving to thriving.

🔑 *Reflection question: What's one skill or strength you can name that you're proud of today?*

N = Network

Community creates belonging. A strong, supportive network opens doors, builds resilience, and reminds us that we are not invisible—we are connected.

🔑 *Reflection question: Who's already in your corner? Write down three names and thank them this week.*

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WHY THIS MATTERS

Young men of color with foster care or adoption experiences are not invisible. They are our brothers, sons, classmates, coworkers, and friends. By investing in mentorship, empowerment, and networks, we change not only their future but the communities they shape.



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NEXT STEPS

This framework is just the beginning. I offer three ways to bring EmpowerMENT into your organization, classroom, or community:

- Cross-Mentorship Programs
- Leadership Development Consulting
- Keynotes & Workshops

👉 Learn more and connect with me at:
empowermentbydradam.com

Because none of us rise alone.
–Dr. Adam

