



THEY ARE NOT INVISIBLE

A FRAMEWORK FOR BUILDING SAFE BELONGING FOR BLACK MALE
ADOPTees AND MEN OF COLOR

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Belong. Lead. Thrive.
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EmpowerMENT, by Dr. Adam Anthony TM

Why This Matters

Across families, schools, workplaces, and communities, too many Black men and boys with foster care or adoption experiences grow up unseen.

They look like they're "doing fine," but beneath the surface live questions about identity, belonging, and worth.

I know that ache because I've lived it.

And I've also seen what happens when belonging is built on purpose—when empathy becomes structure and people feel safe to show up fully.

That's why I created the They Are Not Invisible Framework—to help families, educators, and organizations move from awareness to action.

This free guide is your starting point. It's not the full roadmap—but it's enough to open your eyes, stir your heart, and start your team on a new path.



What You'll Discover:

- ✓ The deeper story of belonging for Black male adoptees and men of color.
- ✓ The five pillars of safe belonging—revealing what every environment needs to thrive.
- ✓ Reflection prompts that challenge how you see, speak to, and support the men and boys in your life.
- ✓ Why traditional DEI or mentorship models often miss the mark—and how to build better.



The 5 Ways (An Overview)

Lead with Listening

Start with stories before strategies. Listening creates the trust that transformation requires.

Redefine Leadership Pathways

Leadership isn't reserved for titles—it's nurtured through opportunity, mentoring, and representation.

Make Mentorship Intentional

The best mentors don't fix—they affirm, guide, and walk alongside.

Invest in Representation

Visibility shapes possibility. Representation tells every young man, "You belong here."

Embed Belonging in Culture

Belonging isn't a workshop; it's a way of being woven into policies, relationships, and daily rhythms.

The full guide dives deeper into how each principle becomes practice.



Who This Is For:

- Families and friends of Black male adoptees.
- Educators, school leaders, and mentors.
- Organizational teams focused on leadership development or DEI.
- Community and faith leaders seeking to create healing spaces.

If you see yourself in any of these circles, you have a role to play.



Why You'll Want the Full Conversation

The truth is: transformation doesn't happen from reading alone. It happens in conversation—in honest, guided spaces where you can ask questions, name the gaps, and start building differently. That's exactly what our EmpowerMENT Discovery Consultation is for.

In 30 minutes, we'll:

- Explore your context—family, program, or organization
- Identify one immediate step toward stronger belonging
- Share how EmpowerMENT can support your goals through consulting, workshops, or training

**Ready to Work with Dr. Adam?
Book your 30-minute Discover Call
now:**

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