

An abstract graphic consisting of several thin, white, parallel lines that originate from the lower-left quadrant and extend towards the upper-right corner of the page. The lines are slightly curved and vary in length, creating a sense of movement and depth against the solid blue background.

Closing the prison-to-prison pipeline
by Producing Productive Citizens

Transitioning from Prison Inmate to Productive Citizen:

An alternative to unsettling realities detailed in *The New Jim Crow* (Michelle Alexander, 2010)

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Why should we care?

- Blacks account for 13 percent of Allegheny County’s population but 48 percent of the jail population.
- Black males are incarcerated at five times the national rate for White males.
- Black females are six times more likely to be incarcerated than White females.
- One in four Black students has a parent who is now or has been in prison.
- Children of incarcerated Black parents experience more academic, mental, and physical health problems.
- Nationally, 75 percent of inmates have drug or mental illness issues and 48 percent have both.
- Locally, Allegheny County spends 42 cents of every property tax dollar on the criminal justice system.

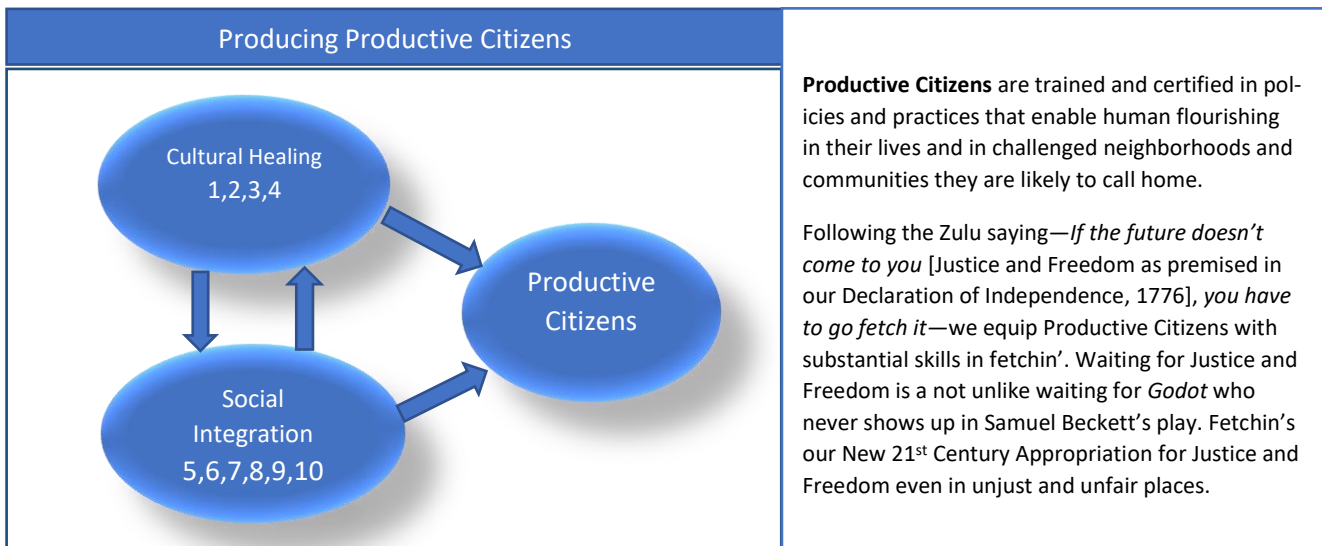
What will we do to make a difference (that existing reforms are not doing at the scale proposed)?

Cultural Healing: Implement policies and practices that help incarcerated juvenile or adult to:

1. Identify, understand, and cope with four dimensions of racist stereotypes that currently unsettle Black lives.
2. Identify, understand, and cope with nine types of racial discrimination that currently unsettle Black lives.
3. Identify, understand, and cope with the historical origins and ongoing costs of racist stereotyping and racial discrimination.
4. Utilize music, choreography, videography, and stage productions to accelerate cultural healing of wounds inflicted by 400-plus years of historical and ongoing racial stereotyping and discrimination in America.

Social Integration: Implement policies and practices that will accelerate the attainment of:

5. *Literacy Skills*: Artificial intelligence platform that diagnoses, instructs, and confirms mastery of basic literacy skills essential in basic communications, employment settings, and career progression.
6. *Numeracy Skills*: Artificial intelligence platform that diagnoses, instructs, and confirms mastery of basic computational skills essential in employment settings and career progression. For those interested in writing code, artificial intelligence platforms may also be available for introducing and honing these skills. Also, we have successfully used an online STEM development program that possibly can be adapted for use by those expressing an interest in learning and practicing fundamentals of engineering robotics.
7. *Transformational Skills*: Entails mastery of four essential skills—**Acknowledging**, **Specifying**, **Empowering**, and **Dissemination** [pronounced ‘aced’]—that we have found important in enabling the recovery and transformation of challenged neighborhoods and communities like those to which enrollees most likely will be returning.
8. *Pre-Apprenticeship Skills*: Training and certification in pre-apprenticeships for construction, culinary, floral, and other trades.
9. *Post-Secondary Education*: Sponsored, e.g., by Pell Grants now reenabled after 26 years by the federal government.
10. *Productive Employment*: Based on local and state job and apprentice opportunities.



¹ Methods, instruments, procedures, design, analysis, and participant protection protocols will be specified along with instructional methodology which will include PowToon and Zoom technologies.

OUR THEORY OF POST-TRAUMATIC CULTURAL DISORDER (PTCD) evaluates historical and ongoing costs of more than 400 years of Black oppression in America. National studies, for example, document that about 80 percent of Whites and nearly 50 percent of Blacks from pre-school to old age have consciously or unselfconsciously internalized racist stereotypes about Blacks: They are ‘apes’ which ‘explains’ why they are *mentally defective* intellectually, emotionally, and morally and *physically gifted* athletically, sexually, and rhythmically. These percentages, applied to the 2018 Census of number of Blacks and Whites living in America, indicate that 7 of 10 Whites *and* Blacks encountered on a given day are likely consciously or unselfconsciously to harbor racist concepts about Blacks. Implications for prisoners and their keepers are immediate, but in this round, we focus more on inmates (*Prisoner Reform*) than their keepers (*Prison Reform*) which will be featured in a subsequent application. Given the national health crisis dramatically affecting jails as well as state and national prisons as well as juvenile attention centers, this may not be an apt moment for engaging prison systems as primary targets of intervention. Later perhaps but not now.

When Blacks internalize racists ideas about Blacks, we say that they are *culturally alienated, i.e., victimized by Post-Traumatic Cultural Disorder*. Culturally alienated Blacks in America, the Caribbean, and Africa report higher levels of dysphoric symptoms (depression, anxiety, stress, and hostility), addictive behaviors (alcohol for example), and immature coping strategies (avoidance for example). Moreover, published research reveals that culturally alienated Blacks nationally and internationally are at higher risks of cardiovascular disease, type 2 diabetes, and stress hormone overproduction. Of noteworthy implications to this application, culturally alienated Blacks report more abusive relationships within their families, commit more heinous Black-on-Black crimes within their neighborhoods and communities, and perform less well on standardized IQ tests (in no way a measure of their true ability).

Reductions in cultural alienation through **Cultural Healing Interventions 1-4** will entail inclusion of measures that estimate levels of internalized racism along with dysphoric symptoms, addictive behaviors, criminal infractions, and physical markers including body mass, insulin resistance, and neuropsychological indicators of allostatic load.

Social Integration Interventions 5-10 prepare enrollees for successful re-entry into their communities of origin. Our aims are appropriately high—to equip enrollees with (a) *life skills* to enable their personal thriving and success and (b) *communal skills* to enable the recovery and transformation of neighborhoods they will call home. Normalizing (a) and (b) affirm the Zulu saying *If the future doesn’t come to you [Justice and Freedom] you have to go fetch it*; honor the African proverb *I am because we are*; and mirror the allocentric principle *I am my brothers and sisters’ keeper*. We will track the quality of implementation and outcomes.

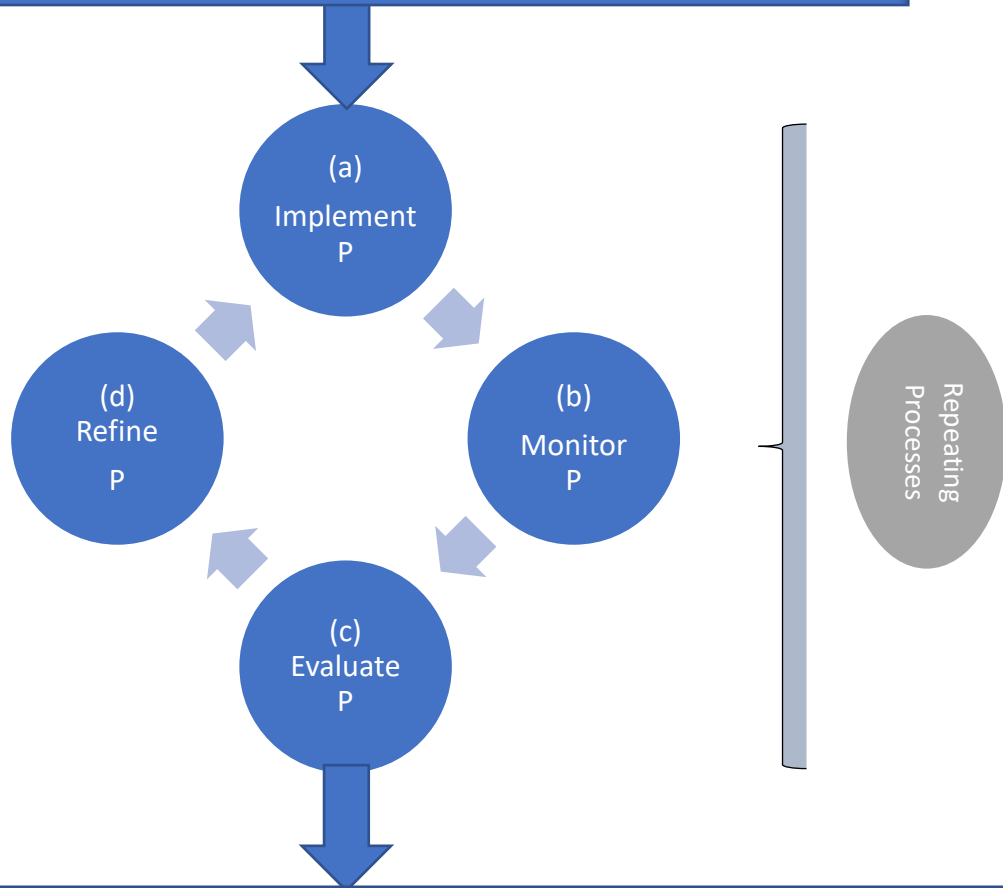
Producing Productive Citizens Modules 1-10 are designed to liberate Black inmates as cultural heirs of 400-plus years of racial stereotyping and discrimination associated with social, personal, and health disparities of a devastatingly wide range. Our full aim is to equip inmates as agents of liberation for themselves (1-4) and for their communities (5-10) which together propel their transition from *Prison Inmates to Productive Citizens*—our complement of remedies for 21st Century injustices so poignantly described in our nation’s prisons by Michelle Alexander (2010)²

The next section provides a complementary examination of how identified policies and practices will be implemented, monitored, evaluated, and revised in a manner that will progressively improve our proficiency in *Producing Productive Citizens* over changing times and circumstances.

²Producing Productive Citizens is an example of what we now refer to as *analeptic interventions* which are expressly designed to overcome obvious and hidden costs of historical and ongoing oppression of any form—racism, classism, genderism, featurism, dialecticism, and so on [inspired by the Greek word *analeptikos* meaning to revive, repair, or restore].

Closing the Prison-to-Prison Pipeline by

progressive improvement in implementing each policy and practice (P)



in ways that will progressively achieve our commitment to

Producing Productive Citizens

who are capable of transforming their lives and those of neighbors and communities in places they call home.

<p>(a) Implement target policy and practice</p> <p>(b) Monitor quality of implementation</p>	<p>Jerome Taylor PhD, University of Pittsburgh Kaniqua Robinson PhD, University of Pittsburgh Richard Garland MSW, University of Pittsburgh Huberta Jackson Lowman PhD and Gwendolyn Singleton, PhD Florida Agricultural and Mechanical University Melvin Steals PhD, Aliquippa Pennsylvania Curtis Thorpe MA, Pittsburgh Pennsylvania Oronde Sharif, MSW, University of Pittsburgh Benita Brown, PhD, Virginia State University Barry McCrary, EdD, Western Illinois University</p>	<p>(c) Evaluate effects of policy and practice</p> <p>(d) Refine to improve quality of effects ongoingly</p>
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Costs for Producing Productive Citizens:

Ten Policies and Practices for Cultural Healing and Social Integration

Cultural Healing Overview ([Click on all Hyperlinks in Blue for Details](#))

[Cultural Healing Overview Video](#)

1. *Identify, understand, and cope with four dimensions of racist stereotypes that currently unsettle Black lives.* [Attachment 1](#) AND [Dimensions of Racial Stereotypes Video](#): (\$500 per participant).
2. *Identify, understand and cope with nine types of [Video of Nine Type of racial discriminations](#) racial discrimination that currently unsettle Black lives.* n [Attachment 2](#) AND: (\$500 per participant). [Video of Nine Type of racial discriminations](#)
3. *Identify, understand, and cope with the historical origins and ongoing costs of racist stereotyping and racial discrimination.* [Attachment 3](#) AND [Video for cost of racial stereotyping](#): (\$500 per participant).
4. *Utilize music, videography, choreography, stage productions to accelerate cultural healing of wounds inflicted by 400-plus years of historical and ongoing racial stereotyping and discrimination in America* [Attachments 4a and 4b](#) are examples AND [Cultural literacy Video](#) AND video [Choreography Video](#). (\$500 per participant).

Social Integration Overview: ([Click on all Hyperlinks in Blue for Details](#))

[Social Integration Video](#)

5. *Literacy Skills: Artificial intelligence platform that diagnoses, instructs, and confirms mastery of basic literacy skills essential in basic communications, employment settings, and career progression* ([Lexia PowerUp Literacy | Lexia Learning](#) which has the largest impact on student reading outcomes, measured by average effect size—the gold standard of randomized control trials that meets federal standards: (\$90.00 per participant).
6. *Numeracy Skills: We have successfully used an online STEM development program that can be adapted for use by those expressing an interest in learning and practicing fundamentals of engineering:* [ROBOTC](#) (\$49 per participant).
7. *Transformational Skills: Entails mastery of four essential skills—Acknowledging, Specifying, Empowering, and Dissemination [pronounced ‘aced’]—that we have found important in enabling the recovery and transformation of challenged neighborhoods and communities like those to which enrollees most likely will be returning* [Attachment 5](#): (Subcost--\$400 per participant).
8. *Pre-Apprenticeship Skills: Training and certification in pre-apprenticeships for construction, culinary, floral, and other trades—*(Subcost--\$3, 000 per participant for counselors managing all aspects of finding, placing, overseeing and supporting all aspects of application, training, and certification).
9. *Post-Secondary Education: Sponsored, e.g., by Pell Grants now reenabled after 26 years by the federal government* (Subcost). [S.1074 - 116th Congress \(2019-2020\): REAL Act of 2019 | Congress.gov | Library of Congress](#) (Subcost--\$100 per student for counselor overseeing this process).

10. *Productive Employment: Based on local and state job and apprentice opportunities*—Example: [Pennsylvania Job Listings | EveryJobForMe](#)—(\$100 per student for counselor overseeing this process).

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Progressive Improvement Costs: *Statistical consultant who will design the database, oversee data entry, and analyze each cycle of intervention with monthly feedback that will encourage and support progressive improvement in implementation quality over time and circumstance.*

Final Editing Costs: Adjusting Cultural Healing web-accessible training materials to accommodate the reading and comprehension levels of adolescent and adult enrollees.

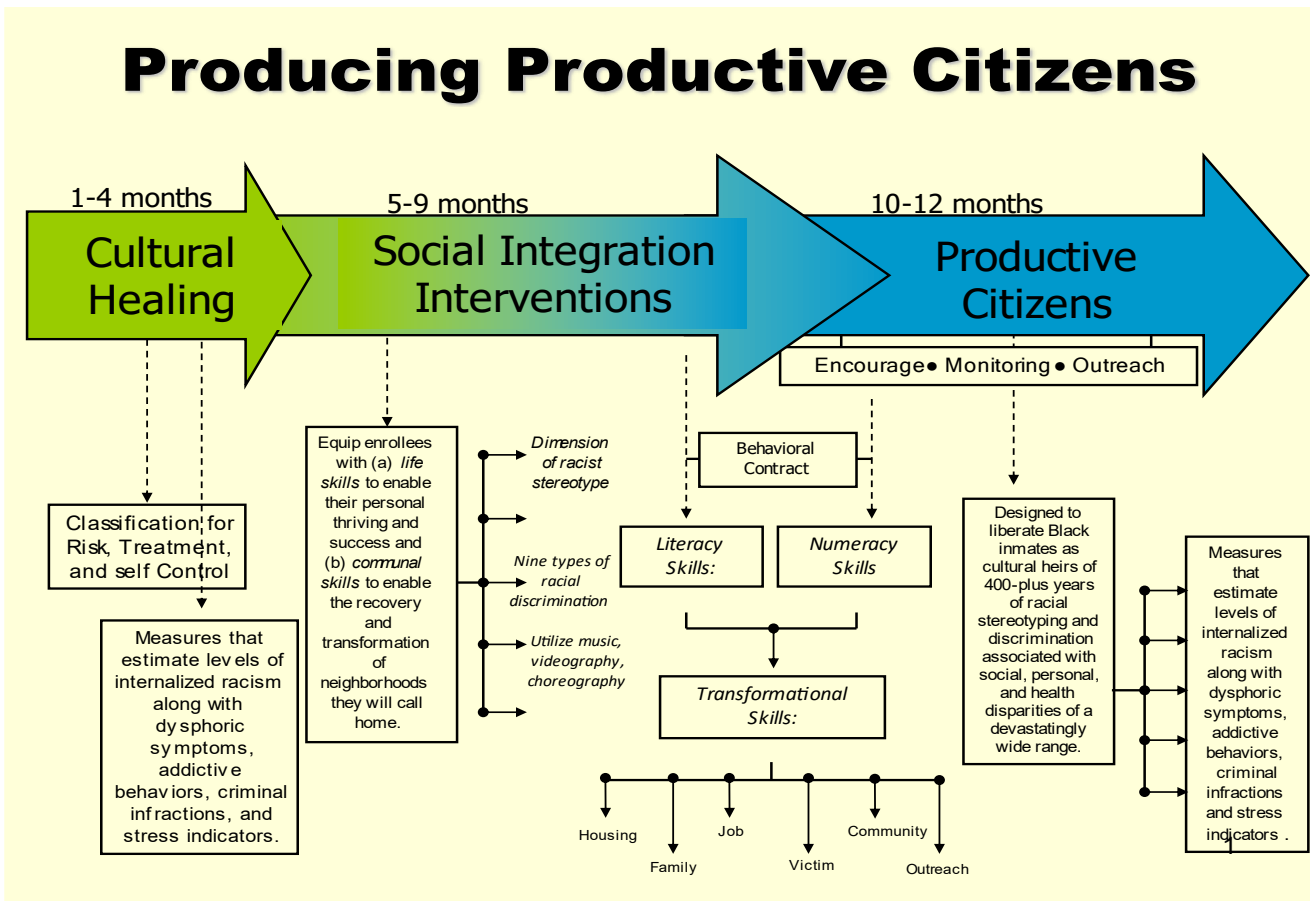
Budget (Cost Per Participant)³

• Cultural Healing	2,000
• Social Integration	3,539
• Progressive Improvements	110
• Final Editing	440
• Administrative Costs (30% of Direct Costs)	1,824
• Total Cost per Participant	7,903

YO1 Cost for 50 Enrollees (Next Page)

³ \$7,903 for the fulsome emancipation of each participant is remarkably less costly than 40 acres and a mule stipulated by Union General William Tecumseh Sherman on January 16, 1865. Under our model featuring 10 policies and practices, this total cost enables benefits for enrollees as well as to neighborhoods and communities they will call home. Inspired by the African proverb—*as a spider taps its web, the whole web trembles*—our trained and certified juveniles and adults are equipped to implement policies and practices that promote fulsome emancipation in their neighborhoods as well as in certificant themselves.

We offer *Cultural Healing and Social Integration with Progressive Improvements* to enrollees who also are trained and certified as agents of healing and social transformation for stressed neighborhoods and communities they are likely to call home. By *Producing Productive Citizens*, we redress jarring realities and social costs so poignantly and movingly detailed in Michelle Alexander’s *The New Jim Crow* (2010).



Costs: 50 juveniles [any dropouts replaced from waiting list to maintain this level of 50 juveniles enrolled throughout the year] x per capita cost of \$7903 = \$395,150 for Y01 cohort—our cost for fulsome emancipation as remedy to the *New Jim Crow*.
