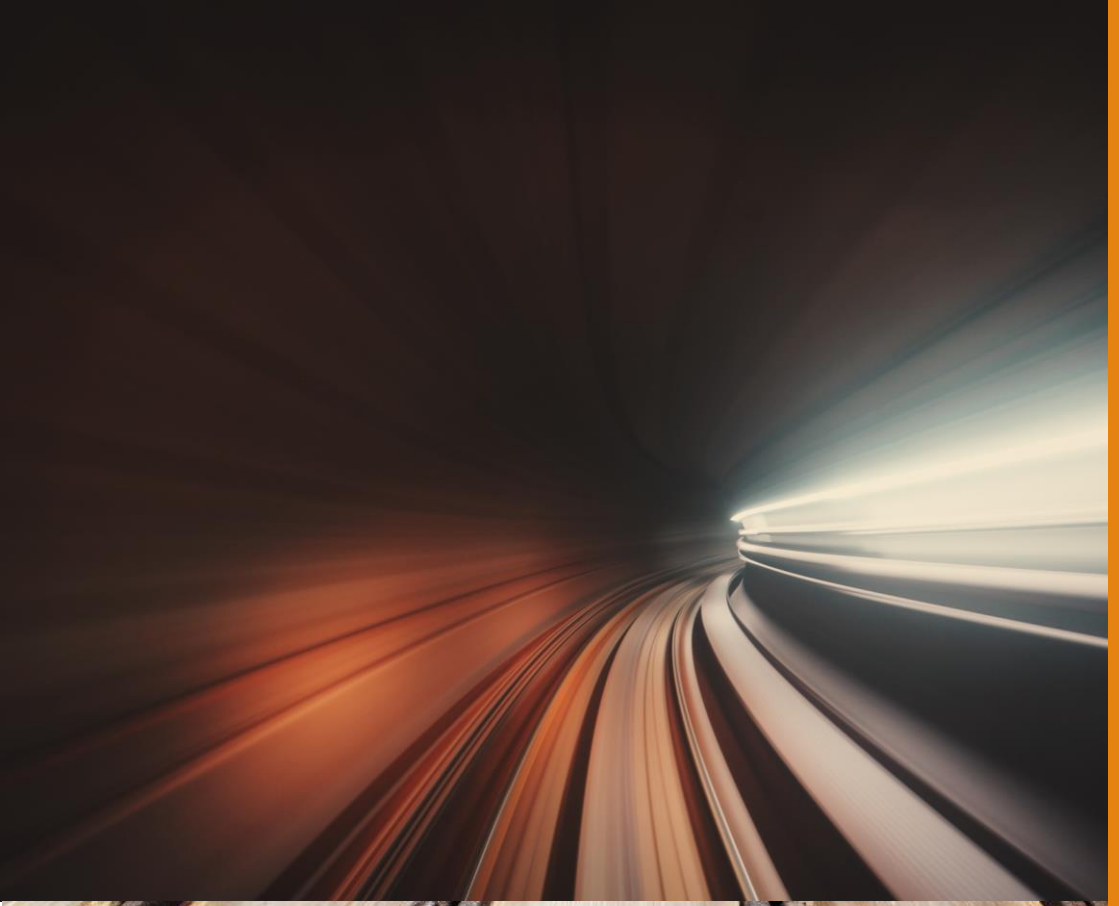
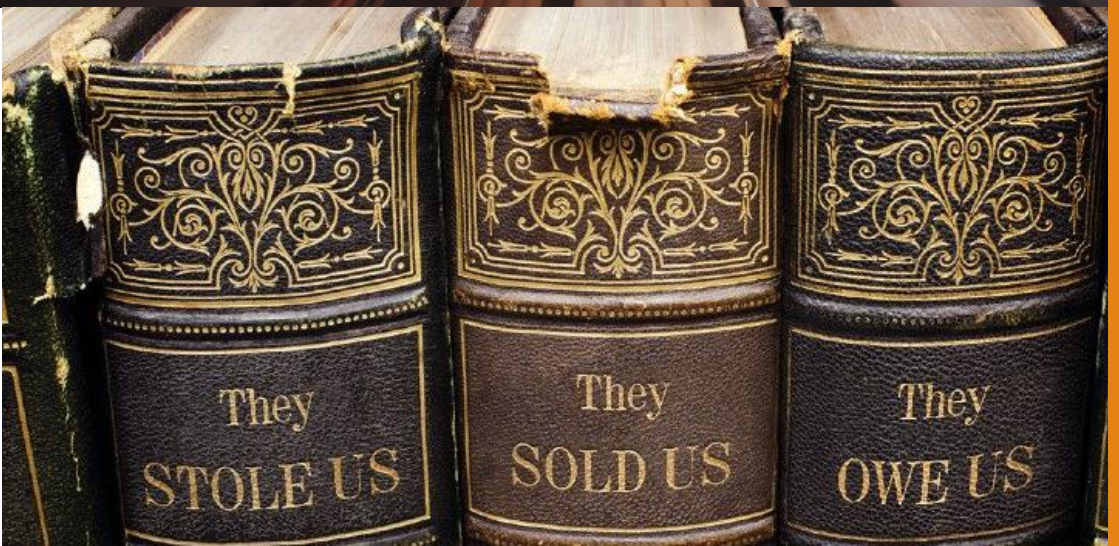




Adult Developmental Thinking and Leadership: Obstructions of Restorative Justice for the American Descendants of Slavery (ADOS) www.ADOS101.com

AAACE 2019 ANNUAL CONFERENCE
American Association for Adult and Continuing Education (AAACE) Oct. 8-11, St. Louis, Missouri

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SCAN ME

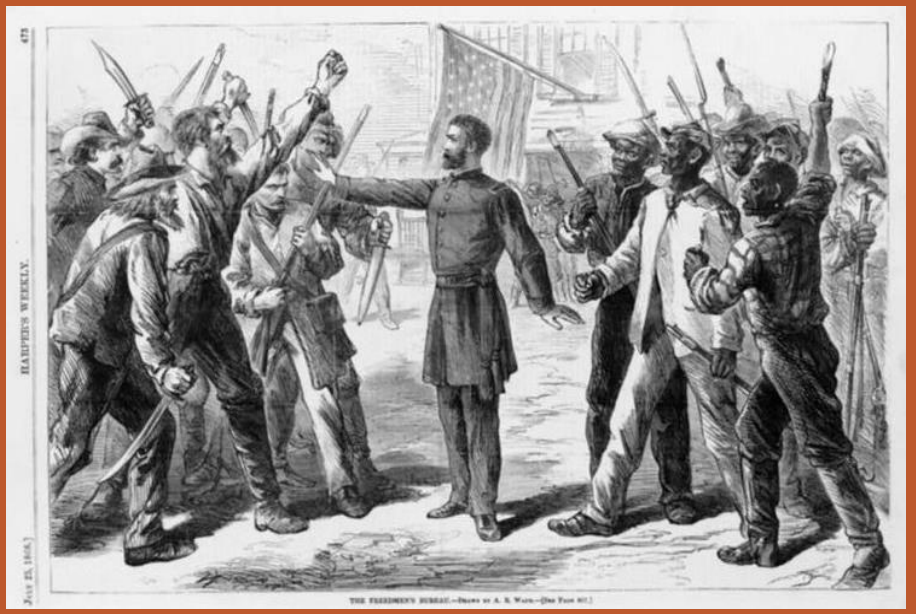
Learning Outcomes:

HOW WE BECAME AMERICAN DESCENDANTS OF SLAVERY (ADOS) IN THE UNITED STATES

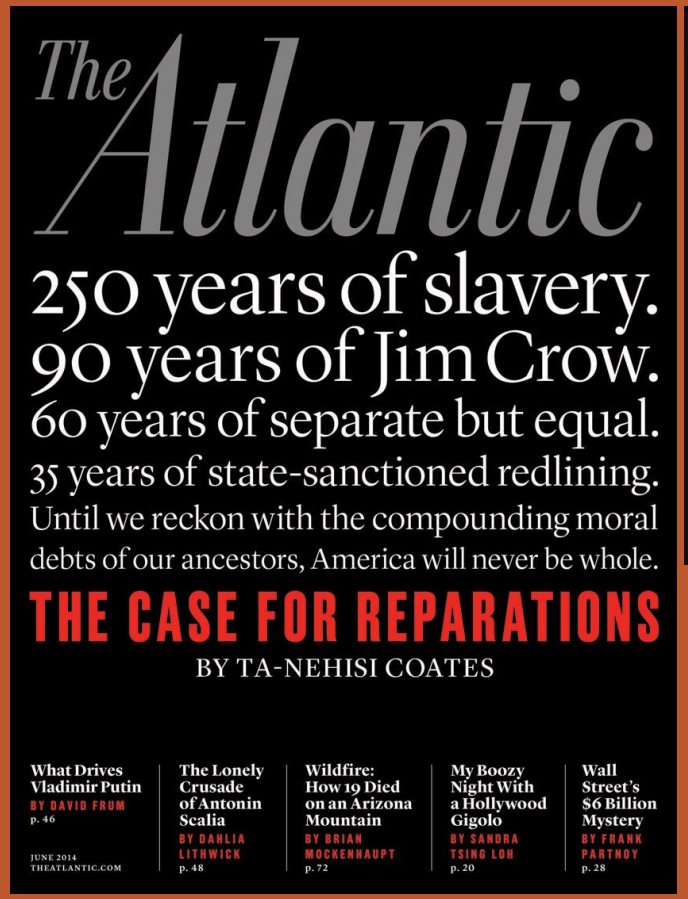
THE FUTURE FOR ADOS & OUR POLITICS
- THE RACIAL WEALTH GAP- $$$

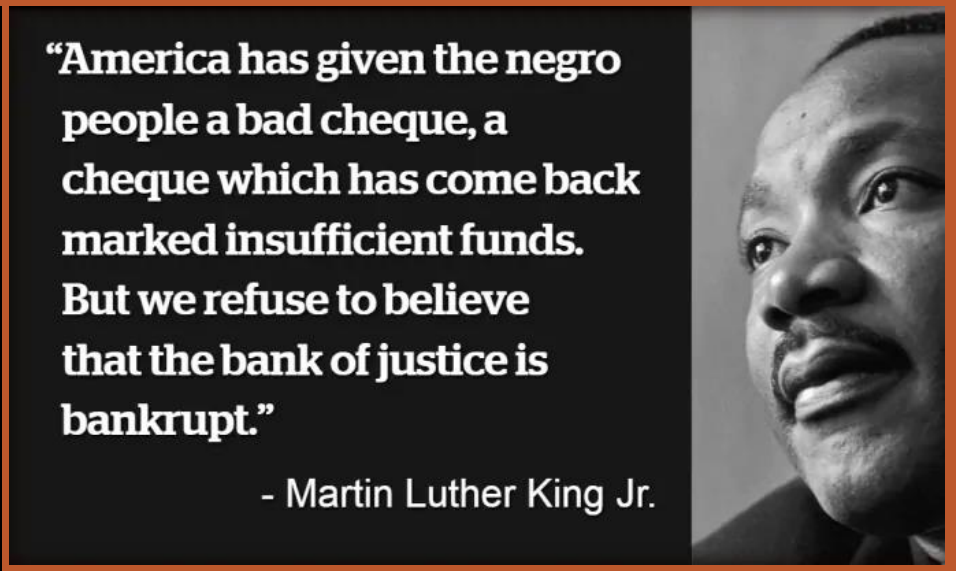
HOW YOU CAN ASSIST IN RESTORATIVE JUSTICE FOR ADOS



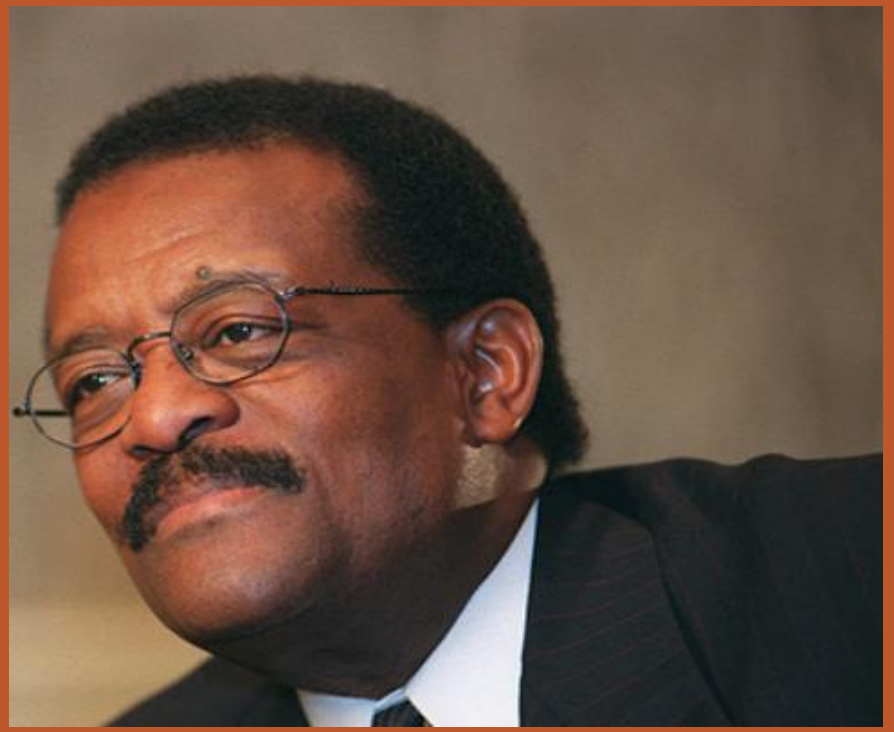

HARPER'S WEEKLY




The Atlantic
250 years of slavery.
90 years of Jim Crow.
60 years of separate but equal.
35 years of state-sanctioned redlining.
Until we reckon with the compounding moral debts of our ancestors, America will never be whole.
THE CASE FOR REPARATIONS
BY TA-NEHISI COATES
What Drives Vladimir Putin
BY DAVID FRUM
p. 46
The Lonely Crusade of Antonin Scalia
BY DAHLIA LITHWICK
p. 48
Wildfire: How 19 Died on an Arizona Mountain
BY BRIAN MOCKENHAUPT
p. 72
My Boozy Night With a Hollywood Gigolo
BY SANDRA TSING LOH
p. 20
Wall Street's $6 Billion Mystery
BY FRANK PARTNOY
p. 28
JUNE 2014
THEATLANTIC.COM


"America has given the negro people a bad cheque, a cheque which has come back marked insufficient funds. But we refuse to believe that the bank of justice is bankrupt."
- Martin Luther King Jr.


REPARATIONS FOR SLAVERY
C-SPAN2



The #ADOS hashtag and name is the creation of Political Policy Expert Yvette Carnell and Attorney Antonio Moore.

Their 21st Century social media-based civic and political engagement breathed new life into an arguably dormant U.S. black American reparations movement. #ProjectTakeover



Economists William Darity Jr. Ph.D. (Duke University) and **Darrick Hamilton Ph.D.** (Ohio State University) helped to frame **the racial wealth gap** scholarship as a result of denied compensation for chattel slavery, Jim Crow segregation, and the targeted economic terrorism toward ADOS citizens.



“The white household living near the poverty line typically has about $18,000 in wealth, while black households in similar economic straits typically have a median wealth near zero. This means, in turn, that many black families have a negative net worth.”

Source: (Darity, Hamilton, Paul, Aja, Price, Moore, & Chiopris, 2018, p. 2).

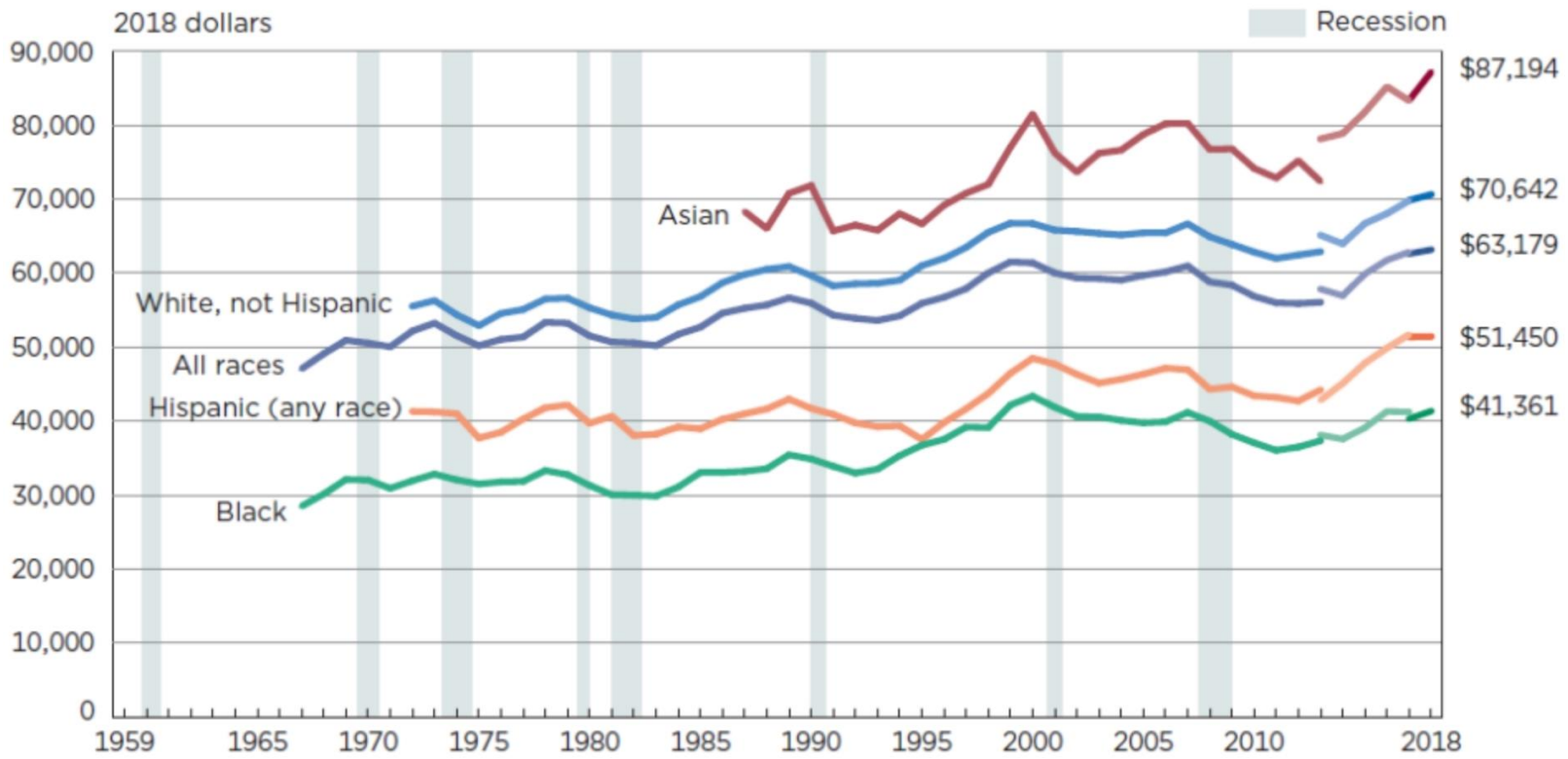
Wealth refers to the stock of assets (i.e., the value of any ownership that can be converted into cash) held by a person or household at a single point in time. **Liquidity** involves turning an asset into cash.

Income refers to money received by a person or household over some period. Income includes wages, salaries, and cash assistance from the government.

The combination of what you own (your assets) and what you owe (your liabilities) makes up your personal **net worth**.

Figure 2.

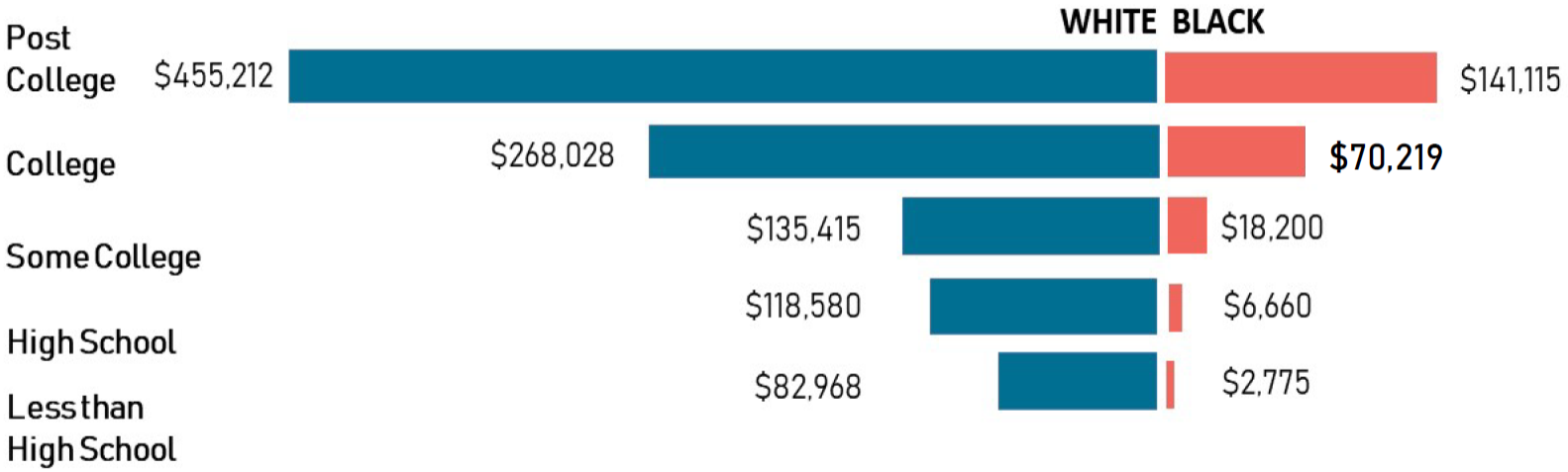
Real Median Household Income by Race and Hispanic Origin: 1967 to 2018



Notes: The data for 2017 and beyond reflect the implementation of an updated processing system. See Appendix D for more information. The data for 2013 and beyond reflect the implementation of the redesigned income questions. See Table A-2 for historical footnotes. The data points are placed at the midpoints of the respective years. Median household income data are not available prior to 1967. For more information on recessions, see Appendix A. For more information on confidentiality protection, sampling error, nonsampling error, and definitions, see <https://www2.census.gov/programs-surveys/cps/techdocs/cpsmar19.pdf>.

Source: U.S. Census Bureau, Current Population Survey, 1968 to 2019 Annual Social and Economic Supplements.

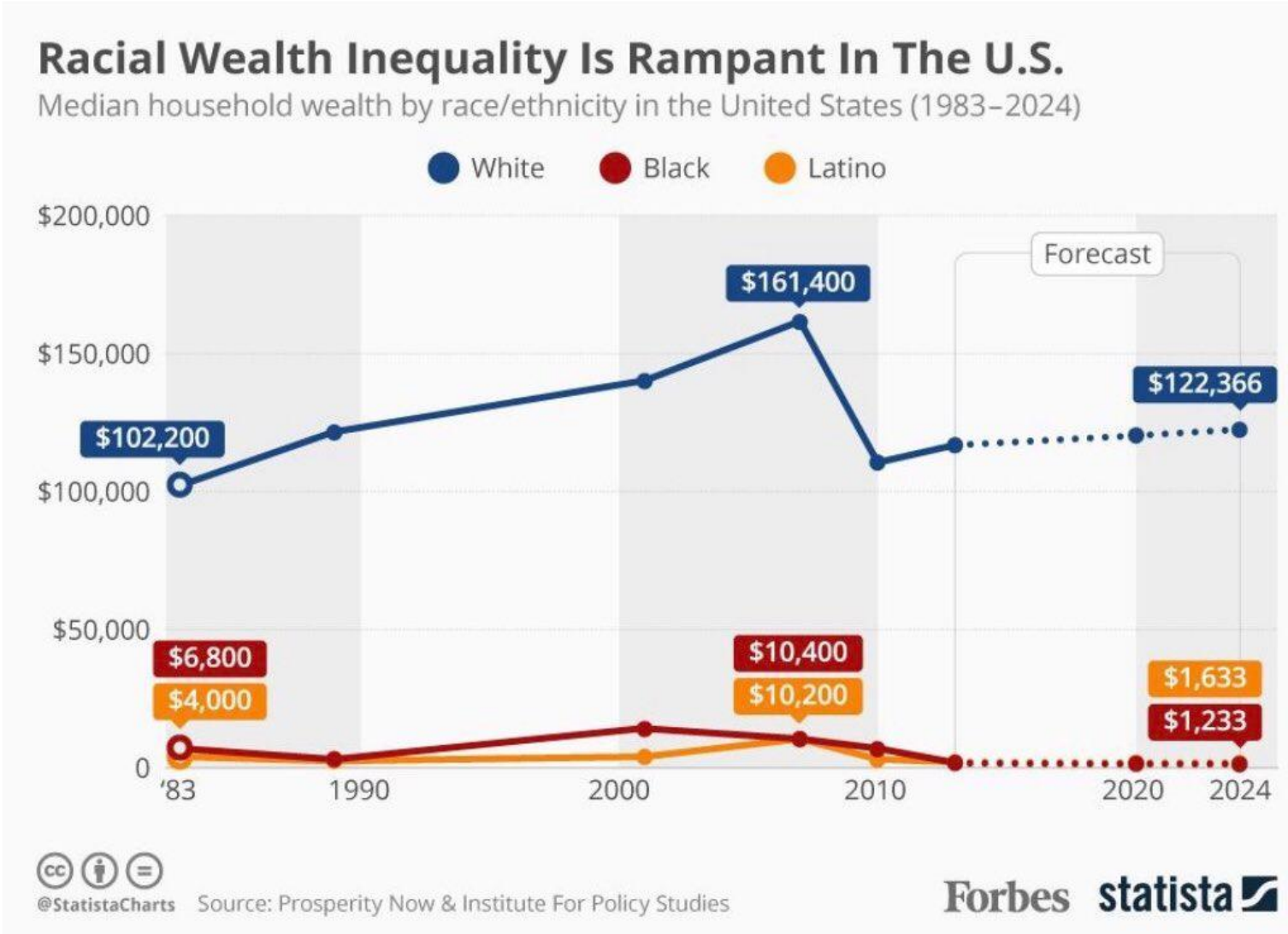
Figure 1: Median Household Net Worth by Race and Education



Source: Authors' calculations, Survey on Income and Program Participation (SIPP) 2014.

Note: Many of these figures were updated from a prior report entitled *Umbrellas Don't Make it Rain: Why Studying Hard and Working Hard Isn't Enough for Black Americans* (Hamilton et al. 2015).

(Source: Darity et al., 2018).


Racial Wealth Inequality Is Rampant In The U.S.
Median household wealth by race/ethnicity in the United States (1983–2024)
White
Black
Latino
$200,000
$150,000
$100,000
$50,000
0
Forecast
$161,400
$122,366
$102,200
$6,800
$4,000
$10,400
$10,200
$1,633
$1,233
'83
1990
2000
2010
2020
2024
@StatistaCharts
Source: Prosperity Now & Institute For Policy Studies
Forbes
statista

In-demand Jobs and Work Opportunities

Occupational shift away from middle-income jobs requiring less executive-functional skills and lower pay

TABLE 3.1 Occupations with Most Job Growth

1998–2008	2012–2022
Systems Analysis	Personal Care Aides
Retail Sales	Registered Nurses
Cashiers	Retail Salespersons
Managers and Executives	Home Health Aides
Truck Drivers	Food Preparation and Servers
Office Clerks	Nursing Assistants
Registered Nurses	Secretaries, Admin. Assistants
Computer Support Specialists	Customer Service
Home Health Aides	Janitors, Cleaners
Teacher Assistants	Construction Laborers

Source: (Shapiro, 2017)

Working hard and increased incomes alone will not close the racial wealth gap for ADOS when their jobs have no work-place based retirement asset generation potential.

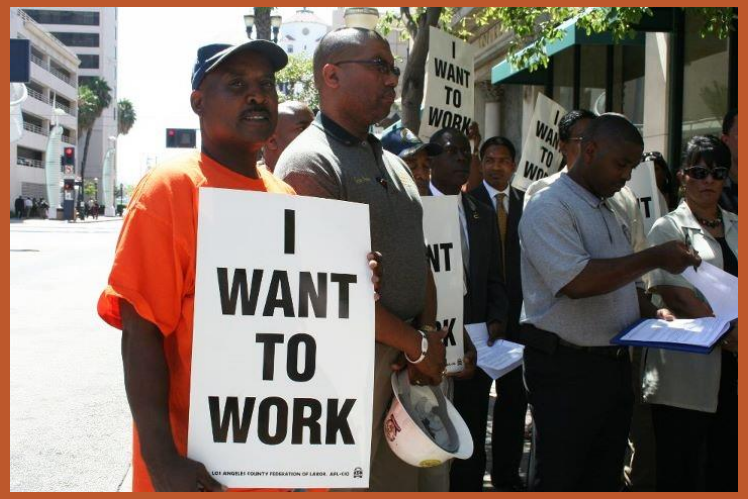


TABLE A.1 Leveraging Mobility Study: Selected Family Characteristics, 1998–1999 and 2010–2011

	All Families	African American Families	White Families
Number in 1998	183	89	88
Number in 2010	137	67	65
Median Age, 2010	49	48	50
Median Income, 1998	$58,746	$48,106	$80,400
Median Income, 2010	$69,000	$56,000	$84,000
Median Net Financial Assets	$28,050	$167	$81,350
Median Net Wealth	$79,500	$9,750	$289,000
College Education, 2010	60%	50%	72%
Middle Class	73%	70%	75%
Homeowners, 1998	53%	34%	75%
Homeowners, 2010	69%	51%	91%
Unemployment, 1998–2010	38%	39%	37%
Children in College or on Track		32%	47%
Received Inheritance		5%	19%
Received Large Gifts		39%	56%
Debt over $900 (excluding mortgage)		34%	24%

Figures in 2010 Dollars

Source: (Shapiro, 2017)

The ADOS academic achievement gaps

Table 5.1 Average National Assessment of Educational Progress (NAEP) reading and mathematics scale scores of 12th-grade students, by race/ethnicity: 2015

Mathematics Scale Scores		Reading Scale Scores	
Asian	174	White	297
White	157	Asian	296
Two or more races	155	Two or more races	291
Pacific Islander	151	Pacific Islander	289
American Indian/Alaska Native	134	Hispanic	279
Hispanic	133	American Indian/Alaska Native	277
Black	127	Black	273

Note: Mathematics scale scores ranged from 0 to 300; reading scale scores ranged from 0 to 500.

Source: Musu-Gillette, L., de Brey, C., McFarland, J., Hussar, W., Sonnenberg, W., and Wilkinson-Flicker, S. (2017). *Status and trends in the education of racial and ethnic groups 2017* (NCES 2017-051). U.S. Department of Education, National Center for Education Statistics. Washington, DC, pp. 52, 48.

Source: (Parkay, 2020)

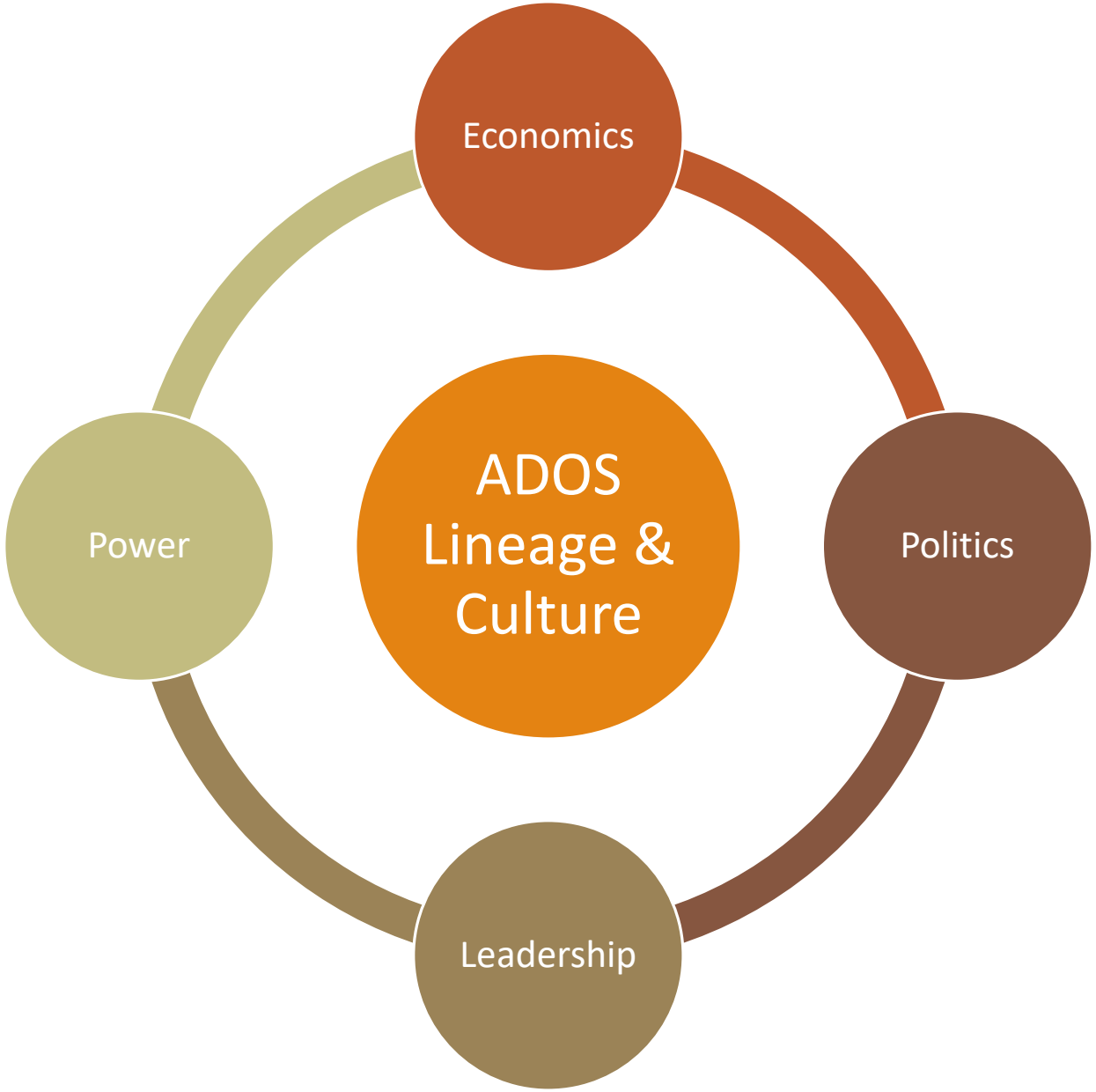
Explicit Major Education Acts of the 1970s

- Title IX Education Amendment prohibiting sex discrimination (1972)
- Indian Education Act (1972)
- Education for All Handicapped Children Act (1975)
- Indochina Migration & Refugee Assistance Act (1975)

Spiral Dynamic Theory and Adult development: The psychosocial memetic evolution of ADOS



Spheres of Influence and Ethnic Identity



Economics

Reparations are intended to provide **restorative justice and to reduce the inherited disadvantage for ADOS as a consequence of U.S. chattel slavery, Jim Crow, and the ongoing anti-black discrimination for foundational black Americans**. They include restitutions in the forms of public policy and legislation in order to make ADOS whole. This would include and is not limited to monetary cash payouts and compensation based in part on the U.S. government's role as a sponsor in the oppression and explicit discrimination against ADOS. Those actions locked black ADOS out of wealth creation and the inheritance transfers that would have led to generations of stable ADOS life and families.



Power

Adult education as a field has historically supported efforts for **social justice and advocacy for the oppressed**. This has required applying a critical lens in the deconstruction of racial injustice, human capital exploitation, and critiquing the role of free-market capitalism among the less powerful. **Through government policy, both structural and legal (Katznelson, 2005), ADOS have become the bottom-caste group in America.** Only a massive infusion of restorative justice in order to counter the accrued disadvantages of slavery being realized even today is just. The outcomes of lacking collective power in the ADOS community is continued inherited poverty and ultimately ethnic genocide. Power can be concentrated in enclaves and does not require a majority in order to obtain benefits.



Politics

Civic engagement and representative government serve as access points for obtaining U.S. prosperity. The American Civil Rights Movement, led by ADOS, served as a global model for suffrage and the value of black American political leadership. **Historically ADOS understood that in order to change their fortunes black men and women needed to have representative political actors who advocated for full and equal access to their citizenship**. Contemporary paradigm shifts under the murky auspices of diversity and multicultural-ism have redirected the once explicitly black American body politic. The murky concept of racism now requires the redefining of a distinct ADOS ethnicity in order to do targeted political advocacy. Only a justice claim framed around restitution for government-sanctioned chattel slavery, Jim Crow, separate but equal, economic redlining, mass incarceration, and race-targeted violence can repair ADOS and their communities.



Leadership

Courage and strength are the hallmarks of effective ADOS leadership. Leaders understand the nature of power and will span boundaries in order to advocate for the needs of those they represent. **Ideally, 21st Century leadership is infinite not singular and can rotate in order to promote the greater good.** There are optimal traits effective leaders possess which are typically grounded in ethics and morality, that too can be transactional. Knowing and engaging one's strength and understanding the philosophical worldview of others lends to complex higher-order thinking. Leaders establish a constructive environment that inspires and motivates others. Most tantamount is that effective leaders have vision and an "editable roadmap" to the collective group's greater good.



ADOS Pilot Study (Mixed Methods)

Demographic Information for In-Person Interview Volunteers

Participant Pseudonyms	Gender	Self-Identified Race	Age	Marital Status	Education
Coach	Male	Black	46	Married	BA/Masters
Veronica	Female	Black	58	Married	Masters
Wise§	Male	Black	46	Married	Some college
Wanda	Female	Black	52	Married	Some college
Abba§	Female	Mixed Black	27	In a relationship	Masters Degrees
Eric	Male	Black	19	Single	Sophomore

§Pilot study participant data used for this initial colloquium qualitative data analysis.

Generational Frequency Distribution of Pilot Data

Age Groups	Frequency	Percentages
Millennials	50	45.5
Generation X	38	34.5
Baby Boomers	17	15.5
Generation Elders	5	4.5
Total (N)	110	100.0

Study generational classifications: Ages 17 and under are Generation Y members and those ages 18 - 34 are the Millennials and in 2015 this group numbered 75.4 million. Those ages 35- 50 are Generation X and will surpass the baby boomers in 2028. People ages 51 - 69 are Baby Boomers and this group numbered 74.9 million. Those ages 70 and over are described as the Generation of Elders in this study.

ADOS SES Correlation Matrix

Table TBA

Correlations of American Descendants of Slavery (ADOS) Socioeconomic Statistics (SES)

	Generation	Gender	Country	Highest ED	Work Status	Race	Income	Marital Status
Generation	1.00							
Gender	.06	1.00						
Country	-.05	.09	1.00					
Highest ED	.24*	.04	.22*	1.00				
Work Status	.17	.13	.03	.08	1.00			
Race	-.15	-.01	-.03	-.09	-.00	1.00		
Income	.37**	.16	-.08	.29**	.13	.03	1.00	
Marital Status	.34**	.16	-.03	.19	.18	-.08	.36**	1.00

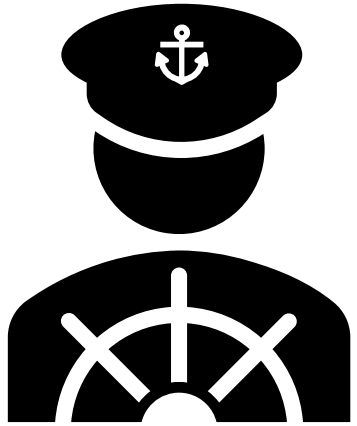
* Correlation is significant at the 0.05 level (2-tailed).
** Correlation is significant at the 0.01 level (2-tailed).
N=110

ADOS Pilot Study Data Crosstabs

Table TBA

ADOS Education Levels by Country of Origin
Q III. Where have you spent most of your life relative to your country and citizenship?

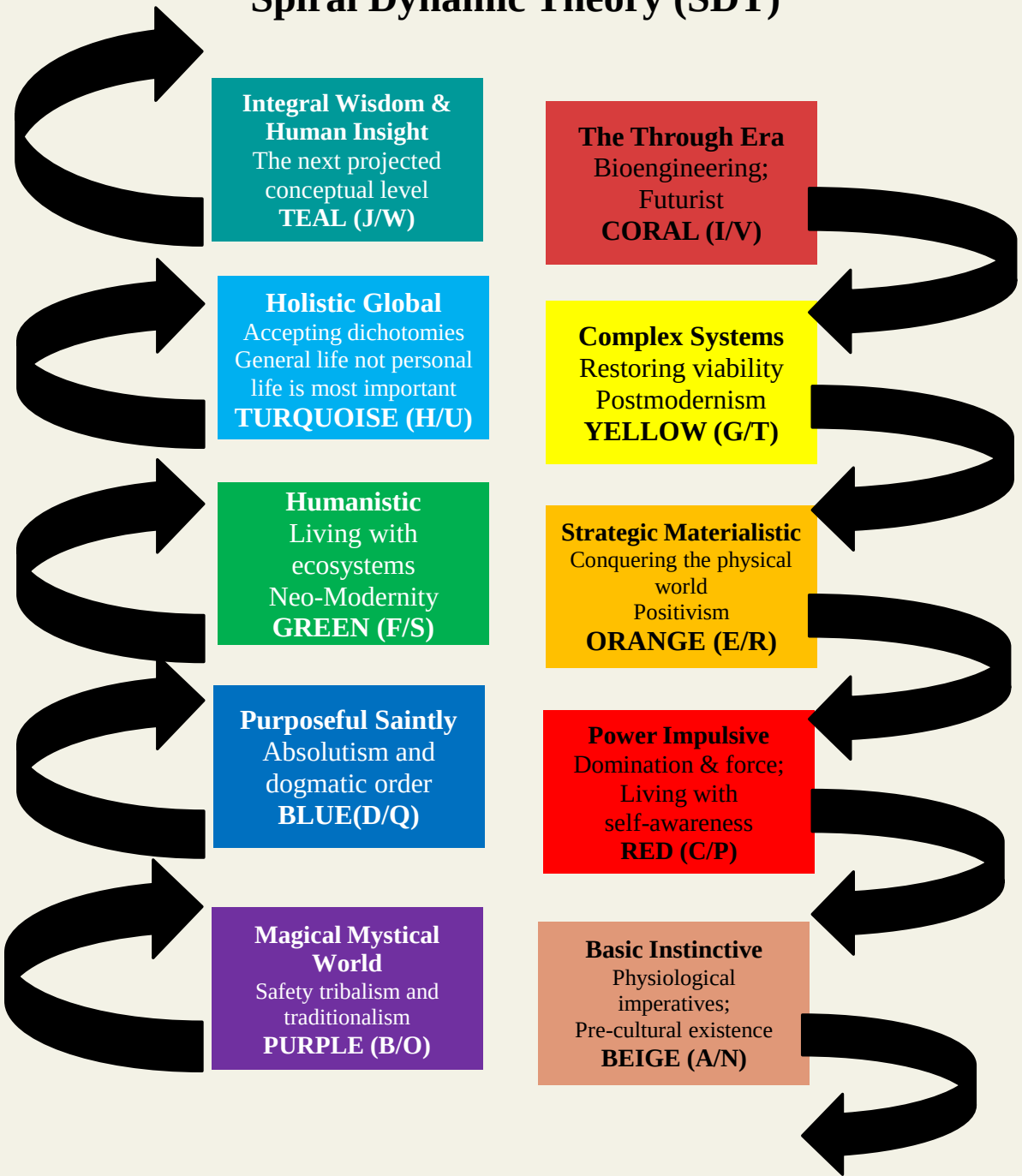
		GED	High School Diploma	Assoc. Degree	Bachelor's Degree	Master's Degree	Doctorate Degree	Total
Country	United States Inside	4	28	8	27	35	6	108
	United States Outside	0	0	0	0	0	2	2
Total		4	28	8	27	35	8	110



Using Spiral Dynamic Theory to Identify Leadership Styles and Collective Worldview Orientations

Complex
Higher-order thinking

Spiral Dynamic Theory (SDT)



Collectivism

Individualism

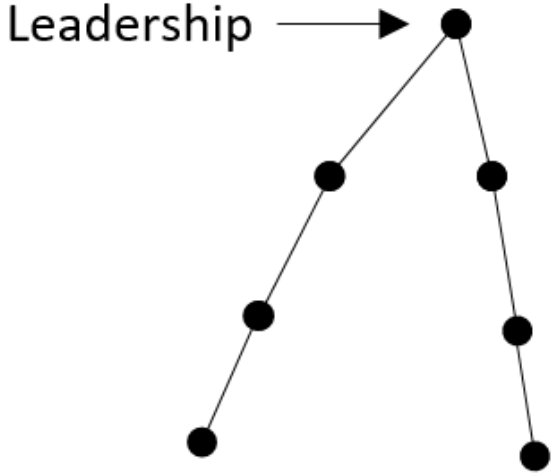
Simplistic
Lower-order thinking

Descriptive Statistics of SDT Worldview by Gender

					95% CI	
		N	*Mean*	*SD*	*Lower Bound*	*Upper Bound*
Purple_vMEME	Black Women	85	2.69	.63	2.56	2.83
	Black Men	25	2.63	.49	2.43	2.84
	Total	110	2.68	.60	2.57	2.80
Red_vMEME	Black Women	85	2.30	.51	2.20	2.42
	Black Men	25	2.29	.52	2.08	2.51
	Total	110	2.30	.52	2.21	2.40
Blue_vMEME	Black Women	85	2.14	.53	2.02	2.25
	Black Men	25	2.04	.56	1.81	2.27
	Total	110	2.12	.53	2.01	2.22
Orange_vMEME	Black Women	85	2.67	.50	2.56	2.78
	Black Men	25	2.62	.48	2.42	2.82
	Total	110	2.66	.50	2.56	2.75
Green_vMEME	Black Women	85	1.77	.45	1.68	1.87
	Black Men	25	1.76	.36	1.61	1.91
	Total	110	1.77	.42	1.69	1.85
Yellow_vMEME	Black Women	85	1.86	.45	1.76	1.95
	Black Men	25	1.84	.29	1.72	1.96
	Total	110	1.85	.41	1.78	1.93
Turquoise_vMEME	Black Women	85	2.10	.50	2.00	2.20
	Black Men	25	1.76	.44	1.58	1.95
	Total	110	2.02	.51	1.92	2.12

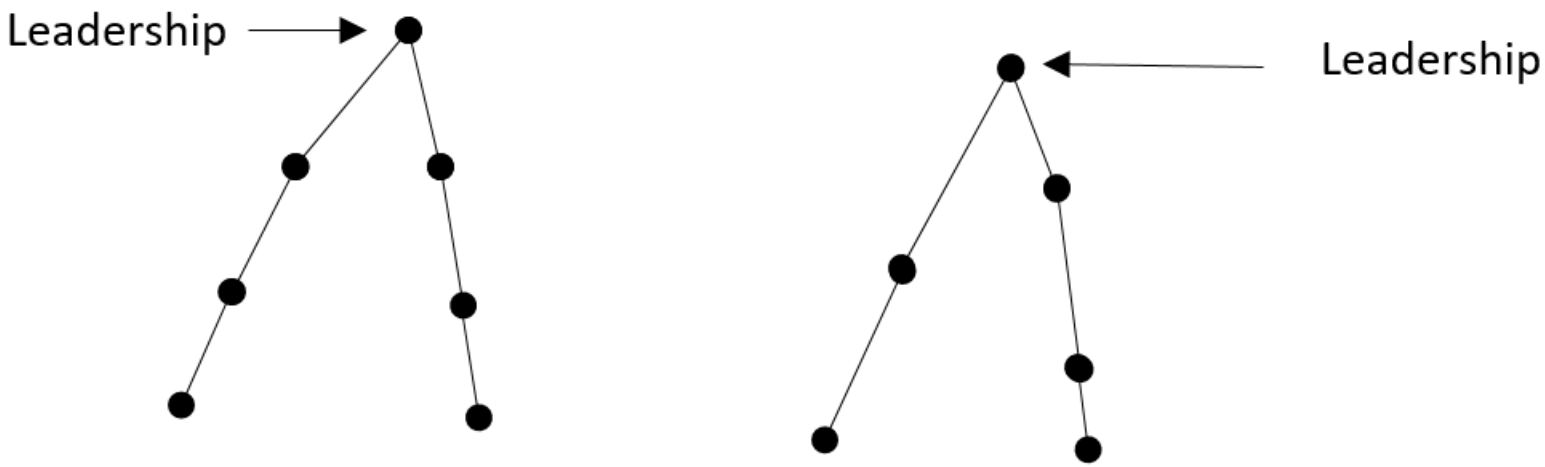
$\mu \geq 2.5$ reject SDT worldview

Red SDT Leadership Style



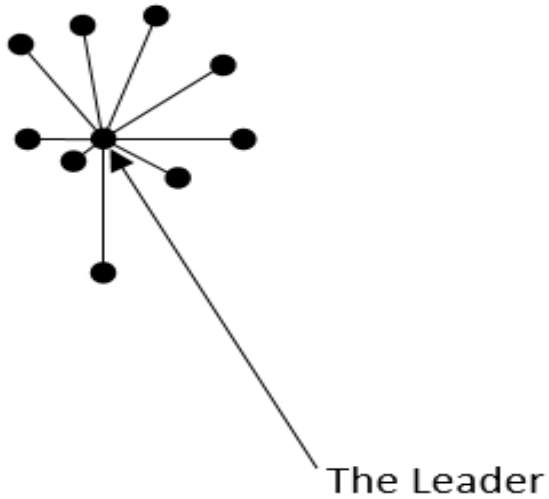
Express self for what one wants remorselessly (**Red**). Raucous conflict is foundational to this leadership style. Dominant group members are constantly seeking to become the person in control. Therefore, limited peace is not sustained within this environment and the new emerging leader viciously highlights the frailties of the previous fallen one. The centralized leader controls the group and disallows conflict until challenged for overthrow from another more dominant archetype.

Blue SDT Leadership Style



Sacrifice self now in order to gain reward later (**Blue**). Leadership is "assumed" or understood often based on seniority. It is authoritarian in nature and more than one pyramidal system of leadership can exist at the same time. There is often some isolation of members. Disagreements are not met with raised voices, but politeness and marked by an air of quiet control of group members.

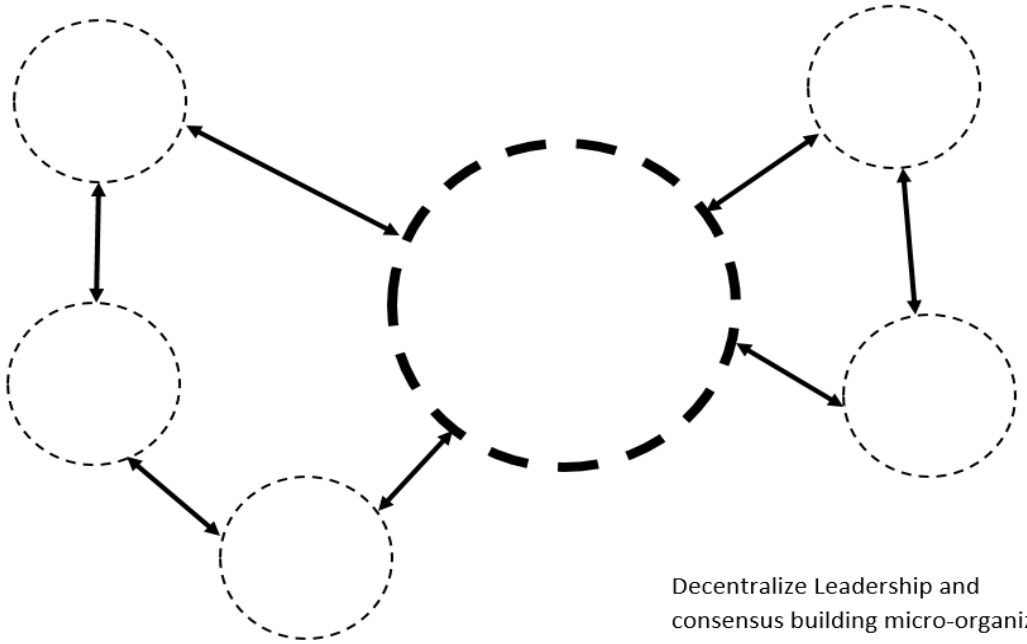
Orange SDT Leadership Style



Express self at a cost in order to obtain desires with little shame or guilt (**Orange**). Leadership control over others is consolidated after a competitive fight for power in the above big wheel model. The centralized power figure actively controls all others and determines how much information, delegation, and access to the leadership is given to members.

NOTE: Length of line distance was introduced into the model by Brown (2013) in order to denote the ongoing and constant movement by members to obtain leadership control.

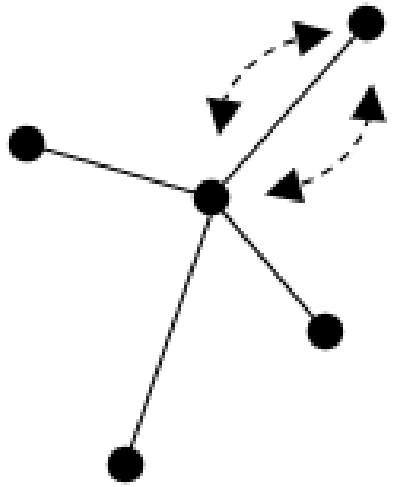
Green SDT Leadership Style



Sacrifice self now for reward now of the group (**Green**). Single-person leadership is avoided in this model and given only when assigned by group consensus – there exists more than one "flat type" of organizing among members (or subgrouping) often based on previous acquaintanceship relationships.

Brown(2013) revised diagram

Yellow SDT Leadership Style



Complex and Rational Leadership style where the most efficient problem solver leads.

Express self with the consideration that it is not at the expense of others (Yellow). Organizing through emergent and "revolving" leadership that is agreed upon after lively discussion of possible approaches by members. The leader(s) will change based on whoever has the best-offered knowledge. Infighting for ideas is encouraged but does not occur at the expense of another individual's self-worth. Members insist on being heard and no ostracism is allowed when an expressed or creative idea fails during implementation.

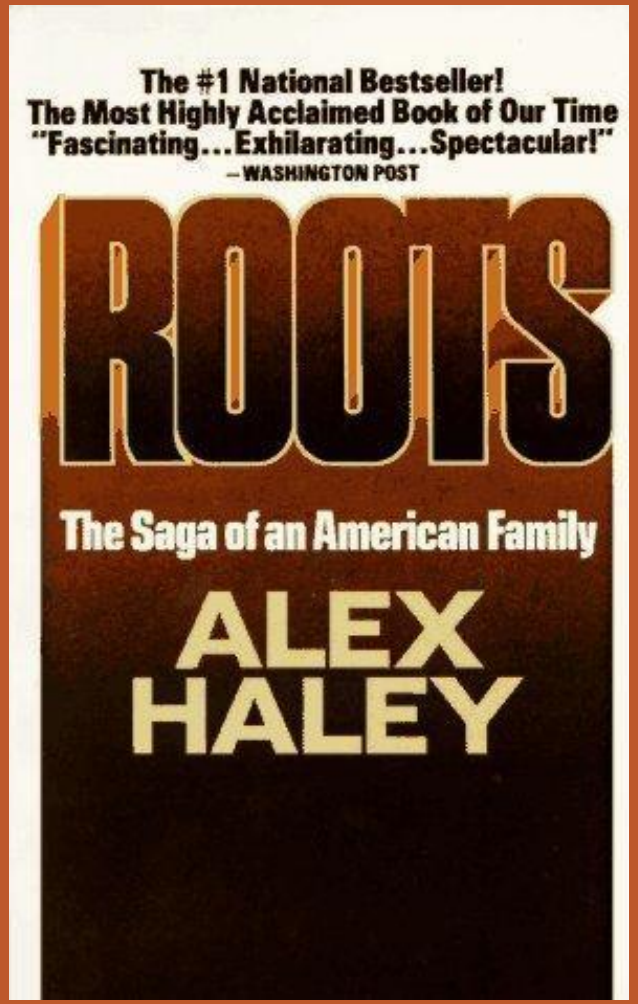
Protected-Class Status is Crucial

Formal Classification Category for ADOS people; and a Unique Census Designation Identifier



"I'm not ashamed of it [slave trading] because I personally wasn't directly involved."

(Donald Duke, former governor of Calabar state and a good-government presidential candidate in the 2019 Nigerian elections)



The New Yorker Sale—save 50%.

PERSONAL HISTORY

MY GREAT-GRANDFATHER, THE NIGERIAN SLAVE-TRADER

By Adaobi Tricia Nwaubani July 15, 2018



from Africa in Transition and Africa Program

Confronting Africa's Role in the Slave Trade

Blog Post *by* John Campbell

September 26, 2019



Open gates are seen before a monument at the site of the "Point of No Return" where slaves were loaded onto ships in the historic slave port of Ouidah, Benin, on July 17, 2019. Afolabi Sotunde/Reuters

Nwaubani recounts a conversation with a Tanzanian now living in the United States:

"Because of the crimes, the pain, the humiliation that I saw them (descendants of slaves) suffer in the United States," he avoided talking about his family's role in slavery, instead highlighting Tanzanian music, architecture, and poetry.

Source: (Campbell, 2019, September 27 [Blog post])

Talib Kweli Greene ✓
@TalibKweli

Those white supremacist are shooting ppl because they are anti immigrant. Just like ADOS is. ADOS is the same as these MAGA terrorists. You the enemy. Blood on y'all hands too. @teckietoy @breakingbrown @tonetalks @sandydarity #ADOSistrash

> **AngryBlackMannottakingUrshit** ... · 04 Aug
> @TalibKweli for the sake of black unity are you willing to tamp down the black on black verbal war. We are under attack by white supremacist we need a united front. You are the leader of the anti-ADOS movement so what you say go...



Political JuneTeenth - #SonOfMe... · 4h
The tragedy is you blindly following a "celebrity" that has no political grounding. We are human beings. We are not "trash" and even if she disagrees with our politics, what justification does she have for dehumanizing us, and you for endorsing it?

1 5 17

1 more reply

Kat Vermeulen @fatttkattt · 20h
Replying to @YNB
So do you want us to? Cause #adosistrash

3



Tariq Nasheed 🇺🇸 ✓ @tariqnash... · 10m
Mitch McConnell is using all the white supremacist talking points as to why he feels Black American Descendants of Slavery should not get what's owed to us.

> **ABC News** ✓ @ABC · 6h
> Senate Majority Leader Mitch McConnell says he is against reparations for slavery in part because it would be hard to know whom to pay.
>
> "No one currently alive was responsible for that." abcn.ws/2XYbve2



Jenna
@_JennaLeon

As a 1st gen 🇺🇸I was taught not to interact w AA bcos they're, in today's vernacular, "trash". I always had an issue w this even though AA bullied blk foreigners. Growing up in a country where everyone who looks like u are in position of power gives you a different perspective.

Talib Kweli Greene ✓ @T... · Mar 3, 2019
I support the idea of reparations but I am more in support of a plan for reparations than I am in support of shouting "reparations now" into the void or holding my vote hostage and letting trump win again cuz the candidate who can beat him doesn't see that vision. @billtheicon

BreakingBrown (Yvette Carnell)
@BreakingBrown

This is the problem with Black celebrity. Loud & wrong. I don't know why we should be concerned with what you think anyway. #ADOS life is imploding, and u obviously don't understand what the data suggests about the NEED & URGENCY of a Reparations movement/program.

224 2:47 PM - Mar 3, 2019

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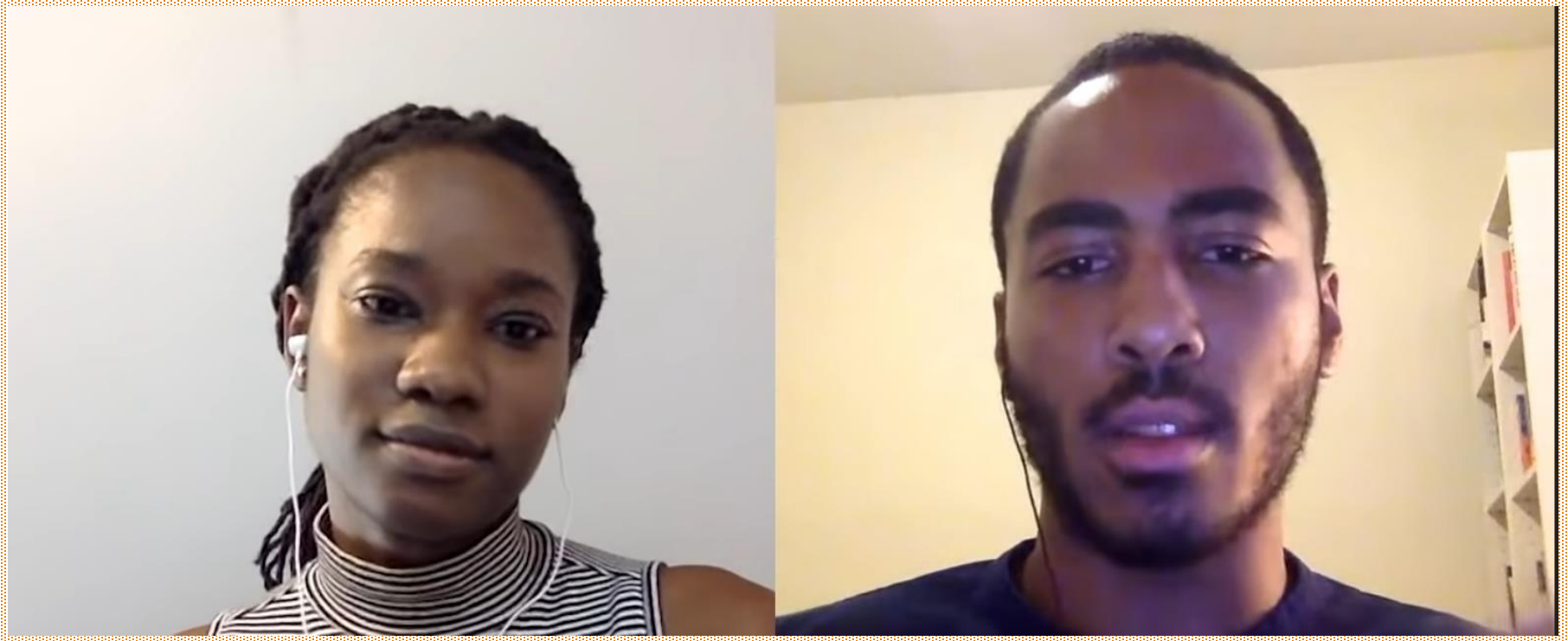


Jonathan Capehart
@CapehartJ

I bet you an apology is what Blacks want most. An acknowledgment of the pain, an expression of sorrow for mistreatment and degradation, and an “I’m sorry” for the abasement of our ancestors and the disrespect (still) endured by their descendants.

The Finesse…

Bi-ethnic Caribbean anti-reparations speaker Coleman Hugh pretends to be (ADOS) in order to gain benefits.



Anti-Reparations social media personality Nigerian-American Luvvie Ajayi



TV Critic points out that this new CBS show, shows Nigerians Denigrating Black Americans.

'Bob Hearts Abishola': TV Review hollywoodreporter.com/review/bob-hea... via @thr



'Bob Hearts Abishola': TV Review
hollywoodreporter.com

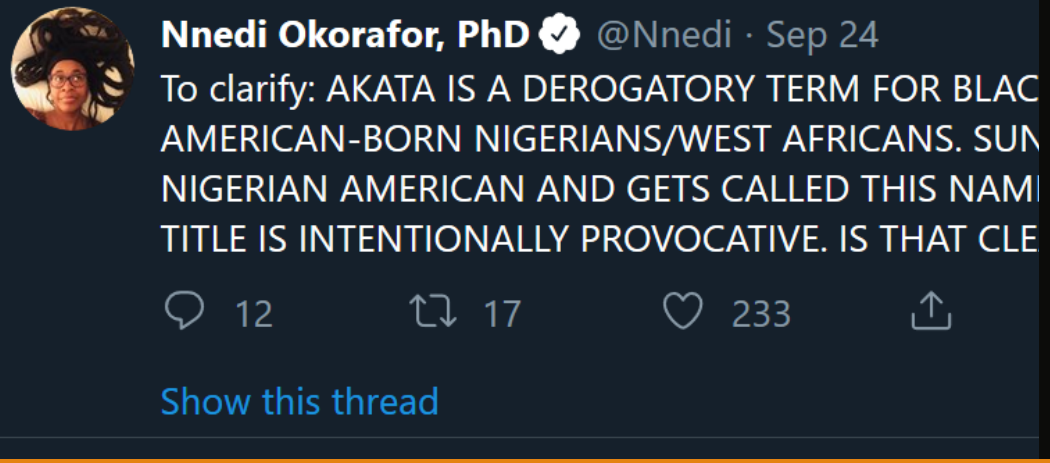
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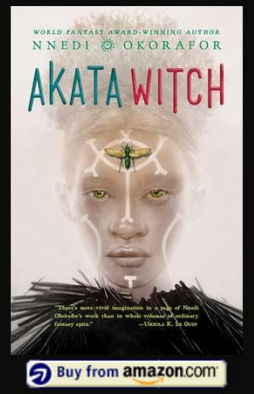
While Abishola's instincts tell her to remain cautious of Bob's interest, her girlfriends at the hospital are as tickled about the courtship as her aunt and uncle. In one eye-opening lunchtime scene, they discuss the ethnic hierarchy of who Abishola would choose to marry. As her spunky busybody friend Kemi (Gina Yashere) explains, "Top of the list, Nigerian man — same tribe (Yoruba). Then, Nigerian man — different tribe (Igbo). Then, other Africans (except Tunisians and Egyptians). Obviously. Then Caribbean. Then white. Then African American."

Their other friend, a black woman named Gloria (Vernee Watson), takes offense to this, starting a hot-button debate between the two of them about anti-black propaganda. Interestingly, it's not the first time the series alludes to cultural mistrust between black Americans and African immigrants, reminding the audience that people of African descent aren't a monolithic group. I'm curious how the series will go on to explore this, though I'm wary that by continuously highlighting the friction between these two groups, the series will by default become a platform for denigrating black Americans.





Akata Witch



Sunny lives in Nigeria, but she was born in New York City. She looks West African, but is so sensitive to the sun (due to her albinism) that she can't play soccer during the day. She doesn't seem to fit in anywhere.

Then she learns why.

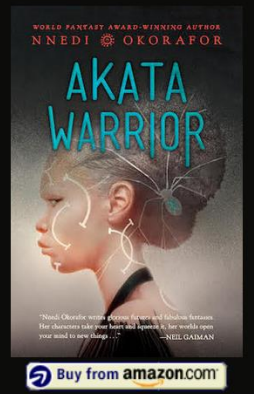
Her classmate Orlu and his friend Chichi reveal that they have magical abilities- and so does she. Sunny is a "free agents," overflowing with latent power. And she has a lot of catching up to do.

Orlu and Chichi have been working with their teacher for years. Sunny needs a crash course in magical history, spells, juju, shape-shifting and dimensional travel. Her new world is a secret from her family, but it's well worth all of the silence, exhaustion and sneaking around.

Still, there is a dark side. After she's found her footing, Sunny, Orlu, Chichi, and their American friend Sasha are asked by the magical authorities to help track down a criminal. Not just a run-of-the-mill bad guy. A real-life hardcore serial killer-with abilities far stronger than theirs.

• • • • •

Akata Warrior



A year ago, Sunny Nwazue, a 12-year-old American born girl raised mostly in Nigeria, was inducted into the secret Leopard Society, began developing her magical powers, and, as if this weren't enough, was chosen to lead a dangerous mission to avert an apocalypse brought about by the terrifying masquerade, Ekwensu.

Now, stronger, feistier and a bit older, Sunny is studying with her mentor Sugar Cream and unlocking the secrets of the living script in her strange Nsibidi book. Then a monster tries to drag her into a lake and this is only the beginning of her troubles. Eventually, Sunny must confront her destiny and with the support of her Leopard Society member friends, Orlu, Chichi, and Sasha, and of her spirit face Anyanwu, journey to the mysteries town of Osisi to fight a climactic battle to save humanity.

Much-honored Nnedi Okorafor, winner of the Hugo, Nebula and World Fantasy awards, merges real images of Nigeria with a unique world she creates. Akata Warrior is a compelling tale that mixes culture, fantasy, history and magic into a unique blend that will keep readers spellbound

• • • • •

Awards

• • •

Terms designed to mute ADOS's unique history and identity.
These descriptors erasure the impact and role of American chattel slavery on our contemporary lives in the United States:

African Americans

Women & Minorities

People of Color

Ethnic Groups

Blacks

Minorities

At-risk Groups

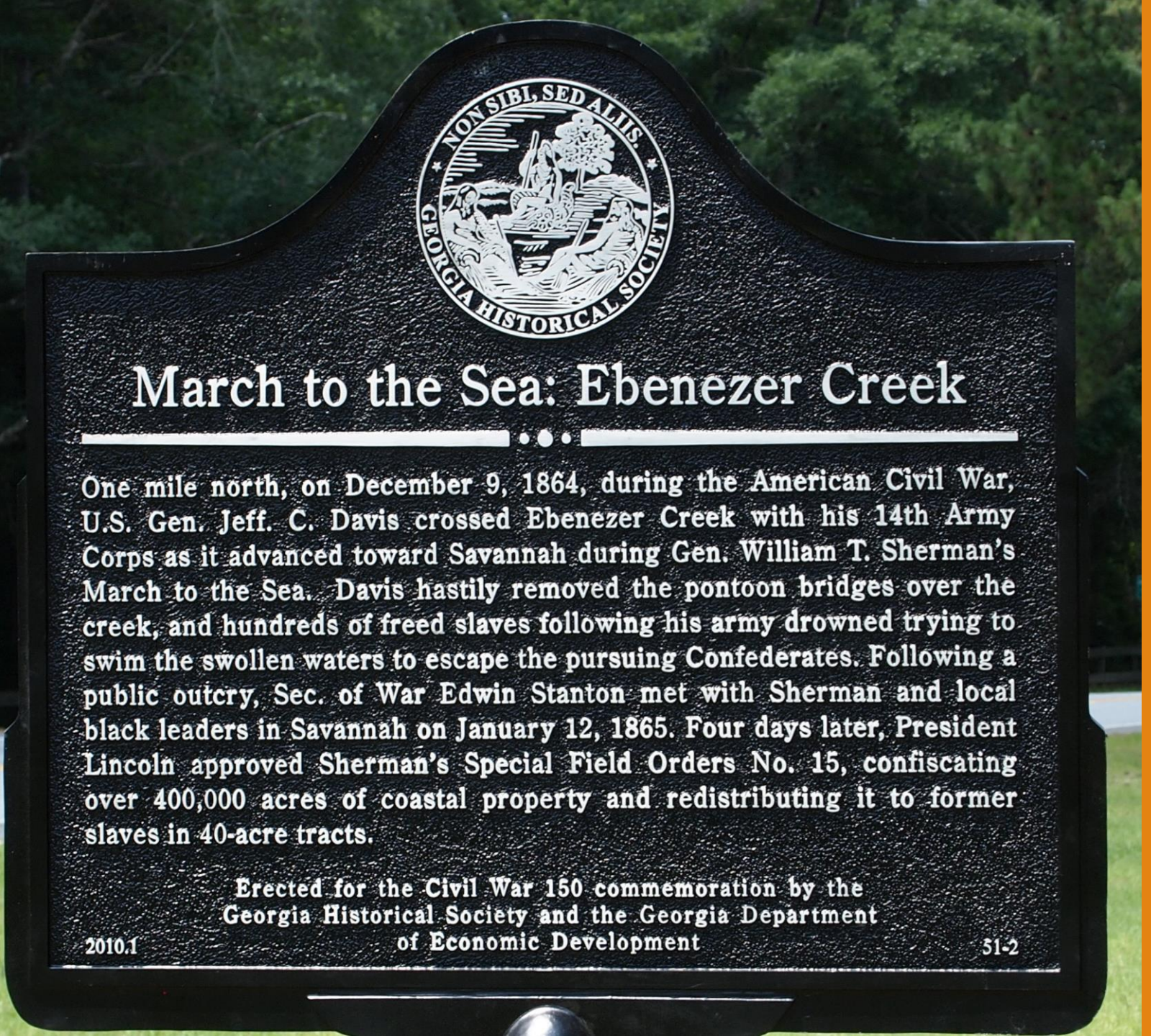
Black & Brown People

Diversity Groups

Marginalized People

In this 1949 interview, Fountain Hughes is a 101-year-old former slave who lived to be 111. At that time, he was one of the last living U.S. slaves. His father was killed in the Civil War and his grandfather was owned by President Thomas Jefferson. Hughes said he'd rather take a gun and end it all before he'd be a slave again.





The Betrayal by union General Jeff C. Davis in 1864

President Lincoln approves 40-acre tracts of coastal property to former slaves.

What can you do for ADOS justice?

- AAACE issues a statement (and encouraging other professional organizations) to support reparations for ADOS.
- Know that the restorative justices for ADOS requires cash pay-outs and economic repair for a debt owed.
- Support a federally protected-class status designation for black ADOS and a Federal Office of ADOS Affairs and Reparations (FOAAR) with targeted reparations programming.
- Engage in political advocacy that looks to rectify the racial wealth gaps seeking to keep ADOS as a U.S. bottom caste.
- Become civically engaged on behalf of the healthy well-being and community development agenda for ADOS.
- Hold accountable mass media and other offensive promotions of anti-black ADOS imaging in the public sphere.
- Promote the academic research showing that a lack of deserved financial stability for ADOS jeopardizes community existence and ability to thrive in America.
- Understand that universalist programs maintain the zero wealth projections for ADOS (i.e., foundational black Americans) by 2053 in a nation whose riches they and their ancestors built.

Cut the Check!!



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