



TWO ROADS

Fathers

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"They're still young and they still have hopes and dreams and everything and they might not have had the experiences I've had but they see it right before their eyes and they're like they cannot believe this is still happening. They want to be involved! They want to be involved in change. They want to be out protesting. They want to be a part of the movement. They want to be out there holding signs. They want to sign petitions, they wanna knock on doors and everything. And I am so soo proud."



PUBLISHER'S LETTER

We are bound by natural law, by something stronger than ourselves to be good Dads to the children we father. Many of us stray, tossed about by forces we fail to realize we actually control and never got to know our kids. I won't judge, though I am sorry for these men and their kids. There are some, and I know them, locked up in the prison where I work, that are better Dads than some men I know who get to live with their kids.

If you can put aside the world's distractions and your own self-absorption you'll sit with your kid sometime and watch them and listen to them quietly figuring out their world.

Most of us didn't get everything we needed from our parents when we were young. This is a quiet ache that never quite heals and stays open until death. Unless, by knowing what you didn't get, you find the grace to give this care to your own child. Your effort restores the wound when nothing else can.

Nothing can restore you quite like opening up folded art your kid made for you or sitting in the sun with them, watching them do chalk art or build a house for bugs out of sticks and grass.

My youngest daughter drew me this sun. Cool, huh?

Happy Father's day!

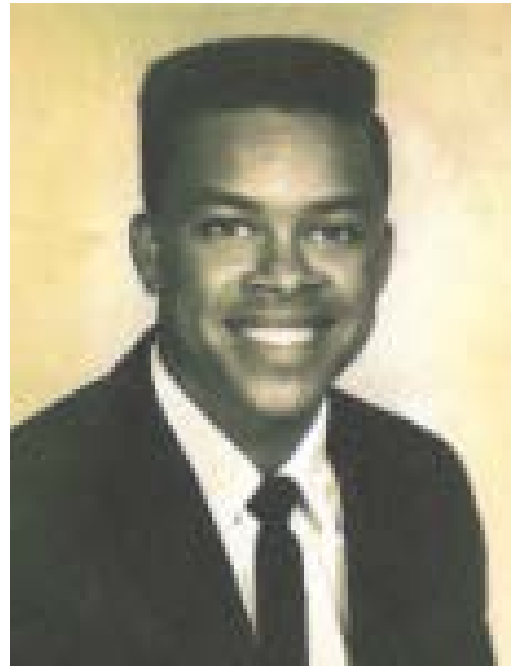
-Jim Estes



EDITOR'S LETTER

What up everybody! Two Roads would like to introduce our first ever Father's Issue. Now the funny thing is – when Mr. Estes came to me with the idea of doing a father's issue, I was pretty ambivalent. I guess for the most part it is because fatherhood is not an overly celebrated moment in prison. As well as the fact neither did I grow up with my biological father in my life nor am I a father myself.

Yet I must admit that my feelings toward this issue totally changed when I heard of some of the guys who expressed interest in contributing. Once I heard a couple of those names I was all in; because I know what they have to offer as men and leaders and how important it is that their voices are heard.



Arthur Morris, 18

See what drives me in the construction of these e-zines are two things. The first being my desire to provide all of you, still in the trenches, with stories and information, that is relevant as well as transformational. For I know just how small these cells and prisons can be when we feel alone, or how hard it can be to strive toward becoming a better man or woman when you feel no one sees or hears you. The second reason is, I feel a sincere sense of duty to help hi-light some of the promise and potential that resides behind these walls, for not only is there is a tremendous amount , but I know these places would be a different if society knew as well.

As recent protests have been sparked world -wide by the brutal murder of George Floyd, calls for reform of our justice system are being heralded by more people than ever. In that, I feel it is imperative that we at Two Roads help show just why reform is needed (#whyreformillinois #thisiswhy). Most people believe prison is simply full of past, present and future destroyers of communities. Yet this is far from the case. As our society comes to grips with the existence of systematic racism and its impact upon communities of color, the picture of just who resides in these places becomes clearer. For behind these walls also lay our community's sons, brothers, potential leader and yes-fathers.

EDITOR'S LETTER

I truly believe it helps the cause when you and others get familiar with guys like my brother Marchello. I personally have been inspired since knowing him by getting to witness his dedication to fatherhood while incarcerated. I have been amazed in seeing the lengths he goes to teach his kids financial literacy, to leverage outside relationships to garner finances; not for his commissary but to provide birthday gifts, school clothes and supplies for his kids and at times the kids of his slain friends. I have watched this man have to dig deep to maintain his composure while his kids, who are his world, go through family crisis after crisis, while he can do little to nothing. All the while dealing with the day-to-day stresses of incarceration such as being hundreds of miles away from family, unable to receive e-mails or make phone calls due to minor disciplinary infractions etc. So while my brother Chello sticks out in my mind, I realize there are countless other fathers in the system struggling to remain relevant in their children's lives. This issue is dedicated to all of you. This issue is also dedicated to all of the men who have stood by us during our incarceration. Men such as my step-father Lee Phillips who provided me an excellent example of what it is to be a kind and hardworking man. As well as the late Robert Moncada Sr. whose son Mario is experiencing his first father's day without his support. It is with these men by our sides and figuratively looking down on us, that we become the better men we are supposed to be. Despite all that is going on I pray you all have a great father's day. Please enjoy the writings of these brothers as well as a portion of an interview Two Roads was honored to receive from Director Rob Jefferys. Director Jefferys was candid enough to allow a 10 minute interview to stretch to almost 3 hours! We were able to go in-depth on a few major issues beyond fatherhood so I ask that you all stay tuned to future issues as we reveal more of what this dynamic new leader of the Illinois Department of Corrections has in store for the future. As a cynical-optimist myself, I must admit I was pretty impressed leaving the interview. What came to mind walking away was 'wow, do we really have the first 'woke' Director of the department of corrections?!?' 'I guess we will all find out together... see yall soon...BLM

-Ricky Hamilton

Two Roads Editor-In-Chief

WHALEY

“Hocus Pocus, Presto Change-o.”

Seems like there was no specific amount of abracadabra's I could say to magically make my Dad appear. Crazy part about that is that he was right there. Picking me and my sister up from school but dropping me off while she stayed with him. “Dad you don't know that this is one of the worst communities in Chicago, due to the late response by the police from shootings? The teachers repeatedly ask you about the picture of the drive by shootings that I continue to draw in school. Just for me to go home and get ridiculed by the community gangs because I chose to stay neutral. The divorce between you and mom affected us all, but who am I to vent to? Your excuse is that you grew up around all women and didn't know how to raise a son. But how does that help me? You claimed that I cried to much. Well, how does a tough man look, considering that I'm faced with the absence of you. Your artwork was better than mine, I thought at least that might have brought us together but you chased after the relationship of your father leaving me without one. I ended up looking up the definition of Abracadabra Dad, it is Hebrew for “I created what I speak.” I learned from you all things not to do as a father and that is the biggest gift you could ever give me. So in an optimistic world, I thank you for everything you didn't do or teach me because the saying goes “experience is the best teacher,” and I learned how to be confident in myself by watching you not know how to be you.

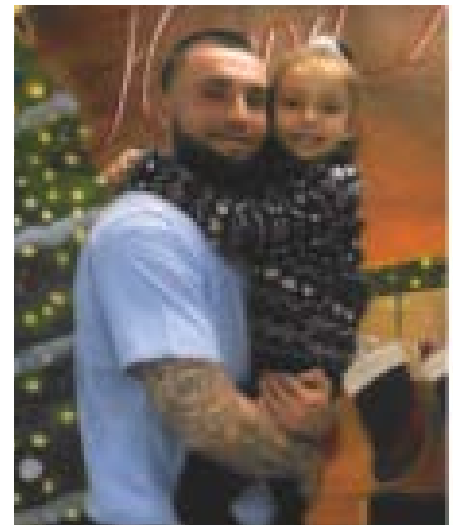
Love your son,
Anthony Whaley

"My daughters
saved my life."



G R I B

My daughters saved my life. I had both of my kids while I was on bond. They were blessings from God during the roughest time of my life. Before them I had no goals, no purpose. I was living a reckless, careless life style that was going to lead me to die physically or mentally. As soon as I found out my oldest was on her way, I was going to be a father, I knew in my heart I had to get my act together. I knew life wasn't about me anymore, it was for her. So, I obtained my G.E.D. and started working 2 jobs. I was working 60 plus hours a week between a fast food joint and a steal company. After I did that for some time, it dawned on me that the pay and long hours I worked wasn't worth it. I needed to be at home more. So I ended up saving up and quitting both jobs and went to college. During that time I had my second child, Eva. Being a father to a second child while being a full time student was a huge challenge, but I ended up managing and receiving my Associates Degree in Welding Technology. I remember Eva being a few months old and I needed a tutor for one of my classes. I didn't always have a babysitter, so she came with me a couple times. People at school looked at me like, "You brought a baby to tutoring?" Yeah, I was determined for my babies. Things were looking up. Unfortunately, my past came back to me, and I ended up getting convicted to 7 years. All that went through my head was my daughters. The pain I have been in without them is unexplainable. Hearing them grow-up through the phone, seeing pictures of them grow. This isn't the place to be. I'm losing in here. The pain keeps me focused and it pushes me to be a better man for my kids. I really had to reflect on my inner self. Yeah, I was doing right out there, but I had a lot of growing up to do. There were a lot of areas that needed improvement, which have been fixed. There are a lot of lessons this journey gave me. I met a lot of good men who taught me positive knowledge, which only experience can teach. I'm blessed I'm almost home. There's no doubt I will succeed. My kids saved my life. -Grib-



ISAAC

Fatherhood is a touchy subject for some with the traumatic past and views that ensue when mentioned. What destroyed fatherhood: systemic oppression, mass incarceration, mandatory minimums? That is up for discussion and study, but either way the foundation of the family dynamic is gone. The questions are where did it go, who took it and how do we get it back? Most men, 30 and under, didn't even get the watered-down glimpse of what a father could or was supposed to be. This affects every relationship a young man has for the rest of his life, especially his attitude towards "authority." With the climate of kids and respect for authority being tumultuous with no help in sight, the topic of fatherhood is at its most critical junction. With the natural protector of the family being killed, imprisoned or are just big kids playing house. A decision must be made. What is the difference between a father, a dad and the dead beat? The father is a protector, provider, sustainer and shaper of the family's mental health and ego. He leads knowing his entire team inside and out and makes plays and adjustments accordingly. When I think of a good father, I think Phil Jackson, Ben Amin, Clarence 13X, and Dan Goodmen. The dad is your confident friend who is always there and is arguably better than a father. When a dad is thought of, we see Will Smith in *The Pursuit of Happiness*, Liam Neeson in *Taken*, and Adam Sandler in *Big Daddy*. This one shows love you can depend on no matter what. He goes above and beyond the call of fatherhood without even thinking. The dead beat, those who have kids and leave them or outright denies the child, or, even worse, is there but is a poison to the well-being of the family. This leads to impressionable children left to sift through the filth of the streets, police brutality and the struggle of growing up in Urban America. This mishandled development of today's youth directly co-insides with lawlessness, senseless violence and could have been avoided if the knowledge, wisdom and understanding that comes from our dad's, dad's, dad's, dad wasn't stripped from today's homes. So on this Father's Day lets relook at fatherhood and how we treat the mothers of our children and how the brotherhood of fathers needs to come together to reshape and bring back the protection fatherhood once brought. Fatherhood used to be a badge of honor given by children with a smile and hug. Let's get that back. Let's come together so the hood of fatherhood can nurture, cherish and treasure our families. I would like to say I love you to Carrys "CoDog" Isaac for being all you could be and more than you'll ever know. Your son Armand Isaac.

WICKLIFFE

I once heard being a father is like receiving a bike without the instruction manual. All you have is a box with a picture of how it should look. I was raised by a single mother; my father was murdered in 1982. His father died several years before I was born, so there were a shortage of male role models in my life. Growing up, my box was a floor model Zenith with a picture of Dr. Huxtable & James Evans. Although fictional characters, they gave me insight and showed me something foreign, Black men being fathers. I didn't want kids until I started having them, if that makes sense. My fear was something would happen to me taking me out of the picture like my father and his father. I didn't want to put a child through that. Well, as you see it happened anyway. I had 6 children, 2 biological and 4 step, with my ex-wife. I recently lost one to suicide. Even though my marriage didn't work the relationship with my sons is still strong. Prior to prison, I thought I was handling my business. I believed money and materials made me a good father. It wasn't until my incarceration that I realized I was wrong. What my kids really wanted was more time. My priorities were out of line. It's about having a healthy combination of both. I'm fortunate they are all old enough that I can talk to them like young adults. Prison allowed me to become a better parent. I found my Deen (Islam) and began to tear down old beliefs for better morals and values. My daughter, who is and will always be my princess, graduated from high school this year and is going into one of the best nursing programs in the state. We are able to talk about everything. She is conscious of how someone is supposed to treat her. We have an agreement that if she is ever out and uncomfortable she can call without consequence of judgment. My sons and I discuss being young Black men in these trying times. I have expressed the importance of keeping their names clean and they have been able to accomplish that. Most importantly, I have expressed it is okay for them to be different and follow their own path. I have taught them they are royalty and to be leaders. Kewanee is the first place I've been that places an emphasis on keeping family ties. We are encouraged to be better men and fathers. We have an annual program, "Day With Dads," allowing our children to come into the facility and spend time with us. Last year's event was the first time I had ever played a game of basketball with my youngest son. Parenting from the inside has its difficulties, but it is on us to stay diligent and continue to reach out to our children. As long as the letters aren't getting returned keep on sending them. Also, Cabrini Green Legal Aide offers free service to incarcerate men to help with family law: 65 Clark St.; Suite 200; Chicago, IL 60603. Office Phone: 312-738-2452 (collect calls only 312-675-0911). Happy Father's Day! –Lloyd Wickliffe-



BROWN

The Incarcerated Father

I offer humbled blessings for all fathers throughout the Illinois Department of Corrections.

Happy Father's day!

For me this is a day of remembrance for the humanity, encouragement and commitment needed for the responsibility we've accepted.

We remain steady, the incarcerated fathers who are strong, unnerved, adaptive and nurturing. We are advisors in times of need and mentors for success.

This day recharge the struggle for what's right, just and honorable. We want the best for our children and constantly seek within ourselves for that example.

We are reminded on this day of our resolve, that we've promised a love for our children which will never dissolve.

Unto all of the incarcerated citizens within IDOC on your day... Happy Father's Day!

-Walter Brown



PIZZELLO

I remember my father yelling “Hey Rick, you need to get your shit together”.

I remember thinking, “Who the hell are you to tell me anything.”

We all saw him maybe once or twice a year – if that. I was 16 when he told me to get my shit together and I didn't know that'd be the last time I'd see him alive.

6 months later, he was found frozen to death under my grandparents back porch.

I didn't realize my father was an alcoholic. He drank himself to death.

I remember when my mother told me.

I was in the “hood” on the corner with my friends. She pulled up and told me I had to go with her. She said “your father died.”

I said, “So, why do I have to go with you?”

She said, "You have to go to the funeral."

I went and when I saw him in the casket that it hit me. I cried for 2 days straight. I don't hate him. I forgive him and if he was alive today I'd love to have a relationship with him.

As I write this, I'm 3 weeks away from my 43rd birthday. I've been incarcerated for 10 years with 3 to go.

I have 3 daughters of my own and a wife. I was in a gang for 22 years and was a drug addict/alcoholic. I failed miserably as a father and a husband. I've put them through so much pain. The difference between me and my father is he didn't have another chance to become a better father but, I do. GOD has blessed me with a renewed relationship with my daughters and wife. I love my father. I now have a better understanding of what he went through. I look forward to being the strong, loving and caring father and husband my family deserves.

This will be the first time I've said this...

“Happy Father's Day Dad! I love you and miss you!”

-Richard Pizzello



DONALDSON

Creative Communication

To the men of the Illinois Department of Corrections:

Just because we are physically away from our children doesn't provide us a license to be actively absent. Evolve within your means of communication and be creative with how you parent. One way I've evolved with my communication is through GTL messaging. It allows me the ability to communicate instantly instead of being bound by twenty minute calls or letters that may take days, even weeks to arrive.

A way I've gotten creative with my parenting is through social media platforms like YouTube. We are living in the information age and the way we are introduced to learning has changed drastically. As I retain knowledge in here —basically through book form, I am able to have my children on par to digesting the same fields of study through the application of technology.

I am a big financial literacy guy. My biggest influence is the expert Robert Kiyosoki. I direct and encourage my 4 children to watch his videos. I would like to share a response from my children based off of that direction: I derive my greatest impact of being a father away but not absent through creative communication. We hope to inspire.

Happy Super Hero Day.

- Marchello Donaldson



WORLEY

The most amazing thing I've ever seen with my own eyes was watching my sons come into this world. In fact, it was so amazing that we decided to have all three almost exactly a year from one another. From oldest to youngest Hayden, Brice, and Lieland are now 15, 14, and 13 years old. They are the three most important reasons I have to live a healthy productive life. Between me and their mother Kelly, before having children, we had all the right answers. Me being 20 and Kelly 18, both raised in broken homes came to find that neither one of us had a clue how to be parents. So naturally we completely FAILED.

The good thing about falling down a bunch is I've become an expert at getting back up. And the key for me is having the want and personal motivation to press forward on day to day and through the toughest of moments in life. A 15 year prison sentence, the suicide of their mother Kelly, and Brice's diagnosis of a life threatening brain tumor have been my toughest moments to endure. But like all moments they pass and as a family we have adapted, evolved, and overcome.

If it were not for my sons, I would not be the man I am today. They are my motivation, my reasons, my purpose, and they are an extension of all the love in my heart. There is nothing on earth that equates to the gift of life.

-Nick Worley



REED

Becoming a father to me, was a double-edged sword. When I became a father to my only son, I swore he would grow up in the same household with both parents and that he would not experience the neglect of being fatherless growing up like I did.

I got incarcerated shortly after my child's mother became pregnant.

Becoming a dad has beat me up so much mentally in both positive and negative ways. I wasn't able to be present for him due to my irrational decision making.

I chose to be selfish. Now, every birthday, school or sports activity I can't be there for him eats me from the inside out.

Being a father is a blessing, but what good is it when you're not in your child's life and he doesn't know you like he's supposed to?

Legally I'm a father but physically I'm not.

Now, in my daily routine I put my son first before I act or say anything to other inmates, authority figures or people in the world that could lead to something bad. I'm really working on being the better person in many situations and being able to walk away from



bad situations.

I'm fine with my rational decisions because they create the reality of me making it home in time to be with my son. I will be the father I've always wanted to be for him.

That's why being a father is a double-edged sword for me during this current situation which is my incarceration.

-D'Marlo A. Reed



TWO ROADS CHARRETTE

Director Rob Jeffreys



-Interview transcribed by Ricky Hamilton

Today we introduce a new section of the Two Roads e-zine we call the Two Roads Charrette. A charrette is a French term used to describe a gathering of stakeholders. Thus, in this journey to re-imagine prison, we call upon all interested and involved parties to contribute to the solution. This is a key element of restorative justice. No real solution can be found without the input and inclusion of those closest to the situation. Psychologist Jim Estes and I will move the idea of re-imagining prison forward by posting a series of interviews from residents, staff members, returned citizens, policy-makers, community members and everyone who has a vested interest in seeing the justice system in Illinois become just for all.

We're proud to kick off our series with the big dog himself, Director Rob Jeffreys. In this extremely candid interview, our amazingly humble and woke Director answered questions on a spectrum of issues ranging from fatherhood, race in America and the IDOC, policy changes and shifts in the department, to his own philosophy and life. Today we bring you portions of the interview based around the topic of fatherhood and policy changes he intends to improve this challenging

aspect of incarceration. I hope you all enjoy this first of its kind interview, in which we all get a glimpse into the mind and person of a man who happens to be the most important man in the Department of Corrections

Estes:” I think Ricky would like to start with some questions.”

Ricky: “Okay. So I guess I would like to start off with getting to know who you are as a father and man.”

Director Jeffreys:“Well, first off I am Rob Jefferys and I’ve been here all of about one year in the state of Illinois. I come from the state of Ohio. Growing up, I grew up on the west side of Detroit, Michigan. I grew up in a single parent home, mother flipping jobs, paying car notes and um-my father was absent all my youthful years growing up. All the way up to my adult life. I met him maybe once or twice and those weren’t good meetings. I’m not going to shy away from that. But yet, and still, those were meaningful meetings. Because what I learned most importantly is what I didn’t want to be. So he kind of instilled that into me.”

Ricky: “Even without being there?”

Director Jeffreys: “Even without being there. That drove me harder to be a better man. Because growing up (with a) single mother, statistically I should not be sitting where I am today. I come from a rough neighborhood, and like I said, we bounced around a lot. I had to find out who I was because I didn’t have anybody to identify with to help me find who I was. And that was a hard struggle because you go through some anger.

Some resentment. Because if he'd been there I wouldn't have had to go through certain things. But then in the end of everything you come out with some resilience and that helps you propel yourself to be better than the man who was not there for you. And as I got older I found out there was a path for me. I made plenty of mistakes but there was a path and if I stuck to it I could probably be a better man than my father was. I could be a more upstanding person and a role model for people who come from (circumstances) just like I did. So those are the type of things that keep me going forward and um- I try to hold myself to a higher standard than I ever held my father to.”

Ricky: What were some of the struggles you had to overcome, like you said you grew up in an inner city, what was it you used to get past those things.”

Director Jeffreys: “ Keeping things in perspective, cause we all have bad days and as you get older that becomes prevalent in how you deal with adversity. You can always set a mark in your life like that was the worst day of my life, but then five years later you get another mark and maybe two years later there will be another mark in your life. But in actuality they are all a part of growing up. So I constantly remind folks to keep things in perspective. ..So I use that when I have some of the most difficult times in my life. Like okay I’ll get through this just like when I got through the last ten worst days of my life. And what I’ll do is dig deep and think how can I strategize a better decision given the outcome I just experienced, for this particular situation. And that’s hard... but it’s also ... its better if you can reassess yourself every day and do an assessment and say what can I do good today, what did I do bad today and how can I improve the next day? Those are the things that will help you get through...

Ricky: ”So what you are talking about is building resilience?”

Director Jeffreys: “Building resilience.”

Estes: “And there is a path when you've taught yourself resilience and that path will work over and over again.”

Director Jeffreys. “And it gets tougher and tougher too. The older you are when you get those problems, have to make those decisions, those tough times are worse because they are so compounded over all of the years of buildup. But there’s some point where you have to look at yourself in the mirror and say okay, what have I done good today? How could I have improved it? And what are some of the decisions I could make so it doesn’t happen again?”

Estes: “We use a Buddhist reflection in one of my classes called the Naikan Reflection. We ask ourselves those same three questions each night. So we walk our life the next day and the next and we have those same three questions in our mind all the time knowing we are accountable to ourselves and at the end of the day we answer. This practice changes how we see everything through our day. If you really make a habit of it and do it repeatedly and know you're accountable to answer those three questions, then you see the way you see your world change.

You see yourself differently and you see your own kind of power, your agency to change the factors in your life differently as well. It's really powerful."

Director Jeffrey: "And those principles work with parenthood. That's what fatherhood is. Because you are the head. I mean you have to (snaps fingers three times) you have to reassess, fix it and move on quickly!"

Ricky: "Cause that's your job right?"

Director Jeffreys: "Cause that's your job."

Ricky: "Are there any plans to expand Day with Dads programs or family reunification programs throughout the state?"

Director Jeffreys "Absolutely. I just put out a survey last week asking who all's doing something for father's day. And this program came up, and it is going to be a part of the social justice initiatives when we start rolling those out... 'cause we have a number of social justice initiatives coming out as a result of the George Floyd murder.

The other piece is we have to do a better job of how visitation happens- I know that's about the last thing anybody wants to talk about when no visitation is happening, but we have to make it more seamless when someone wants to come visit. We have to make it more electronic. Put it on a webpage where someone can fill it out online and get it approved whereas someone doesn't have to travel way out to a facility to find out they weren't approved.

The other thing we're working on is visitation and how they are for kids. The rooms are just not set up for children. We have a committee together making sure they are more appealing for the younger children, so everyone is gonna have a small dedicated room (area) for children. But all that has to wait while we deal with Covid."

(Note from Ricky: I apologize for not using this moment to press for a definite answer on the resumption of visitation overall. I am kicking myself at the moment! My fiancé recently moved from Texas to 10 minutes away! So I am thirsty to know just as much you all. We will try to reach back for clarity on this issue soon.)

Ricky: "Putting yourself in our shoes; what do you believe would be the single hardest part of your child's life to miss due to being incarcerated?"

Director Jeffreys: "Calling me when they really need me. You get those calls midday, evening time when something is bothering them. You can hear it.

But they have that access to me right then and there. Without that...that would be hard. But when they really need you or are having a bad day or you know, getting prepared for an interview or they just got out of an interview or just broke up with their boyfriend and they can call you and you're right there. That would be rough without that access."

Ricky: " Since you're talking policy you rolled into one of my questions... what do you say towards suggested policy changes which help men and women continue to parent while in the IDOC such as mandating returning citizens be housed a certain distance from their family or eliminating the classification of a prisoners ability to communicate via email or telephone with their family as a privilege, which is thus subject to be taken. Because that's one of my things, we (residents) can always write, that right can't be taken away unless of course there is a hold (or court case). But at times we can't call. In my editorial piece I speak about a Two Roads member named Marchello who's kind of a big inspiration because I get to watch how he father's and I get to see his struggles. And one of those big struggles is say, visits- his family is hundreds of miles away. Or say, he might catch a minor infraction. Next thing you know he can't use the phone. So now he has missed two birthdays- two graduations. So if this is the stuff known to make us become better men and more rehabilitated, kind of like our medicine, 'you know', why would that be taken?"

Director Jeffreys: "So you're right on point as far as what is needed to keep those bonds strengthened. 95% of folks are going home so we want to continue that communication and um – we have – we are making a conscious effort to change those very outcomes as related to discipline and not taking those privileges away as far as phone, video conferencing and text messaging. We are, as an administration, we know the changes we need there. So I can tell you we are looking at that. Just as of yesterday actually."

Ricky "Well that's good news."

Director Jeffreys: " We were just looking at that yesterday. That whole disciplinary grid."

Ricky : "That's very encouraging."

Director Jeffreys: "But the other thing is we have to look at what the research tells us. We have to look at the data. And we have to interpret that research and data to make a better outcome for how we manage from our agency down to a facility down to a unit down to a resident.

We know that works if we make the process transparent for you and set that expectation for you as a resident. About if you do ABCD. Then these are your outcomes, then you will steer away from ABCD... but if it is arbitrary, then you don't know what the outcome is gonna be before any infraction or what have you? Then that's where we come into things are done differently here and somewhere else. So that's where I come back to policy and everything."

Ricky: "As an African American father, how do you feel when you see the protest and these things on the news. How has that experience been for you as an African American father?"

Director Jeffrey: "It's been... I've shared with a couple of my staff members- I say that Monday, coming to work was probably one of the most difficult days of my career. Because I had so many inner feelings about everything I had ever been through as far as it relates to social injustice.

But I still had to put on a face because the staff still depended upon me to be who I am. But it was a challenge. It was a challenge because I had to have conversations with my daughters about the events that were happening and I could hear the frustration in them as well too.

And they're still young and they still have hopes and dreams and everything and they might not have had the experiences I've had but they see it right before their eyes and they're like they cannot believe this is still happening. And I'll share a couple stories with them about some of the things I've had to deal with growing up and then we try and talk through some things because they want to be involved! They want to be involved in change. They want to be out protesting. They want to be a part of the movement. They want to be out there holding signs. They want to sign petitions, they wanna knock on doors and everything.

And I am so sooo proud."

