a fatherhood resource guide

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### 50-State Data Wizard: Demographics, Cross-State

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<tr>
<td></td>
<td>Less than high school (most educated parent)</td>
<td>High school diploma (most educated parent)</td>
<td>Some college or more (most educated parent)</td>
<td>Employed full-time, year-round (parent who works most)</td>
<td>Employed part-year or part-time (parent who works most)</td>
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<td><strong>National</strong></td>
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<td><strong>Colorado</strong></td>
<td>53,875 (28%)</td>
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<tr>
<td><strong>New Mexico</strong></td>
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<td>46,930 (36%)</td>
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<td>68,224 (52%)</td>
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<td><strong>Wyoming</strong></td>
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<td>8,905 (37%)</td>
<td>11,872 (49%)</td>
<td>14,118 (58%)</td>
<td>7,069 (29%)</td>
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</tbody>
</table>

*: This estimate should be used with caution. It may be unreliable due to a small sample size.
**: This estimate was not shown due to an extremely small sample size.

Among children who do not live with at least one parent, parental characteristics are those of the householder and/or the householder’s spouse.

**Sources:** State data were calculated from the Annual Social and Economic Supplement (the March supplement) of the Current Population Survey from 2003, 2004, and 2005, representing information from calendar years 2002, 2003, and 2004. NCCP averaged three years of data because of small sample sizes in less populated states. The national data were calculated from the 2005 data, representing information from the previous calendar year.
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<td>Employed part-year or part-time (parent who works most)</td>
<td>No parent employed</td>
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<td>National</td>
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<td>Wyoming</td>
<td>6,258 (14%)</td>
<td>14,516 (33%)</td>
<td>23,072 (53%)</td>
<td>27,522 (63%)</td>
<td>11,265 (26%)</td>
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Abbreviated Assessment Guide on Father Inclusive Practices

The Assessment Guide on Father Inclusive Practices serves as a tool that allows management and staff of social service organizations and public and private agencies to assess their capacity to attract and serve fathers and men in families effectively. This is the abbreviated edition. The full tool poses over 120 questions.

Utilizing a scoring system of 1 (never) to 5 (consistently), indicate the readiness and/or capacity of your agency to recruit and serve fathers and men.

Organizational Philosophy

_____ The provision of services to fathers is clearly stated in your agency’s mission statement.

_____ A commitment to serving fathers is reflected in its budget priorities, fund allocation and management priorities.

_____ All staff are expected to share the responsibility for inviting and engaging fathers in programs and activities.

_____ The agency clearly promotes the importance of fathers in programs and services, but NOT at expense of women or mothers.

Physical Environment

_____ Offers positive portrayals of men and children in photos, posters, bulletin boards and display materials.

_____ Reading materials (magazines, books, literature) in the common areas are directed toward fathers/men and are readily available and accessible.

_____ Space is provided for fathers with resources for them to socialize, seek information, and to calm or soothe their child while waiting for services.

______ A diaper (nappies) changing deck is provided in the men’s room.
Program Content

_____ Respect for paternal parenting approaches are held in equal regard with maternal parenting approaches.

_____ Curricula and materials are utilized that reflect the diversity of fathers to be served.

_____ Special events that celebrate fatherhood and strengthen father-child relationships are scheduled throughout the program year.

_____ Parenting groups and classes have been designed and implemented based upon male psychology and paternal instincts.

Staff Orientation and Training

_____ The agency conducts periodic staff training to upgrade new personnel on attitudes and values that are respectful of fathers as clients.

_____ Staff is sensitive to common barriers that limit father involvement.

_____ Staff avoids language that is divisive and stereotyping by gender, race, and culture. (e.g. Staff avoid comments such as fathers are “babysitting” for their children.

_____ Male and female staff work as a team.

Policies and Procedures

_____ Services focus on assets of fathers, not their deficits.

_____ Policies and procedures that inadvertently limit father involvement have been eliminated.

_____ Intake forms, applications and surveys are gender neutral.

_____ Fathers/men are invited to participate in meaningful conversation when staff contact clients by telephone or in person.
Marketing Strategies

_____ Agency’s marketing plan includes serving fathers and promotes their full involvement.

_____ Fathers are portrayed positively in agency’s marketing materials.

_____ Program literature uses language that attracts and appeals to fathers/men.

_____ Marketing materials are regularly placed in locations that fathers/men frequent.

Outreach Efforts

_____ Outreach staff reflect the clients that they are attempting to recruit.

_____ Outreach workers visit locations that fathers frequent--auto body shops, gyms, sports bars, basketball courts, churches, bait shops, sporting events, job banks, halfway houses, barber shops, parks, stadiums, ball diamonds, bowling alleys, etc.

_____ The program recruits knowledgeable men to address issues sensitive to fathers and men in families-family violence, custody, co-parenting, sexual harassment, visitation, paternity establishment, child support, etc.
The ABCs of A Father Friendly Program

A - Assets of fathers are emphasized, not their deficits
B - Budget reflects that fathers are a priority
C - Curricula and educational materials respect the range of fathers being served
D - Diverse staff reflects the population using your services
E - Environment clearly states that dads and men in families are welcome here
F - Father-child bond is emphasized and program activities encourage this
G - Gender-neutral forms, policies and procedures are employed throughout agency
H - Hands-on learning experiences are components of father activities
I - Importance of fathers is promoted, but not at the expense of mothers
J - Journals, magazines and reading materials reflect the interests of dads
K - Knowledgeable males are recruited to discuss sensitive concerns with fathers
L - Language is respectful and affirming of all parents and children
Marketing plan invites many faces of fathers & promotes their full involvement

Needs of fathers influence the program’s growth and development

Outreach staff recruit in locations that all types of fathers visit

Paternal and maternal parenting styles are recognized and equally respected

Quality evaluation tools and procedures that respect fathers are used

Recognize and reduce barriers that limit father involvement

Staff receive periodic best practices training to adequately serve fathers

Targeted services are offered specifically for fathers

Understanding of fathers’ physical and mental health concerns is paramount

Values are emphasized that promote gender reconciliation

Women’s and men’s restrooms each have a diaper deck

eXcellent Advisory Council and active speakers bureau are in place

Young fathers are offered targeted services

Zealous attitude prevails that we are all in this together

Created by Neil Tift
National Practitioners Network for Fathers & Families
1003 K Street NW, Suite 565, Washington DC
Strategies for Assisting Low Income Fathers

Employ comprehensive intake/assessment form that is male focused.

Help fathers to identify their individual and family strengths

Begin by focusing on his strengths, not his deficits

Help fathers assess and strengthen their coping skills. What works and what does not work for each?

Allow fathers to identify major sources of family stress and ways to reduce or relieve the stress factors

Ask open-ended questions

Recruit and use culture-specific resources that are sensitive to needs of fathers

Ask fathers to list their informal support networks (cultural, religious/spiritual, school, neighborhood, family, work, etc.)

Offer or locate activities or services that enhance father-child relationships

Model desired behaviors that you expect of fathers

Create opportunities for fathers to gain information and learn new skills (parenting classes, mentoring, dad’s support groups)

Offer space and materials that fathers can use with their children

**Exercise:**

Ask fathers to trace their family tree. What influences or patterns do they see?

Who were your heroes/sheroes as a child? Why?
Who are they today? Why?
Strategies That Encourage Mothers to Support Father Involvement

Solicit female staff to sensitize mothers to critical importance of father involvement

Develop and sponsor father-child activities.

Offer information on importance of father involvement in child development- in articles, brochures, books, and videos. Provide for lending libraries and staff use.

Generate a list of co-parenting resources in your area.

Encourage use of mediation services.

Refer dads to family law clinics that help them access legal info and to establish paternity.

Promote win/win opportunities and exercises in classes and groups.

Display positive photos, posters and brochures of dads, mothers and children.

Sponsor mothers’ support groups and parenting courses that address shared parenting opportunities.

Recruit moms and dads who have overcome major family conflicts to speak to your clients and in the community (Add to your multicultural Speakers’ Bureau).

Tape a video of their stories to show and distribute for sale.

Review and consider applying findings of the Parents’ Fair Share Demonstration Project.

Offer or locate educational workshops on relevant topics of interest, such as male-female communication, co-parenting, custody options, visitation options, maternal and paternal parenting styles, parent-child communication, conflict resolution, etc.

Refer clients to anger management classes and relationship groups, as appropriate.

Find means to connect with family court judges, referees, and others to establish networking relationship, judicial education, and referral processes.

Encourage middle and high schools to offer courses on parent education and child development.

Developed by Neil Tift for NPNFF, Washington DC. (651) 351-2776 or (800) 346-7633
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Developed by Neil Tift for NPNFF, Washington DC. (651) 351-2776 or (800) 346-7633
Fatherhood Resources:

- **What About the Dads? Child Welfare Agencies’ Efforts to Identify, Locate, and Involve Nonresident Fathers**

  This study describes the extent to which child welfare agencies identify, locate, and involve nonresident fathers in case decision making and permanency. It looks at policies and practices for involving nonresident fathers of foster children in casework and permanency planning; various methods used by local agencies to identify fathers of children in foster care, establish paternity, and locate nonresident fathers; challenges to involvement, including characteristics and circumstances that may be constraints and worker opinions of nonresident fathers; practices and initiatives that may increase father involvement; and how child support agencies’ information resources may assist child welfare agencies to identify and locate nonresident fathers.

- **Father Involvement in Child Welfare**

  The December 2005 issue of "Children's Services Practice Notes" examines ways that practitioners and their agencies can improve the way they work with fathers. Practice Notes is sponsored by the N.C. Division of Social Services and produced by the Family and Children's Resource Program, part of the Jordan Institute for Families at the UNC-Chapel Hill School of Social Work.

- **Fathers and Their Families: The Untapped Resource for Children Involved in the Child Welfare System**

  Historically, non-custodial fathers have been disengaged from the child welfare system. The advent of ASFA and recent Federal initiatives focused on fatherhood, however, have resulted in new efforts on the part of the child welfare system to encourage the involvement of fathers and other paternal relatives. American Humane focused on fathers and their families in the September 2003 issue of *Child Protection Leader*.

- **Getting Noncustodial Dads Involved in the Lives of Foster Children**

  Many foster children are living apart from their fathers at the time they are removed from their homes. Once removed, these children experience even less contact with their noncustodial fathers. The dearth of fathers in the lives of foster children is of mounting concern as efforts to expedite permanent homes for these children intensify and there is greater recognition of fathers’ contributions to family stability.
and children's healthy development. This policy brief from the Urban Institute looks at the extent to which fathers are involved in the lives of their children in foster care and ways to increase their involvement.

- **Marriage and Fatherhood, and Their Impact on Poverty**

From "Focus," a newsletter from the University of Wisconsin-Madison's Institute for Research on Poverty. The purpose of "Focus" is to provide coverage of poverty-related research, events, and issues, and to acquaint a large audience with the work of the Institute for Research on Poverty by means of short essays on selected pieces of research. The Summer 2002 issue contains six articles on marriage and fatherhood.

- **Study of Fathers' Involvement in Permanency Planning and Child Welfare Casework**

This review summarizes existing literature and knowledge about non-custodial fathers and their relations with children involved in the child welfare system. It sets the stage for a three-year study being conducted by the Urban Institute and the National Opinion Research Center (NORC) to provide the Federal Government with a description of the extent to which child welfare agencies identify, locate, and involve non-custodial fathers in case decision making and permanency planning.

- **Nurturing Fatherhood - Improving Data and Research on Male Fertility, Family Formation, and Fatherhood**

Published by the Federal Interagency Forum on Child and Family Statistics, the purpose of this volume is to share with federal statistical agencies, federal and state policy-makers and the broad family and child well-being research community the results of a multi-year process to review and analyze the state of data collection and research on male fertility, family formation, and fathering (June, 1998).

- **Father Involvement – Building Strong Programs for Strong Families**

Volume #77 of the Head Start Bulletin focuses on father involvement in Head Start programs, but it contains articles of interest to anyone who cares about family-centered practice in any work with children and families, like “Father-Friendly Environmental Assessment,” as well as information both birth families and resource families can use in articles such as “Why is a Family Story Book Important?”

**Curriculum**

- **Fatherhood Training Curriculum**

The National Family Preservation Network has published the Fatherhood Training Package consisting of a curriculum, training guide, accompanying overheads and handouts, and video, which may be purchased at their online store.
Bibliography

- **Father Involvement and the Child Welfare System**

This bibliography was compiled by the National Clearinghouse on Child Abuse and Neglect and National Adoption Information Clearinghouse in September 2005. For new titles added to the Clearinghouse database, go to:
http://basis.caliber.com/cwig/ws/chdocs/docs/naicweb/SearchForm

NRCFCPPP Information Packet

- **Fatherhood** by Kristine Schuerger (June 2002)

Websites

- **DHHS’s Fatherhood Initiative Web Site**

The Department of Health and Human Services has developed a special initiative to support and strengthen the roles of fathers in families. This initiative is guided by the following principles: All fathers can be important contributors to the well-being of their children; Parents are partners in raising their children, even when they do not live in the same household; The roles fathers play in families are diverse and related to cultural and community norms; Men should receive the education and support necessary to prepare them for the responsibility of parenthood; Government can encourage and promote father involvement through its programs and through its own workforce policies.

- **Center for Family Policy and Practice**

CFFPP is a nationally-focused public policy organization conducting policy research, technical assistance, training, litigation and public education in order to focus attention on the barriers faced by never-married, low-income fathers and their families.

- **The National Center on Fathers and Families**

An interdisciplinary policy research center located at the Graduate School of Education, University of Pennsylvania with core support from the Annie E. Casey Foundation, NCOFF is dedicated to research and practice that expands the knowledge base on father involvement and family development, and that informs policy designed to improve the well-being of children.

- **National Fatherhood Initiative**

Founded in 1994, NFI seeks to lead a society-wide movement to confront the problem of father absence. Their mission is to improve the well-being of children by increasing the proportion of children growing up with involved, responsible, and committed fathers.
The Meaning of Father Involvement for Children

Fathers are involved in their children’s lives in a multitude of ways that go beyond the traditional roles of economic provider and playmate. However, few studies that include fathers tap all aspects of father's involvement in children's lives. Furthermore, the quality of father-child interactions is not as frequently studied or as well understood as is the quantity of father-child contact. This is especially problematic given the large number of U.S. fathers who do not live with their children. Researchers are now calling for an expansion of research to address aspects of father involvement that assess both quality and quantity and that examine direct and indirect forms of father involvement in children's lives. This brief summarizes key research findings on new ways of thinking about father involvement and the roles that fathers play in children's lives.

How Do Social, Economic and Cultural Factors Influence Fathers’ Involvement with Their Children

Socioeconomic, ethnic, and cultural variations among fathers and differences in family structure may affect fathers’ roles and their level of involvement with their children. This brief summarizes key research findings on the ways in which various factors influence fathers’ involvement in children's lives.

What Do Fathers Contribute to Children’s Well-Being

This brief summarizes key research findings on the relationship between father involvement and child outcomes. As rates of divorce and nonmarital childbearing have increased in recent decades, the percentage of children and fathers who live apart from one another has also increased. Yet our knowledge of how father involvement affects children's well-being in these situations is quite limited, since most research on fathers and children has focused on intact families. This brief summarizes that larger body of research, as well as the relatively small group of studies that consider fathers who live apart from their children.
Father Involvement in the Lives of their Children

From the National Child Care Information Center
http://nccic.org/poptopics/fatherinvolvement.html

Research has shown that when both parents are actively and positively involved in their children's lives, children are more likely to lead healthy, productive lives. Over the past several years, many initiatives have been started to foster the positive involvement of fathers with their children. The following resources provide a sample of information on father involvement. The document is divided into the following sections:
Publications about involvement of fathers in the care and support of their children; and
Federal agencies and national organizations with resources on fatherhood issues, including father support referrals, parenting, child custody, and research.

Publications with Federal Funding


Hispanic Fathers and Family Literacy: Strengthening Achievement in Hispanic Communities (December 2000), prepared by the Hispanic Association of Colleges and Universities for the Office of the Assistant Secretary for Planning and Evaluation (ASPE), U.S. Department of Health and Human Services (HHS), under a cooperative agreement with the Office of Minority Health, reports on a dialogue with community providers of services for Hispanic fathers, national Hispanic organizations, literacy programs, and advocates for fatherhood held on January 13, 2000. This resource is available on the Web at http://fatherhood.hhs.gov/hispanic01/index.htm.


Father-Friendliness Organizational Self-Assessment and Planning Tool (2000), by Nigel Vann and Joann Nelson-Hooks, for the National Center for Strategic Nonprofit Planning and Community Leadership (NPCL), in partnership with the National Head Start Association (NHSA); Region V, Administration for Children and Families, the U.S. Department of Health and Human Services; and the Division of Child Support Enforcement, Illinois Department of Public Aid, helps Head Start and other family service programs assess their organization’s readiness to provide services to fathers and father figures. The self-assessment package includes an Organizational Self-Assessment tool and an Action Plan for Becoming More Father Friendly. The assessment considers seven categories—Organizational Support; Position and Reputation in the Community; Agency Policies and Procedures; Staffing/Human Resources; Program Services; Physical Environment; and Communication and Interaction. This resource is available on the Web at http://www.nhsa.org/parents/parents_father_assess.htm.

The Importance of Fathers in the Healthy Development of Children (2006), by Jeffrey Rosenberg and W. Bradford Wilcox. Available free through the National Clearinghouse on child Abuse and Neglect Information or on line at http://www.childwelfare.gov/pubs/usermanuals/fatherhood/index.cfm. Each day, the safety and well-being of some children across the Nation are threatened by child abuse and neglect. Intervening effectively in the lives of these children and their families is not the sole responsibility of any single agency or professional group, but rather is a shared community concern. This User Manual Series addresses the issues of child abuse and neglect and extends that context by examining how to strengthen the roles of fathers within their children’s lives and their own.
INVENTORY OF POLICIES AND POLICY AREAS INFLUENCING FATHER INVOLVEMENT*

http://www.fira.uoguelph.ca/executive_summary/
Donna S. Lero, Lynda M. Ashbourne, Denise L. Whitehead

This policy inventory was developed to complement the research and outreach activities that are currently being undertaken as part of the Father Involvement Research Alliance (FIRA) project. Its key purpose is to begin to identify the various ways current policies and institutional practices may affect fathers in diverse subpopulations and social circumstances across Canada, and to encourage discussion, analysis and debate about how policies and practices might better support fathers and their families.

Policies may be viewed through various lenses. A number of initiatives in Canada, for example, have examined what policies (or mix of policies) would be most likely to result in positive child development outcomes. Other analyses have a gender lens that focus on the ways policies and practices affect women, specifically. One could also consider a family policy focus — How do policies affect the stability, security and functioning of families?

To our knowledge, there has been no attempt to consider how a wide range of public policies, laws, and institutional practices shape fathers as a particular population, with the exception of discussion and debate about child custody and access issues. Fathers are often absent from demographic analyses and policy discourse. But policies, norms and expectations, assumptions, laws, and institutional practices (in workplaces, hospitals, community agencies, etc) do affect fathers — either directly, or often indirectly in the way policies and institutional practices perpetuate limited gender roles or fail to recognize the unique role of fathers.

The primary purpose of this inventory is to identify how public policies, institutional practices, and community services construct or shape Canadian fathers’ rights, responsibilities, and opportunities for involvement with their children. We have not attempted to provide comprehensive reviews of the literature or comprehensive analyses of specific policies in great detail. Instead, this policy inventory is meant to profile existing policies in a range of areas that might differentially affect fathers as a specific, albeit heterogeneous, population. We have also endeavored to examine how fathers in specific circumstances or with common characteristics may be differentially affected or supported by particular policies and practices. Three more detailed policy papers have been commissioned for the FIRA project to provide deeper analysis — one on father involvement, custody and access; one on fathers, employment and work-family supports; and one on social inclusion of fathers in diverse circumstances that might lead to marginalization. A final capstone paper on the influences of policy on father involvement will be prepared in the final year of the FIRA project.
A second purpose of this Policy Inventory is to identify the diversity that exists among fathers. We recognize that fathers in diverse economic, social and familial circumstances may be particularly and differentially affected by certain policies and practices. Examining particular circumstances can illuminate how policies differentially affect particular groups of fathers.

A third purpose is to go beyond description to suggest what gaps exist in our thinking about how fathers are affected by current policies and institutional practices, and what opportunities might be considered as desirable policy or program changes to support fathers’ efforts to be more effective in their various roles.

This inventory is divided into two major sections. Part I considers public policies, institutional practices, and service approaches that affect all fathers, although the effects may vary depending on fathers’ economic, social, geographic or cultural characteristics. Sections within Part I address paternity determination, tax policies, work and family policies, income support policies, child care, and community programming and support. Part II explicitly considers the policies and issues that most directly affect specific subpopulations of fathers, defined by the nature of familial relationships, personal resources, cultural background and unique circumstances. Thus, we examine the policies, practices and concerns of new fathers, young fathers, fathers at risk, non-resident fathers, immigrant fathers, separated and divorced fathers, men who are social fathers, gay fathers, Aboriginal fathers, and fathers of children with special needs. While these social locations provided a focus for analysis, we are also cognizant that each group is itself heterogeneous, inhabited by fathers who fit several other categories as well.

We encourage readers to use this policy inventory as a starting point for discussion, reflection, and healthy debate about possible directions for positive change, and as a source of contextual information for interpreting research on fathers and their experiences.  

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Caring Dads: Helping fathers value their children

Katreena Scott, Claire Crooks, Karen Francis, Tim Kelly, & Maureen Reid

Presentation for: Society for Prevention Research, May, 2004

Background and Rationale

The Caring Dads initiative aims for primary and secondary prevention of father-perpetrated child abuse and neglect. Child maltreatment is a major societal problem. For example, in Canada approximately 20 in every 1000 children come to the attention of child protective services each year (Canadian Incidence Study of Reported Child Abuse and Neglect, Trocmé et al., 2001). Fathers are responsible for a significant portion of this abuse. In Canadian two-parent families, fathers are alleged perpetrators in an estimated 71% of the physical abuse cases and 69% of the cases involving emotional maltreatment.

Despite the prevalence of father-perpetrated maltreatment and associated negative impact on child development, and the potential benefits of healthy father-child relationships, intervention and prevention programs addressing maltreatment are almost exclusively focused on children's mothers. Across North America, there is a severe lack of programs for fathers at-risk for child maltreatment. This need has been documented in the academic and social service literature (Peled, 2000) and has recently become the focus of many communities.

The Caring Dads: Helping Fathers Value their Children program for at-risk fathers fills this important gap. Aimed at fathers who have abused or are at risk for abusing their children, this group intervention focuses on helping men end the use of abusive parenting strategies, recognize attitudes, beliefs, and behaviours that support healthy and unhealthy father-child relationships, and begin to appreciate the impact of child maltreatment and domestic violence on children. This group helps to ensure that fathers are the ones held accountable for their abusive actions, rather than their partners or children (the concern when mothers are investigated for failure to protect their children from witnessing domestic violence perpetrated by their partner). Moreover, providing intervention to fathers offers concrete recognition that, even when fathers have been abusive, their children most often value the relationship and want it to be "fixed" rather than eliminated.
The Responsible Fatherhood Curriculum: Responsible Fatherhood as a Learning Method

Introduction & Guidelines

- www.mdrc.org/publications/40/frontmatternocontents.pdf

The Responsible Fatherhood Curriculum

All activities in the curriculum are intended to assist the facilitator in helping the men think differently about their roles as fathers and about altering their behavior. The Responsible Fatherhood Curriculum is based on discussion. It assumes that most people want to act responsibly but often don't know how to or face obstacles, many of which are created by their own behavior.

This section explores the experiential learning cycle, starting a peer group, confidentiality, what to expect in a group, tips on facilitating peer groups, and managing behavior problems in a group,

- www.mdrc.org/publications/40/introductiontoc.pdf

Session One – Introduction to Responsible Fatherhood

This segment features seven activities designed for the first session of the curriculum. It includes an overview of the program, icebreakers, a discussion of what I can expect from peer support and what peer support can expect from me, and feedback.

- www.mdrc.org/publications/40/session01toc.pdf

Session Two – What Are My Values?

This segment features five activities that explore goals and values. The exercises include a family tree, values voting and feedback.

- www.mdrc.org/publications/40/session02toc.pdf

Session Three – Boys to Men: Experiencing Manhood

This segment features four activities that explore the ways in which life experiences of participants have affected how they see themselves as men and fathers as well as look at the ways views are shaped by parents, peers, television and the community environment.

- www.mdrc.org/publications/40/session03toc.pdf
The Responsible Fatherhood Curriculum: Responsible Fatherhood as a Learning Method
(continued)

Session Four – The Art of Communication

This segment features six activities that explore the art of communication. It includes segments on one and two-way communication as well as active listening and stating your needs.
■ www.mdrc.org/publications/40/session04toc.pdf

Session Five – Fathers as Providers

This segment features five activities that explore what gets in the way of being a provider as well as looking ahead.
■ www.mdrc.org/publications/40/session05toc.pdf

Session Six – Noncustodial Fathers: Rights & Responsibilities

This segment features four activities that explore paying child support and rights and responsibilities.
■ www.mdrc.org/publications/40/session06toc.pdf

Session Seven – Developing Values in Children

This segment features five activities that explore life as a father, a values auction and communicating values.
■ www.mdrc.org/publications/40/session07toc.pdf

Session Eight – Coping as a Single Father

This segment features six activities that explore child care, weekend fathering, and visits.
■ www.mdrc.org/publications/40/session08toc.pdf

Session Nine – Dealing with Children’s Behaviors

This segment features five activities that explore punishment and discipline and why fathers do what they do.
■ www.mdrc.org/publications/40/session09toc.pdf
The Responsible Fatherhood Curriculum: Responsible Fatherhood as a Learning Method
(continued)

Session Ten – Relationships: Being a Friend, Partner, Parent and Employee

This segment features four activities that explore what is important in relationships.
  - [www.mdrc.org/publications/40/session10toc.pdf](http://www.mdrc.org/publications/40/session10toc.pdf)

Session Eleven – Understanding Male-Female Relationships

This segment features seven activities that explore what works, what gets in the way, what is valued in partners, and how well you know your partner.
  - [www.mdrc.org/publications/40/session11toc.pdf](http://www.mdrc.org/publications/40/session11toc.pdf)

Session Twelve – Managing Conflict and Handling Anger

This segment features six activities that explore anger and aggression and keeping your cool.
  - [www.mdrc.org/publications/40/session12toc.pdf](http://www.mdrc.org/publications/40/session12toc.pdf)

Session Thirteen – Handling Anger and Conflict on the Job

This segment features five activities that explore work history, the price of losing control and strategies for handling conflict.
  - [www.mdrc.org/publications/40/session13toc.pdf](http://www.mdrc.org/publications/40/session13toc.pdf)

Session Fourteen – Surviving on the Job

This segment features four activities that explore employers’ and workers’ expectations and on-the-job negotiation.
  - [www.mdrc.org/publications/40/session14toc.pdf](http://www.mdrc.org/publications/40/session14toc.pdf)

Session Fifteen – The Issue of Race/Racism

This segment features five activities that explore race, racism and stereotypes.
  - [www.mdrc.org/publications/40/session15toc.pdf](http://www.mdrc.org/publications/40/session15toc.pdf)
The Responsible Fatherhood Curriculum: Responsible Fatherhood as a Learning Method
(continued)

Session Sixteen – Taking Care of Business

This segment features six activities that explore self-sufficiency and planning.
- [www.mdrc.org/publications/40/session16toc.pdf]

Session Seventeen – Managing Your Time and Money

This segment features five activities that explore the past, present and future when it comes to managing time and money.
- [www.mdrc.org/publications/40/session17toc.pdf]

Session Eighteen – Building a Support Network: Who’s on Your Side?

This segment features five activities that explore support networks.
- [www.mdrc.org/publications/40/session18toc.pdf]

Session Nineteen – Alcohol and Drug Use and Abuse

This segment features two parts and seven activities that explore alcohol and drug abuse and treatment.
- [www.mdrc.org/publications/40/session19toc.pdf]

Session Twenty – Healthful Eating

This segment features six activities that explore food, eating, and cooking.
- [www.mdrc.org/publications/40/session20toc.pdf]
Resources & References of Materials Used to Develop the Categorically Fathers Quiz

Fathers’ Involvement in Permanency Planning and Child Welfare Casework: Literature Review

This review summarizes existing literature and knowledge about non-custodial fathers and their relations with children involved in the child welfare system. It sets the stage for a three-year study being conducted by the Urban Institute and the National Opinion Research Center (NORC) to provide the Federal Government with a description of the extent to which child welfare agencies identify, locate, and involve non-custodial fathers in case decision making and permanency planning. Non-custodial fathers are biological fathers who do not reside with their children usually because of divorce, separation or a non-marital birth. Increased interest in fathers and acknowledgement of their contributions to family stability and children’s healthy development have focused attention in the child welfare field on the tasks of locating biological fathers and involving them in case planning.

To complete this review we conducted an exhaustive search of literature and materials about fathers and child welfare services. Although we focused our search on research and literature specific to fathers and the child welfare system, more general topics related to fatherhood, non-custodial fathers, paternity establishment, and child support were also reviewed. Preliminary work included use of Internet and literature search engines, including Google, Yahoo, Altavista, Lexis Nexis, PsycINFO, Social Sciences Citation Index, and Sociological Abstracts, to identify scholarly research studies and publications related to our topics of interest. Bibliographies of published and unpublished documents were reviewed to identify additional resources. We searched a wide variety of government, higher education institutions, non-profit and for-profit organizations, and foundation web sites in order to identify a variety of resources including funded programs and research and evaluation reports of fatherhood programs. Throughout the literature review, we held numerous discussions with experts in the fields of child welfare and fatherhood issues, and we identified additional sources of information to pursue. All resource materials reviewed are presented in an annotated bibliography included as Appendix A.

In addition, this review includes preliminary results from an Urban Institute study on relative caregiving funded by the David and Lucile Packard Foundation. The study is designed to provide information on how child welfare agencies identify and recruit relatives to care for children needing out-of-home placement, how workers make decisions about placing children with their relatives, and the service needs of relative caregivers. Focus groups of workers and supervisors included discussions of diligent
search efforts for fathers and how paternity establishment affects the use of paternal relatives as placement resources.

The review is organized around a number of pressing questions that policy makers interested in child welfare services would like answered. For each of the following questions we summarize current knowledge and identify information gaps.

- What are the recent trends in children's family living arrangements and what has been the policy response to these trends?
- How do the trends in non-custodial fatherhood affect families served by child welfare agencies?
  - How many children in foster care have non-custodial fathers?
  - What child welfare policies and practices affect the involvement of non-custodial fathers?
- What are the barriers to father involvement in case planning?
  - Are child welfare systems biased against non-custodial fathers?
  - What special conditions affect unmarried non-custodial fathers?
  - What barriers do fathers face in establishing paternity?
  - Do mothers pose barriers to non-custodial father involvement?
- What are the potential effects of father involvement in case planning?
  - What are the effects of non-custodial father involvement on child well-being?
  - What are the effects of non-custodial father involvement on children involved in the child welfare system?
- What promising practices are currently being implemented to identify, locate, and involve non-custodial fathers in child welfare cases?

**Fathers in child welfare: caseworkers' perspectives.**


Five focus groups substantially agreed about the lack of paternal participation in child welfare services and the reasons for low paternal involvement. The groups had considerable disagreement about whether child welfare professionals should address this issue. Some caseworkers believed that all fathers and mothers should be treated identically with respect to services to be offered and time frames for services; other caseworkers thought that the special circumstances of some fathers, such as lack of child care experience, called for service approaches that differ from those for mothers. Another disagreement was whether more fathers would be more involved if services were gender sensitive, that is, if agencies provided male caseworkers for fathers and had father-only services. Much of the debate focused on pragmatic considerations (would gender-sensitive services improve paternal participation and outcomes?), although some participants were concerned about equity (would such services give fathers an advantage in disputed custody cases?).
What About Dads? Child Welfare Agencies’ Efforts to Identify, Locate and Involve Nonresident Fathers


Over the past decade an interest in fathers and their contributions to family stability and children’s healthy development has heightened the attention paid within the child welfare field to identifying, locating, and involving fathers. Many of the children served by child welfare agencies have nonresident fathers. In addition, the Adoption and Safe Families Act of 1997 renewed focus on expediting permanency for children in out-of-home placement. Engaging fathers of foster children can be important not only for the potential benefit of a child-father relationship (when such a relationship does not pose a risk to the child’s safety or well-being), but also for making placement decisions and gaining access to resources for the child. Permanency may be expedited by placing children with their nonresident fathers or paternal kin, or through early relinquishment or termination of the father’s parental rights. Through engaging fathers, agencies may learn important medical information and/or that the child is the recipient of certain benefits, such as health insurance, survivor benefits, or child support. Apart from the father’s potential as a caregiver, such resources might support a reunification goal or a relative guardianship and therefore enhance permanency options for the child.

While research is lacking on whether engaging fathers enhances the well-being or case outcomes of foster children, lack of father involvement means that caseworkers may never know whether a father can help his child. Few studies have examined nonresident fathers as placement resources for their children and there is no research about child-father visitation or research on the effects of involving nonresident fathers in the lives of children being served by child welfare agencies (Sonenstein, Malm, and Billing 2002).

The Urban Institute, with the National Opinion Research Center (NORC) at the University of Chicago, conducted the Study of Fathers’ Involvement in Permanency Planning and Child Welfare Casework to provide the Administration for Children and Families and the Assistant Secretary for Planning and Evaluation, both components within the U.S. Department of Health and Human Services, with a description of the extent to which child welfare agencies identify, locate, and involve nonresident fathers in case decision making and permanency planning. The study was designed to:

- examine the extent to which child welfare agencies, through policies and practices, involve nonresident fathers of foster children in casework and permanency planning;
- describe the various methods used by local agencies to identify fathers of children in foster care, establish paternity, and locate nonresident fathers;
- identify challenges to involvement, including characteristics and circumstances that may be constraints and worker opinions of nonresident fathers;
- identify practices and initiatives that may increase father involvement; and
- explore how child support agencies’ information resources may assist child welfare agencies to identify and locate nonresident fathers.

The results of this study provide empirical evidence on the steps that child welfare agencies currently take to identify, locate, and involve nonresident fathers in case planning; the barriers encountered; and the policies and practices that affect involvement.

BEST PRACTICE/NEXT PRACTICE
SUMMER 2002
http://www.hunter.cuny.edu/socwork/nrcfcpp/newsletters.html
This free, down-loadable newsletter provides 40-pages of information under the following topics:

Father Involvement in Child Welfare: Estrangement and Reconciliation
Father and Child Maltreatment: Findings from the Longitudinal Studies of child Abuse and Neglect (Wendy, Lane., MD, MPH)
Father Involvement in Kinship Foster Care: An Empirical Study
Engaging Fathers in child Welfare Cases: A Case Manager's Perspective (Donna Hornsby, MSW)
A Dad’s Story
My Baby’s Father: A Family Systems Focus on Re-Involvement of Men in Meeting Family Reunification and Permanency Goals (Ross N. Ford, MSW, LCSW-C)
Fathers in Training: Empowering Men to Become Better Fathers
Fathers in Prison Fatherhood or Father-in-the Hood?
A Father Finds His Way Fatherhood Training Curriculum

Involving Fathers in Child Welfare
A newsletter adapted from the Summer 2002 Best Practice/Next Practice cited above, this publication includes articles titled

What Can Child Welfare Workers Do to Involve Fathers?
Will MRS Have a Positive Effect on Father Involvement in NC?

Forgetting Fathers Father Involvement in Child Welfare
Study of Father Involvement in Kinship Care Finding Fathers
Assessing Father Involvement in Your county Fatherhood Resources
The Fragile Families and Child Wellbeing Study

The Fragile Families and Child Wellbeing Study is following a cohort of nearly 5,000 children born in large U.S. cities between 1998 and 2000 (roughly three-quarters of whom were born to unmarried parents). We refer to unmarried parents and their children as “fragile families” to underscore that they are families and that they are at greater risk of breaking up and living in poverty than more traditional families.

The Study was designed to primarily address four questions of great interest to researchers and policy makers: (1) What are the conditions and capabilities of unmarried parents, especially fathers?; (2) What is the nature of the relationships between unmarried parents?; (3) How do children born into these families fare?; and (4) How do policies and environmental conditions affect families and children?

The Study consists of interviews with both mothers and fathers at birth and again when children are ages one, three and five, plus in-home assessments of children and their home environments at ages three and five. The parent interviews collect information on attitudes, relationships, parenting behavior, demographic characteristics, health (mental and physical), economic and employment status, neighborhood characteristics, and program participation. The in-home interview collects information on children’s cognitive and emotional development, health, and home environment. Several collaborative studies provide additional information on parents’ medical, employment and incarceration histories, religion, child care and early childhood education. These studies feature a variety of research methods, including administrative records, in-depth qualitative interviews, and surveys. The first three waves of data are available on the web at http://www.fragilefamilies.princeton.edu/public.asp. Research findings based on data from the Fragile Families Study are available in the CRCW-FF Working Paper series.

The Fragile Families and Child Wellbeing in Middle Childhood Study recently received a $17 million grant from the Eunice Kennedy Shriver National Institute of Child Health & Human Development (NICHD) to field a nine-year follow-up. This project combines the core telephone surveys, in-home study, and teacher surveys into one larger project. Data collection began in 2007 and will continue through 2009.

The Study contributes to the teaching/training mission of CRCW by hosting bi-monthly workshops and courses for faculty and students at Princeton, Columbia University, and the University of Pennsylvania. The Study has also sponsored several summer workshops at Columbia University. Finally, Princeton undergraduates use these data for their senior theses, under the guidance of CRCW faculty.

The Fragile Families and Child Wellbeing Study contributes to the policy mission of CRCW by publishing research briefs that translate working papers into information that is useful to policy makers and practitioners. The Study also provides useful information
to foundations, government agencies and NGOs working to improve the conditions of children in New Jersey: see Children's Futures and Fragile Families in Urban Essex.

The Fragile Families and Child Wellbeing Study is a joint effort by Princeton University's Center for Research on Child Wellbeing (CRCW) and Center for Health and Wellbeing, the Columbia Population Research Center and The National Center for Children and Families (NCCF) at Columbia University.

The Principal Investigators of the Fragile Families Study are Sara McLanahan and Christina Paxson at Princeton University and Irwin Garfinkel, Jeanne Brooks-Gunn, Ron Mincy, and Jane Waldfogel at Columbia University.

http://www.fragilefamilies.princeton.edu/ffbriefs.asp

LITERATURE REVIEW: FATHERS’ INVOLVEMENT IN PERMANENCY PLANNING


This review summarizes existing literature and knowledge about non-custodial fathers and their relations with children involved in the child welfare system. It sets the stage for a three-year study being conducted by the Urban Institute and the National Opinion Research Center (NORC) to provide the Federal Government with a description of the extent to which child welfare agencies identify, locate, and involve non-custodial fathers in case decision making and permanency planning. Non-custodial fathers are biological fathers who do not reside with their children usually because of divorce, separation or a non-marital birth. Increased interest in fathers and acknowledgement of their contributions to family stability and children’s healthy development have focused attention in the child welfare field on the tasks of locating biological fathers and involving them in case planning.

THE FII-ONews - Newsletter of the Father Involvement Initiative - Ontario Network, Volume 1, Fall 2002
Over the past 30 years, father involvement research has advanced dramatically. There is now a substantial literature that establishes a number of important trends in the way that men approach parenting and the effects that their involvement has on their children’s development. This document presents an overview of some of those key trends. While we are unable to provide methodological detail in such a succinct summary, we endeavoured to compile as accurately as possible reliable research results that support these trends. It is clear from the research that father involvement has enormous implications for men on their own path of adult development, for their wives and partners in the co-parenting relationship and, most importantly, for their children in terms of social, emotional and cognitive development.

In presenting the research evidence, we have used author citations in the text. A copy of the full bibliography for these citations is available from the Father Involvement Initiative – OntarioNetwork (FII-ON) office. Furthermore, given the developments in the measurement of the father involvement construct itself, we have included a section at the end of this document on the different ways that father involvement has been measured in the research literature.

Working with Men and Boys to Prevent Gender-Based Violence
http://toolkit.endabuse.org/Home.html

This web site is a comprehensive tool kit designed to help you work with men and boys to prevent gender-based violence. It provides readings, case studies, handouts, exercises, and other resources as well as community-building tools. We suggest following the Recommended Work Plan to fully explore these extensive materials, but you are free to go directly to the sections that address your priorities.

Either way, we urge you to share your experiences and ask questions on the Discussion Board, an online forum for registered users. In doing so, you’ll become part of a vital community that’s working to end gender-based violence. Sharing your challenges and successes will also enhance these resources: the continued growth and usefulness of this site depends upon the active participation of community members.

FAMILY VIOLENCE PREVENTION FUND

Building Bridges Between Fatherhood Programs and Programs Working to End Men’s Violence: AN INTERVIEW WITH JACQUELYN BOGGESS, JERRY TELLO, AND OLIVER WILLIAMS

A fundamental goal of the Building Partnerships to End Men’s Violence Initiative is to build partnerships between domestic and sexual violence prevention programs and community based organizations that already reach large numbers of men and boys. The many hundreds of programs working with fathers in communities across the country represent one such opportunity for collaboration. There are important reasons to promote such collaboration. Research shows that the presence of a caring adult male can have a long-term positive impact on children, improving their academic success, mental health, and ability to establish healthy intimate partner relationships. In this sense, father involvement programs can be seen as integral to preventing domestic violence. At the same time, however, the goal of father involvement raises important concerns for battered women and their children, and for those who work to secure their safety.

The interview that follows grapples with some of the challenges posed by closer collaboration between people working to stop violence against women and those promoting responsible fatherhood. For example, the discussion offers strategies for addressing the tension between survivor safety and father involvement. The interview describes the important philosophical and programmatic differences between batterer intervention programs and responsible fatherhood programs and points to ways in which each can learn from the other. Throughout, the interviewees share their ideas on cultural competence and make explicit the connections they see between violence against women and other forms of oppression. The interview is infused with a shared
sense of optimism and a profound respect for community driven solutions that recognize
the interconnectedness of all the people involved in them.

The interview was conducted in early 2003 by Dean Peacock, a consultant for the
Family Violence Prevention Fund’s Building Partnerships to End Men’s Violence
Initiative, with three practitioners who have been working over many years to build
bridges between the movements to end men’s violence and to promote responsible
fatherhood. The interviewees are: Jacquelyn Boggess of the Center for Fathers,
Families and Public Policy; Jerry Tello of the National Latino Fatherhood and Family
Institute; and Oliver Williams of the Institute on Domestic Violence in the African
American Community.

Dean: Let’s talk a bit about the fatherhood field. I have heard both Jacquelyn and Oliver
talk about three distinct groupings of fatherhood organizations.

Jacquelyn: I think for a lot of people the immediate response to fatherhood groups is
fathers’ rights organizations. That is not the kind of organization that we are talking
about collaborating with. Those in fathers’ rights organizations tend to be men that have
more money. They tend to be men who are going to work their situations out in a
courtroom, and, frankly, do not attend the kind of fatherhood groups that we are talking
about.

There is a second category of fatherhood groups—responsible fatherhood
organizations. Some of the federal legislation in the late 1990s sought to create and
economically support this type of fatherhood program. These organizations address
financial matters like child support and joblessness.

The third kind of fatherhood organization I would call “father involvement.” They are the
kind that we are looking to collaborate with; they are natural organizations that spring up
in groups of men who want to help other men in the community and have a community
feel. They are a place for men to go to talk about what they have been going through, in
their work and in their relationships. Father involvement groups sprang up a long time
ago, without much money. They existed on a shoestring with volunteers, people just
wanting to be helpful and to change their communities.

Dean: You have all been part of this national discussion about the importance of
building alliances among people who are working with fathers and people who are
working to end men’s violence. Can you each talk a little bit about what you feel is
important about bringing these two fields closer together?

Oliver: I think that sometimes we have had these narrow compartments that have
shaped how we have thought about and done violence work. We have had this
perspective that what we do is to help battered women leave the person who has been
abusive to them. Once we have managed to find a place for her to be safe, then our job
is done. But sometimes battered women return to their partners, or maintain
relationships with the fathers of their children. So sometimes you have an ongoing, co-
parenting relationship. For us not to attend to what that means in terms of safety and
accountability means that we leave a reality for some battered women. A number of
battered women do need to get away from their partners. But many want their ex-
partner to take responsibility for and contribute to the well being of their children.
Jerry: Well, it is not the best perspective to begin with whether or not we should build partnerships across programs. Community members do not separate themselves based on the programs that they go to. The community bases its connections on its needs. Fathers and brothers and uncles and mothers and daughters and grandmothers are all connected, and they all have issues, and they all have wounds, and they all have strengths. What happens sometimes is that we, in our limited insight as practitioners, begin to separate the community based on our needs. And sometimes what that ends up doing is contributing to the trauma and isolation, and inhibiting the healing that could be going on.

Dean: What would a community-based approach look like that attempts to assist fathers to be both good partners and good parents?

Jerry: I think that looking at the whole does not mean there are not parts of the whole that function sometimes separately and sometimes interdependently. But, regardless of what part of the circle you operate from, it’s important to always have the perspective of the total circle. In the programs that we do and train people to do, regardless of whether we are calling it fatherhood, anger management, domestic violence services or rites of passage, there are issues and themes that are very much the same across the board.

Some men come in who are young fathers, and they have certain issues that they are dealing with. Some men come in because they need a job. But even in that, they’ve got to go home. So part of their job preparation has to also include work on their family relationships, because if things do not go well there, they are not going to have a job for very long. Then we get court-ordered men and if you look at their history, they have generations of baggage. And so they come in from a different part of the circle. But wherever they come from, whether it is little boys or young fathers or men who have been violent, everything is looked at from the center of the circle, which is maintaining sacred relationships. We need to have a similar focus of purpose, regardless of what type of program we are doing.

Dean: That is a significantly different approach than most batterer intervention programs take, where the man comes in typically because he has been referred by the criminal justice system.

Oliver: Yes, I do think that that is true. When father involvement staff do an assessment, they figure out that there is a range of things that this person needs, and then they try to respond to that range of needs. Some of the really deep, good programs will do cross-training and will include domestic violence even when they are focusing primarily on substance abuse or unemployment. In the fatherhood programs that I have seen, they are trying to deal with the person and with healing and restoration. I do not know if the reverse is true. Domestic violence programs often do not expand the range of issues because they are there to talk about the violence.

Jerry: In some fatherhood programs, the premise is that with education and with motivation men can be better fathers. But when wounds are very deep, lifelong violent wounds that have come from fathers and grandfathers and great grandfathers, generations deep, those wounds do not heal so quickly. Those wounds do not heal just from motivation and education. Sometimes it takes a deeper type of intervention for
more accountable, healthy relationships to develop. I'm very concerned about getting
generic fatherhood programs to also try to heal men who have very significant wounds.

**Dean:** Ideally, if we think about responsible fatherhood programs being more sensitive
to and more proactive about the issue of domestic violence, and batterer intervention
programs being more thoughtful about fatherhood, what would we want to see first?

**Jacquelyn:** This is really an important question for me. We have to be very careful
about what we say that fatherhood programs can or should or will do. I think you
described where we are, Oliver, when you said that everybody agrees that the
collaboration has to be done. I would really caution us, though, not to come up with
concrete standards or plans yet. I think there is so much talk that has to happen first.
Practitioners in fatherhood programs keep telling me with regard to domestic violence,
"I'm afraid. I'm afraid to do anything because I do not want to make things worse. I do
not want to mess up." In the end, that is not where we want to be—the place where they
are too scared to do anything at all. In some cases, however, maybe that is where we
want to be right now, because we could mess up if we start too soon. I would really
caution that we slow down and talk about this over and over and over again.

**Dean:** What do you think the substance of that conversation needs to include?

**Jacquelyn:** The conversation needs to address whether fatherhood programs should
refer out for domestic violence services, for example. Is that the way we should do it
most often? If we are not going to refer out, does that mean we need to have a certified
person who works in the fatherhood program? Does referring out work? Oliver and I
were in a meeting where people said if you refer someone out for services, you lose
them. If you are going to do provide services in-house, what does that mean? I do not
know. Those are not the answers. They are the questions.

**Jerry:** I think there are some things we can agree on—that violence in relationships is
not acceptable, and that we all need to do something about it. So that can be a
resounding common voice, regardless of where we are in the circle. Whether we are
doing an intake or working with somebody to get them a job, or working in a teen
fatherhood program or a batterers' program, we can all agree on that. If you are in the
fatherhood field, then you need to have somebody connected to child welfare and to
batterers' intervention and to the rest of the parts of the circle. We need to recognize
that everyone in the community needs to take some responsibility, and then be
connected to those people who are better equipped to do what you cannot.

**Oliver:** I think that we do need to talk more about capacity building. The issue of
domestic violence needs to be part of the repertoire of the people who are working in
fatherhood programs and there has got to be an assessment about capacity in this
area. Different people and programs have differing capacity to handle the intensity of
domestic violence work. This needs to be acknowledged and discussed. And different
skills are required depending on where the men are in the process of taking
responsibility for their behavior. Some men have a really hard time taking responsibility
for their own violence, and some have a hard time speaking up about other people's
violence.
Dean: One of the things we have not talked about much are the safety concerns that come up quite frequently when we talk about men who have been violent staying connected to the women through the children. So we want the man to be a good father to the kids, but he has a history of violence. What systems do we put in place to keep the survivors safe?

Oliver: We must recognize that there are questions around safety. In a fathering program, just like a batterers' program, if a person is going to be harmful to themselves or to someone else, you have got to report the case. In visitation centers and other places, we have to think about the potential harm that somebody could do. We have to put this on the table. In criminal court, or dependency or family court, we have to look at what a person has done to really change their behavior. We have to ask the question, “What is the evidence of change?” I'm not so sure that we ask this question often enough.

Jerry: I think it is about redefining what the expectations of honorable relationships are. That definition needs to very clearly specify that violence is not included. But it must go beyond that to include a focus on nurturance. I think that is something that many batterer intervention programs do not do. They talk about prevention of violence and go through exercises to move men away from the violence, but these steps do not necessarily take men to the nurturing part. We need to do that work.

What we tell men is, “You've got to show up. Be present.” That is very hard for some men, especially some men of color, who get questioned and checked all day long and have had that happen to them historically. Just to show up, to be present with your total spirit, is a major thing. We talk about being present in the life of your relationship. After you show up, you have got to be able to pay attention. Pay attention to what your partner needs. Pay attention to what your role should be. Pay attention to when you need to speak up, when you need to be quiet, when you need to be attentive, when you can be nurturing and when you need to back off a little bit and give some space. Then you have got to give your heart. You have got to give your love. Do it with love. Do not do it with hate. Do not do it with anger. You have got to do it with love. And love sometimes means shutting up. Sometimes it means you follow. Sometimes it means being patient. Sometimes it means speaking up, and sometimes it means taking the lead or taking a risk. Finally, we tell men to give it up. Giving it up means spiritually looking to a greater source, or recognizing that you are not in control. Forget about control. It is about walking with others, putting out your hand, and being a partner that is across from another partner, being a partner to your child, a partner to your relationship, a partner in your community.

Oliver: That is an interesting thing, Jerry, because it is the idea of balance. That notion appears in conversations about what manhood means for African American men. To keep your vitality, you must have balance. You cannot let one emotion or facet of your being constantly overtake you.

Jerry: People from different roots have their own rhythm and their own song, and I think we need to honor that because the violence or the pain that we bring to relationships comes through a certain history. Therefore, when we are attempting to reconnect
people or heal people, we need to respect their culture and their roots, their ethnicity, traditions and customs.

**Oliver:** We are dealing with people who carry different baggage, who change at different paces, and who heal at different paces. I do not know how to deal with this because there is no language for this in batterers' treatment. But I think in fathering programs, because they serve such a wide spectrum of men, there is. Sometimes when we talk about batterers' treatment, we say, “Once a batterer, always a batterer.” That has influenced the way that we approach the work. We have to find a range of ways to reach this population, and I do not believe that we have developed all the ways that we can reach them. We have to find different and better ways to identify and engage men who may be violent and help prevent the problem. And maybe this is a thing that I get from fathering programs. I think that there is hope.
FATHERING COURT PROGRAM – KANSAS CITY
In the Trenches ...

This week, several of our staff celebrated with 6 men as they completed the fathering class that’s part of the Fathering Court program here in Kansas City. Fathering Court is an innovative program providing men who have significant child support arrearages with an alternative to prosecution and incarceration. Mustafaa El-Scari, who taught the class, and NCF CEO Carey Casey affirmed the men and challenged them to continue their efforts to reconnect with their children and leave their past challenges behind. Each of the 6 men also signed Championship Fathering commitments as part of the event. Find out more about Fathering Court.

Fathering Court is an innovative alternative to prosecution and incarceration for men with significant child support arrearages. The program increases the number of fathers that contribute financially and emotionally to their children and improves their marriage-ability by helping the men successfully overcome the challenges that have led to their non-payment of child support.

View video
(5.7l MB QuickTime movie)

Who benefits?

Children - Gain from having an involved and potentially married, father. Men learn to develop better relationships with their children and children’s mothers through the 13-week fathering class. They also learn to obtain and maintain meaningful employment that allows them to provide consistent financial support.

Fathers - Learn life long skills that positively impact their lives, their children’s lives, the mother of their children, and their community.

Community - Benefits from reduced financial costs as a result of rehabilitation. Specifically, skill development and employment assistance helps eliminate the expense of prosecution, incarceration, and welfare cost associated with delinquent child-support payments.
FATHERING COURT PROGRAM – KANSAS CITY

continued

The Results:

More than 429 men have participated in Fathering Court since 1998. To date, Fathering Court graduates have contributed more than $2,766,000 in child support payments.

In addition, pre and post evaluations indicate that men who graduated from Fathering Court have significantly more contact with their children, increased interaction with their child’s mother about their child’s development, and pay their child support.

Components:

- Needs assessment & skill development
- Case management
- Counseling and treatment
- Peer support and curriculum for fathers
- Health and education services for children
- Employment assistance
- Connecting dads and moms to necessary resources

Review this official tracking summary (PDF) from the Jackson County Prosecutor’s Office. For more information, contact the National Center for Fathering at 800.593.3237 ext. 1052 or e-mail dads@fathers.com.
A review of a study published in 2002, this work examines the impact of father involvement on children’s developmental outcomes, the co-parenting relationship, and development of fathers themselves. In 2007, we updated this review by examining approximately 150 new research studies in these areas. Although this does not include all of the research on fathering conducted during this period, it does provide an update of key published works on father involvement. In general, the research results reported in 2002 have been strengthened by additional research examined in this period. One of the challenges of looking at the effects of father involvement is to disentangle father involvement from the effects of social class and family structure. We also include here new and emerging findings that provide deepening insight into the complex phenomenon of fathering.

This document presents an updated overview of the key trends in the father involvement literature. While unable to provide methodological detail in such a succinct summary, the authors endeavored to compile reliable research results that support these trends as accurately as possible. It is clear from the research that father involvement has enormous implications for men on their own path of adult development, for their wives and partners in the coparenting relationship and, most importantly, for their children in terms of social, emotional, physical, and cognitive development.
FATHERHOOD LESSONS – CULTURALLY RELEVANT SERVICES FOR LATINO FATHERS


While effective, well-designed, fatherhood programs are in place in many communities, Latino fathers and their families need programs and practitioners that genuinely understand and respect the deep cultural roots, customs, and values that underscore their daily lives and decisions. Both a strong foundation and the right tools are necessary to build sustainable programs. Just as a carpenter reaches into his bag and selects the right tool to create a home with a solid foundation, or a gardener chooses the right implement to help a tree establish strong healthy roots, the right approach and tools must be selected.

This toolkit offers insights to help deepen your understanding of many of the customs and traditions that historically motivate Latino men and their families and provides a variety of practical tools, guidelines, and interventions to consider when constructing culturally relevant fatherhood programs. Designed by service practitioners with a personal understanding of Latino culture, the tools and strategies outlined are proven. Programs across the country have used these interventions to help Latino men of all ages strengthen and heal their families. Some tools are designed to help men find the means to support their families; others offer strategies to help heal personal pain, and some help fathers find the right legal path. The tools reinforce the importance of providing supportive services within the context of “la familia” (the family), and underscore other cultural factors that can affect outcomes. As with any tool, it is up to the practitioner to select the right tools that will best help an individual father and his family.
## FATHERHOOD ORGANIZATIONS & RESOURCES

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<tr>
<th>Organization</th>
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<tr>
<td>National Center on Fathers and Families (NCOFF)</td>
<td><a href="http://www.ncoff.gse.upenn.edu/">http://www.ncoff.gse.upenn.edu/</a></td>
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<tr>
<td>Fatherhood Initiative (FHI)</td>
<td><a href="http://fatherhood.hhs.gov/index.shtm">http://fatherhood.hhs.gov/index.shtm</a></td>
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**National Center on Fathers and Families (NCOFF)**

NCOFF is dedicated to research and practice that expands the knowledge base on father involvement and family development, and that informs policy designed to improve the well-being of children.

**The National Latino Fatherhood & Family Institute (NLFFI)**

The Institute brings together nationally recognized leaders in the fields of Latino health, education, social services, and community outreach.

**Fatherhood Initiative (FHI)**

The Dept of Health and Human Services has developed a special initiative to support and strengthen the roles of fathers in families. The initiative follows these principles: (1) All fathers can be important contributors to the well-being of their children. (2) Parents are partners in raising their children, even when they do not live in the same household. (3) The roles fathers play in families are diverse and related to cultural and community norms. (4) Men should receive the education and support necessary to prepare them for the responsibility of parenthood. (5) Government
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<td>American Coalition for Fathers and Children</td>
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<td>Center on Fathers, Families and Public Policy (CFFPP)</td>
<td><a href="http://www.cffpp.org/">http://www.cffpp.org/</a></td>
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<td>Children's Rights Council (CRC)</td>
<td><a href="http://www.vix.com/crc/">www.vix.com/crc/</a></td>
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<td>Families and Work Institute (FWI)</td>
<td><a href="http://www.familiesandwork.org">www.familiesandwork.org</a></td>
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<td><strong>inform decision-making on the changing workforce, changing family and changing community.</strong></td>
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| **Children Youth & Family Consortium**  
CYFC’s web site is a bridge to a wide range of information and resources about children and families. It connects research, teaching, policy, and community practice. | [http://www.cyfc.umn.edu/welcome.html](http://www.cyfc.umn.edu/welcome.html) |
| **National Family Preservation Network**  
NFPN has developed a comprehensive fatherhood initiative, because fathers are an integral part of families. | [http://www.nfpn.org/](http://www.nfpn.org/) |
| **Institute for Responsible Fatherhood and Family Revitalization**  
The Institute’s mission is to encourage fathers to become involved in the lives of their children in a loving, compassionate, and nurturing way. The Institute now has six sites across the country. | [http://fatherfamilylink.gse.upenn.edu/org/irf/mission.htm](http://fatherfamilylink.gse.upenn.edu/org/irf/mission.htm) |
<table>
<thead>
<tr>
<th>Fatherhood Reports and Articles</th>
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<tr>
<td>How Men and Children Affect Each Other’s Development</td>
<td><a href="http://www.zerotothree.org/fathers.html">http://www.zerotothree.org/fathers.html</a></td>
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<td>Getting Non Custodial Dads Involved in the Life of Foster Children</td>
<td><a href="http://www.urban.org/publications/310944.html">http://www.urban.org/publications/310944.html</a></td>
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<td>Father Involvement: Building Strong Programs for Strong Families</td>
<td><a href="http://www.headstartinfo.org/publications/hsbulletin77/cont_77.htm">http://www.headstartinfo.org/publications/hsbulletin77/cont_77.htm</a></td>
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