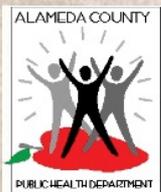




Building a Father-Friendly Community



Agenda



- **Table Activity & Icebreaker**
- **Father involvement statistics**
- **Overview of the Alameda County Fathers Corps**
- **Introduction to the Alameda County Fathers Corps
Father Friendly Principles**
- **Discussion of Father Friendly Principles**

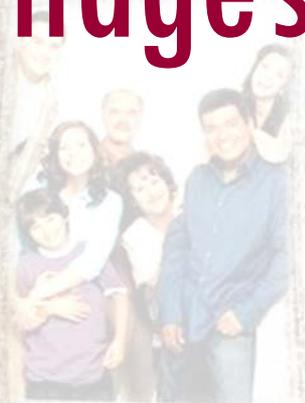
Fatherhood



Fatherhood



How have the roles and images of fathers changed?





Staggering Statistics



- Children in father-absent homes are five times more likely to be poor
- In 2002, 7.8 percent of children in married-couple families were living in poverty, compared to 38.4 of children in female-headed householder families

https://fatherhood.gov/for-programs/for-your-fathers/father-presence#Father_Absence

Staggering Statistics



- 71% of all high school dropouts come from fatherless homes — 9 times the average (National Principals Association Report)
- 85% of all children who show behavior disorders come from fatherless homes — 20 times the average (Center for Disease Control)
- 63% of youth suicides are from fatherless homes (US Dept. Of Health/Census) — 5 times the average

Fathers Corps Mission



The Alameda County Fathers Corps promotes and supports fathers and father figures to be meaningfully engaged with their children and families, and advocates for family service providers to assist fathers in strengthening their parenting skills and to provide father friendly services.



How the Fathers Corps was Born



- **Partnership between First 5 Alameda County and Alameda County Public Health Department**
 - Established in August 2013 to train male service providers working with fathers in Alameda County
- **Partnership expanded, now includes Alameda County Social Services**

Building Powerful Partnerships



- **Established Fathers Corps Leadership Team**
 - First 5 Alameda County
 - Alameda County Public Health Department
 - Alameda County Social Services Agency
 - Child Support
 - Probation
- **Leadership Team is strong, collaborative, and committed**



What is the Fathers Corps?

- Convene learning community for 10 trainings over nine months
 - Participants trained on array of early childhood topics; reviewed and discussed material specific to the needs and roles of fathers



Training Calendar



Date	Training Topic
9/19/2014	Child Development 101
10/17/2014	Temperament / Discipline
11/21/2014	Personal Safety and Law Enforcement
12/12/2014	Ages and Stages Questionnaire (ASQ)
1/9/2015	Fathers' Rights and Responsibilities (Custody 101 & Child Support 101)
1/30/2015	Fathers Corps Retreat & Program Check-in
2/20/2015	Navigating the Alameda County Social Services Agency Eligibility and Employment Services Systems
3/20/2015	Parenting as a Team
4/17/2015	Working with Teen Fathers
5/15/2015	Nutrition and Wellness

Comments On Training Evaluations



- “Thanks, one of the best trainings I’ve been part of.”
- “I wish this group lasted longer. It was magical and inspiring. I hope future meetings have a similar quality.”
- “Good focus on fathers & how to relate to men. Good info in general.”
- “What a wonderful way to spend the afternoon. More than I expected.”
- “Could be even longer”
- “This was all over [a] great training, probably the best one...I will use information in both my work place and at home.”
- “Understanding the impact of stress/ trauma EXCELLENT FACILITATOR, Knowledgeable and pleasant”
- “It could have went on for another 2 – 3 hours”

Who's the Corps?



- 40 male service providers who work with fathers in Alameda County
- Over 20 agencies and programs represented:
 - ACPHD; Family Health Services; Office of Urban Male Health
 - City of Berkeley; City of Fremont
 - Oakland Housing Authority; Probation
 - Oakland Head Start and Alameda County Head Start
 - 4C's; FSSBA; Through the Looking Glass; Brighter Beginnings; United Way of the Bay Area
 - CBO's: REACH; Urban Parenting in America; Centerforce; Positive Communication Practices; Youth Alive
- Providers who work with fathers in various capacities:
 - Advocates
 - Mentors
 - Policy makers
 - Case managers
 - Counselors & Therapists



Fathers Corps' Goals



- Increase providers' knowledge of environmental, nutritional, and social and emotional factors affecting the healthy development of children birth to 5 years and increase awareness of father specific services
- Assist participants in implementing Alameda County Fathers Corps Father-Friendly Principles at home agencies
- Train participants for inclusion in the pool of Father Engagement Specialists and Mentors who are available to support family service programs

Lessons Learned



Learning Community

- Sessions need to be interactive, not just one way communication
- Material must be sensitive to fathers' needs and concerns and of practical application to participating service providers
- Male trainers whenever possible
- Be flexible and allow current events to drive some components of content
 - Personal Safety and Law Enforcement
 - Discipline
- Be responsive to feedback received from members
 - Offered retreat
 - Male trainers



Fathers Corps Highlights



- Created Fathers Corps Administrator position; funded by First 5, ACPHD, ACSSA
- Alameda County Board of Supervisors formally adopted the Father Friendly Principles — February 3, 2015
- Over 1.5 years hosted 15 trainings, each attended by over 20 male service providers
- Hosted Fatherhood 101 screening in Oakland, attended by over 500 people
- Partnered with ACPHD to host “Daddy & Me” event at Children’s Fairyland
- Hosted our first Fathers Corps Retreat
- Fathers Corps is a resource for providers looking for direct support for fathers and for programs in need of male providers to support their program

Evaluation



Key Questions

- Why did participants join the Fathers Corps? How have they benefitted, if at all, by participating?
- How effective were the training sessions? What did participants learn? How relevant was the information?
- Have any changes occurred in participants' practice or agencies?
- How could the Fathers Corps be improved?

Evaluation



Data Sources

- Training evaluation surveys at end of each training session
- Two online participant surveys — in October 2013 and June 2014
- Mid-point discussion in January 2014

Results — Some Highlights

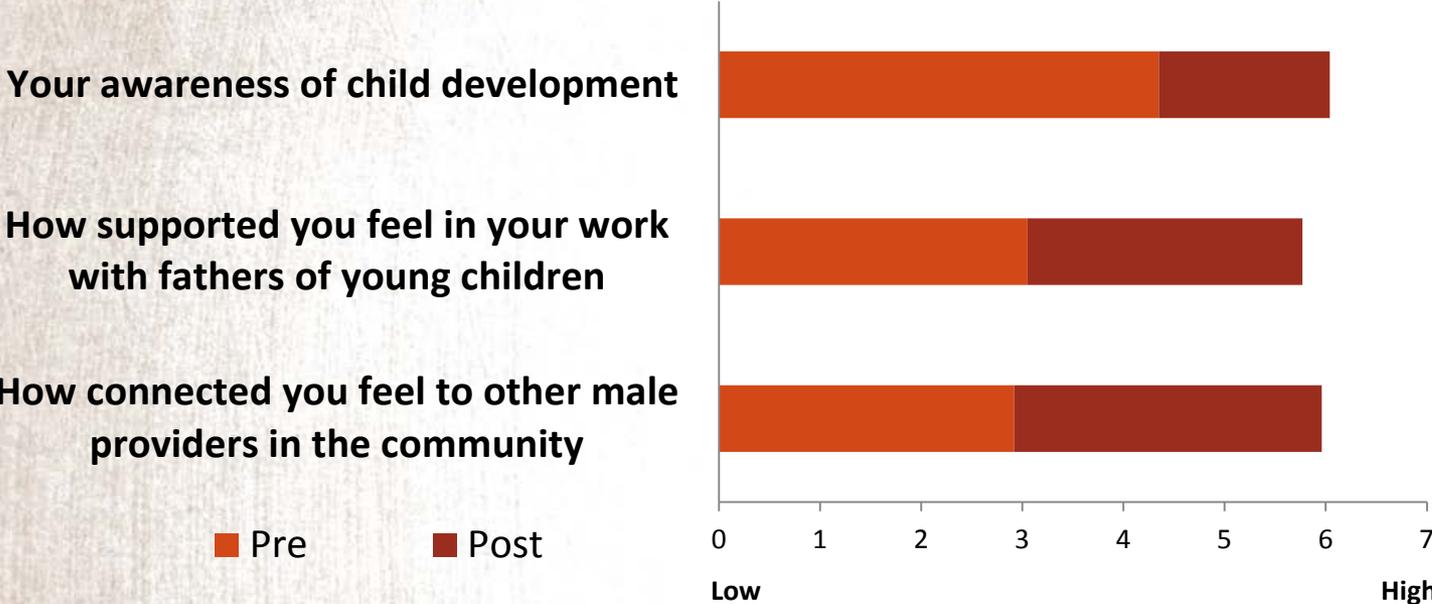
Participants reported increases in:

- Knowledge of parenting and child development
- Connection to community resources
- Networking and peer support
- Commitment to advocating on behalf of fathers, male caregivers

Evaluation



Retrospective Pre/Post Survey Questions



Evaluation



Participating in the Fathers Corps has...

- 69% - strengthened “a lot” their commitment to advocating on behalf of fathers/male caregivers
- 58% - helped them “a lot” to be a more knowledgeable, skillful, and/or engaged provider
- 42% - helped them “a lot” to plan, or inspired them to start, a new program or service for fathers

“Let’s continue this great work of placing focus and energy on fathers in Alameda County. I envision needed services and new partnerships arising from the work of the Father Corp...”

How do your agencies/programs work with families?



1. In what capacity do you work with families?
2. In what way are the services you provide inclusive of fathers?



Alameda County Fathers Corps Father Friendly Principles



- Include the needs of fathers
- Provide father-friendly services
- Portray positive father images
- Create positions that serve fathers
- Train staff on fatherhood issues
- Expect father participation
- Design programs for fathers



Incorporating Father Friendly Principles



- If your agency or program fully embraced this principle what would your services look like?
- What would prevent you from implementing this principle?
- What are some potential solutions to these potential barriers?



Questions?

EXPEDITION



Involved Fathers=
Stronger Families=
HEALTHIER COMMUNITIES.



Gary Thompson

Family Health Services Coordinator

Manager, FHS Fatherhood Initiative

Alameda County Public Health Department

510-667-4343; gary.thompson@acgov.org



Carla Keener

Senior Administrator, Continuum of Care & Linkages

First 5 Alameda County

510-227-6942; carla.keener@first5alameda.org



Timothy Roberts

Contract Administrator

Alameda County Social Services Agency

Alameda County Fathers Corps Leadership Team

510-271-9185; troberts@acgov.org

www.first5alameda.org/fathers-corps