

FATHER FRIENDLY LONG BEACH

Why Dad Matters

Presentation Outline

Father Friendly Long Beach: Why Dad Matters?

Slide 1: Title Page

Slide 2: Learning Objectives

- a. Discussion about the project, Engaging Fathers Initiative, and the purpose of the work.

Slide 3: Evolution of the Father Friendly Initiative: Evolution and History

Slide 4: Activity #1: Reflecting on your childhood relationships – Fatherhood (Guided Group Discussion 10 min)

Facilitator Question:

- o What role did your father play in your life?
- o What makes a good parent?
- o How did your relationship with your father inform your perspective of a “good parent”?
 - How did this shape your life?
 - How does this/could this impact how you see the importance of fathers in your work?

Slide 5: Why fathers are important? -Infographic

- a. Data: Demonstrating the impact of father involvement: child, father, family and community

Slide 6: Creating Father Friendly Spaces -Infographic

Slide 7: Societal Norms and Structural violence

Societal Norms

- o Gender roles
- o Historic roles of fathers
- o Implicit Bias

Structural violence

- o Labor & Workforce Development

Previous research shows that men work longer hours and earn more after becoming fathers, but if men are unemployed or reduce work hours for family reasons, they could experience a “flexibility stigma” depressing earnings and limiting future career opportunities, therefore earning less money.

- o Hospital Settings

“Magic moment” during pregnancy is a prime opportunity to engage fathers; this is especially true for fathers at high risk for decreased involvement.

Doctors will often focus on mother and child health, without including the health of the father.

- o Social Services Agencies

Nonresident fathers of children in foster care are often excluded from case planning. This could be a lost opportunity for Child Services to find a suitable placement on the paternal side of the family.

- o Criminal Justice – Incarcerated parents

They face challenges in various areas: maintaining healthy relationships with mother, obtaining employment and securing safe/stainable/affordable housing

Facilitator Question:

- o What do you think could potentially hinder father involvement?

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Slide 8: Transforming Spaces: Best and Promising Practices for Father Friendly Space

Slide 9: Activity # 2: The Fatherhood Experience (*Guided Group Discussion 10 min*)

- **Step up, Step down**
 - **If you have seen, heard or witnessed a stereotype of the father who was incompetent, lazy, or unequipped, please stand up.**
 - **If you feel your identity as a parent is portrayed positively by the media, please stand up.**
 - **If the common representation/stereotype of fathers within your ethnic group is “absent”, “disinterested” and/or “disengaged”, please stand.**
 - **If you have seen positive images of your gender engaged in parenting activities, please stand.**
 - **If you have regular access to changing tables in your preferred gender restroom, please stand.**
 - **If you have seen, heard or witnessed a father engaging in a healthy activity with their child/ren please stand.**
 - **If you have challenged a colleague, family member or friend that expressed a negatively stereotyped view of fathers, please stand.**

Slide 10: The Fatherhood Experience: Debrief

Reflection Questions:

- **What are some initial thoughts and feelings about this activity?**
- **How did these questions make you feel?**
- **What did you notice about how you and the other participants responded to this activity? Was there anything that surprised you?**

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Slide 11: Staff practices: Training staff to work specifically with fathers.

1) Assessing staff needs:

Facilitator Question/s

- a. Do they know how to work effectively with fathers? Does staff know how to work with fathers that might experience symptoms of mental illness such as trauma, anxiety and depression.
 - b. Are there motivational factors that could prevent this from occurring (i.e. personal bias)?
 - c. Are there organizational barriers that could prevent fathers from becoming more involved?
- 2) **Having an inclusive definition of “father” -- i.e. could be a *father-figure such as an uncle, grandfather older brother, neighbor, coach, etc.***
- 3) **Asking about the father from the beginning and follow up as necessary throughout**

Facilitator Question/s

- a. Are staff actively asking about fathers? If there is contact with father keep them up to date on the challenges and successes of the child.
 - b. Using inclusive language when gathering information about parents? (i.e. not just talking about parenting in terms of mother but also including father).
 - c. Specifically reaching out to the fathers to provide updates on their child if there are not present.
 - d. Asking about the father at the intake period and expressing the importance of their participation in services.
- 4) **Understanding some of the unique needs of fathers across cultures.**
- a. Are there specific cultural barriers that would also need to be addressed?
 - b. Is the father related material accessible in multiple languages?
 - c. Recognizing the diversity within specific cultural groups
- 5) **Non-custodial/non-Residential fathers-just because a father is not physical present still finding ways to creatively engage them in their programming.**
- a. These fathers might have a contentious relationship with the mother and might need help managing the co-parenting relationship.
 - b. Creating awareness of their legal rights especially related to establishing paternity.
 - c. Connecting activities to other valued resources: employment

Slide 12: Best Practices for Engaging Fathers

1. Do you have images that positively display father involvement in the office? Are these fathers/male figures engaged in non-traditional male roles?
2. Are there changing tables in the men’s rest-room? Are there inclusive images of parenting activities in the office?
3. Is there reading material that is gender neutral or targeted to male readers?
4. Are the staff knowledgeable of programs/services/supports for fathers in the community?
5. What time do you offer programs? Does it conflict with their other responsibilities?
6. Does your organization offer a safe/supportive space for fathers to interact with each other?
7. Are there father specific messages/activities images in the father’s target language?
8. Do you actively market to fathers (i.e. father/child reading day?)
 - i. How do you use technology to engage fathers?

Facilitator Question/s: Learning Assessment: Questions to the larger group. (2-3 min)

- a. What are we currently implementing in our organization that is consistent with these ideas?
- b. What are some strategies that we could consider?
- c. What resources have we/could we tap into to help improve our work in this area?

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Slide 13: Incarcerated/formerly incarcerated fathers

- 1. Awareness of stigma about their role as a father due to past legal history.**
 - a. As long as there was not a past history of violence against the child or co-parent their involvement is vital to support the protective factors for children.
- 2. Actively seeking to reengage these fathers upon return home.**
- 3. Understanding that their potential lack of physical presence could be connected to various competing system demand (i.e. probation/parole requirements, Department of Children and Family Services obligations).**
- 4. Trauma history and feelings of guilt and shame**
 - a. Many fathers past histories could cause them to feel like they are not “good enough fathers” so the providers want to praise and acknowledge their involvement as much as possible.

Facilitator Question/s: Learning Assessment: Questions to the larger group. (2-3 min)

- a. *What are your fathers' specific needs and interest on how they would like to be more involved?*
- b. *What are the activities that you could implement to help meet potential needs for your fathers?*
- c. *What is something that I/we could immediately implement from this section?*

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Slide 14: Policies/Organizational culture

1. **Organizational Assessment: How father friendly is your organization?**
 - a. What are the staff needs?
 - b. What are the father's needs?
 - c. What can be improved?
2. **Is your organization supportive of change?**

Facilitator Question/s

- a. Moving from we just do not see fathers to what could be do to bring in more fathers?
- b. Does your branding/name unintentionally exclude fathers?
 - i. WIC versus PIC
- c. Do you actively develop fatherhood leaders/champions in your organization?
- d. Do you advocate to increase fatherhood involvement to your board and other community stakeholders?
- e. Does anyone in your organization (i.e. Board of Directors) advocate for fathers or father/child relationships.

3. **Assessing the needs of the fathers involved in your program.**

Facilitator Question/s

- a. Do they not know how to be involved?
 - b. Are they not motivated to be involved due to competing demands?
 - c. Are there organizational practices/ barriers that could hinder their involvement?
4. **Hiring Practices:**
 - a. Do you target male staff and staff that have experience working with fathers? (i.e. *Fathers are welcome to apply; experience in working with fathers is a plus*)
 - b. Do you actively promote your job postings where fathers might have access?
 - c. Do you have any male/fathers staff working in your program?
 - d. Do you target "successful" fathers to stay part of your program?
 5. **Staff policies:**
 - a. Promotions of father friendly practices for staff (i.e. providing opportunities for fathers to bring their children to work).
 - b. flexible work schedules to allow fathers to attend children's extra-curricular activities.
 - c. Livable wage for fathers to ensure that they can spend more time with their children.

Facilitator Question/s: Learning Assessment: (2-3 min)

- a. What are some potential gaps that we have not addressed?
- b. What are some areas that we have already considered implemented?
- c. What type of additional support would we need?

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Slide 15: City of Long Beach, Department of Health and Human Services

1. Current work in the City of Long Beach
 - a. Showing the video on the website

Slide 16: Joining the Father-Friendly Initiative

1. Encourage Fatherhood by Portraying Positive Images of Diverse Fathers
2. Train Staff on Fatherhood Issues and Father Friendly Practices
3. Ensure Men's Restrooms and Family/Gender-Neutral Restrooms Contain a Changing Station

Slide 17: City of Long Beach, Department of Health and Human Services: Becoming a Father-Friendly Business/Organization

- Staff Presentation

Slide 18: Resources/Services available in the city.

Slide 19: Next Steps

1. Signing up for the Father-friendly decal
2. Receiving a follow up questionnaire

Slide 20: Partners

Slide 21: Questions

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Slide 22: Continued work: News Articles on Father-Friendly Initiative

- 1) First 5 LA: https://www.first5la.org/article/the-father-friendly-invitation-will-you-accept/?type=post&utm_source=First+5+LA&utm_campaign=897fce520d-EMAIL_CAMPAIGN_2018_11_29_05_10_COPY_02&utm_medium=email&utm_term=0_230ce2249c-897fce520d-192691981
- 2) Long Beach Press Telegram: https://www.presstelegram.com/2019/03/08/long-beach-to-host-training-on-how-businesses-can-be-more-father-friendly/?preview_id=2113763

Slide 23: Resources

City of Long Beach, Department of Health and Human Services

<http://www.longbeach.gov/health>

City of Long Beach, Department of Health and Human Services Father-Friendly Principles

<http://www.longbeach.gov/health/services/directory/father-friendly-initiative/father-friendly-principles/>

City of Long Beach, Department of Health and Human Services Father-Friendly Guidelines

<http://www.longbeach.gov/health/services/directory/father-friendly-initiative/father-friendly-guidelines/>

Life Coaching and Fundamentals of Fatherhood Program

<http://www.longbeach.gov/health/services/directory/father-friendly-initiative/services/>

First 5 LA

<https://www.first5la.org/>

National Responsible Fatherhood Clearinghouse

<https://www.fatherhood.gov/>

National Fatherhood Initiative.

<https://www.fatherhood.org/>

Slide 24: Partners

- 1) First 5 LA
- 2) City of Long Beach, Department of Health and Human Services
- 3) National Compadres Network
- 4) Long Beach City College
- 5) Starview Community Services
- 6) Long Beach Forward
- 7) The Center Long Beach
- 8) Long Beach Unified School District
- 9) Los Angeles County Department of Children and Family Services
- 10) Friends Outside in Los Angeles County (FOLA)
- 11) Keen

Slide 25: Questions

Slide 26: References

Slide 27: Contact Information

References

*Total time: 2 hours

- 30 minutes of activities
- 10 minutes of questions
- 6 minutes per slide

*Total time of the presentation can be extended past 2 hours depending on training needs of the organization.