

## NATIONAL RESPONSIBLE FATHERHOOD CLEARINGHOUSE TECHNICAL ASSISTANCE WEBINAR

**Moderator: Nigel Vann**

**April 20, 2010**

**1:00 pm CT**

Operator: Good day and welcome to the National Responsible Fatherhood Clearing House Technical Assistance webcast conference call. Today's conference is being recorded.

At this time, I would like to turn the conference over to Nigel Vann. Please go ahead, sir.

Nigel Vann: OK. Thank you very much and welcome everybody to our first substantive webinar of 2010. We haven't formally announced this yet, but what we're going to be doing this year is having a series of quarterly webinars. So this is the first of four, and the next one is tentatively to be scheduled for Tuesday, June 22, if you want to mark that on your calendars.

So today's webinar is actually the third one that we've provided domestic violence, the first was in April 2007, the very first webinar we did, and the second was in October 2008. I think that really underlines the importance of this issue for the Fatherhood work that we're all engaged in.

And you know, I'll have to confess when I first started this work in the late 80s and into the early 90s, I really did not get the importance of addressing domestic violence as part of Fatherhood work. Since then I have been forced into getting to know a lot of people who work with victims of domestic violence and do the advocacy work, and so I'm glad that I can finally report that I do get it now.

You know, we simply can't work with fathers without addressing these issues. And I think two key lessons for me that I just wanted to put out there at the beginning. Firstly, I think you know in the fathered area, well we just have to listen to domestic advocates, we have to understand where they're coming from and honor that.

And secondly, although we have to continue to see the potential in all the fathers we work with, we must acknowledge that domestic violence has caused great harm to women, children, men, families and we must address these issues as part of fatherhood work. So that's what we're going to spend our time doing today.

Before we go any further, I'm going to pass it over to Matt Crews, who's going to remind everybody how this works. If you want to ask questions, et cetera.

Matt Crews: Sure. Thanks, Nigel. Everybody look at the screen, we're going to go over how to ask a question. A question can be asked any time during the presentation. And to confirm that you've actually asked a question you will receive a standard response data question's been submitted to Nigel. And if for some reason your question doesn't get answered today during the duration of the webinar, feel free to e-mail your FPO or e-mail us at [info@fatherhood.gov](mailto:info@fatherhood.gov).

So if you will take a look at the top of your screen, click on the word Q&A, and then you're going to type in your question box, whatever your question may be, click on the word ask and submit

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your question. If for any other technical issue, that the screen is too small hit F5, it'll cover the whole screen. If you want to ask a question you however have to hit F5 or escape again to bring it back down to the normal view.

If you're having trouble hearing, let us know via the Q&A tool. And if you're interested in the slide and for some reason you didn't get them today when we sent them out, e-mail us at [info@fatherhood.gov](mailto:info@fatherhood.gov) and we will get those right to you.

Nigel Vann: OK. Thank you very much, Matt. So we are fortunate today, we have quite an array of speakers for you. We have two people who between them have more than 50 years or even close to 60 years of experience in this field. And then we have two folk who are – who are newer but bring a lot of energy to this work over the last 5 years or so.

And we put together just a few slides just too sort of allow me to set the stage for this a little bit. So if we could go to the next slide now. And all I've done here, I've just put down the definitions of domestic violence. And the first one is taken from that very first webinar that I mentioned that was done by Juan Carlos Arean from the Family Violence Prevention Fund.

And the second one comes from one of our presenters today the Safe Place in Austin, Texas. And you know I think the key thing here is just that we can emphasis that there's a pattern – that domestic violence is a pattern of coercive behavior used to gain or maintain power and control over an intimate partner. And I think that word intimate is key here.

So although we're seriously concerned about any acts of violence between a couple, particularly when children are involved, we need to be focused particularly on situations where one partner is really seeking to control another. Next slide, Matt.

And this is a slide, again from that first webinar where Juan Carlos just laid out what some of the – what some of the implications are for the work we do. So you know it's very likely that there will be some men that we're working with who have been abusive in some way, equally that some themselves will be survivors of abuse, but they all have evolved to play in preventing future violence. And we need to be helping the men we work with be positive, respectful role models.

And we'll – on the next slide, I'm just indicating that we are talking about intimate settings here. We're talking about violence and control by one person over another where they spend a lot of time together under one roof and where there may well be children present. And where others are not i.e., where there's not other community members there to always know what's going on.

And here, I just want to tell briefly a story that I heard. A few weeks ago I attended a workshop organized by the Denver Indian Family Resource Center. And there was a lady there who is now a domestic violence advocate who presented on their work and began by telling her story. And I'll try and say this in a – in a nutshell.

But basically what happened, she and her husband were married a few months after they first met, which in itself could be a warning sign for potential domestic violence. He first beat her on the second night of their honeymoon. He then apologized and promised it would never happen again, which is quite often the pattern for abusers. But it did happen again 2 nights later, and that pattern continued for several years.

Finally, she got to a point where she announced she was leaving and he said, "OK, but remember your vows were until is do part so death it shall be." In retrospect she says she should have taken that more seriously.

Sometime later, he came to her workplace where she was eating lunch outside near the construct site where she was working. She said she saw his truck coming in a cloud of dust and something inside her told her to get out of there. She began to run away. He had a gun. A coworker jumped up to intervene and the coworker was killed. The ex-husband is now in prison.

But the point that I took away from that was that many people, family, friends, neighbors, coworkers knew what had been going on in this relationship for a long time, but nobody said anything. And so I think that the key here is that we have to find ways to change the community conversations so that people talk about these things and people do challenge folk when stuff's going on or do offer help to people who may be victimized.

And in the e-mail you received this morning there was a couple of articles from Rich Batten at the Colorado Department of Human Services, one of the community access grantees. And I particularly liked his closing paragraph in the opinion piece that was in the Denver Post April 24, 2009, where he said, "Men need to join the conversations about male violence and refuse to silently stand by while too many wives, daughters, sisters and grandmothers live in the constant fear and pain of domestic violence."

So I think a big message for us is that we can begin to start those conversations as part of our Fatherhood work. Next slide, Matt. I'm not going to dwell on this slide, but I did just want to leave you with this, you've all got these slides to refer back to, but you know the reason we're talking about this primarily for the work that we do with Fatherhood, the Fatherhood programs is the impact on children and we want to make things better for children.

And then the next slide, Matt. So this is just a few things that we have said in previous webinars about what Fatherhood practitioners can do. OK? You can develop and sustain these partnerships with your domestic violence organizations. You can develop protocols and staff trainings so that staff are prepared to intervene when appropriate or make referrals as appropriate.

In particular, I think we can all provide awareness, building activities for our participants just to – not to be pointing the finger at anyone saying we think you're a batterer or we think as a man you have the potential to be a batterer, but just to have a conversation about what's going on in our communities and how fathers can be positive role models so that their kids can grow up with a different way of looking at things.

And then the next slide, Matt. And this is just our perpetual (caveat) really, because I – some of the things that you're going to hear today from the presenters may not be within the parameters of your grant.

That doesn't mean that you can't think about doing them in the future. And in fact, one way, as you think about what you do beyond this grant period, one way to move this work forward may be to look for ways that you have more in depth partnerships with domestic violence advocates, with batterers intervention programs, with child welfare agencies – which we are going to talk a little bit about too in this webinar – but ways to continue the work and perhaps tap into funding sources that you may not have considered before.

But the bottom line is always before changing anything you're doing under the grant consult with your FPO. And the next slide, Matt. And I'm not going to dwell on this one either, but these are just the goals of our webinar today and you've all seen these in the – in the announcement for today's webinar.

So with that, let me introduce our first presenter, who is Fernando Mederos, he is the Director of Special Projects with an emphasis on Fatherhood for the Massachusetts Department of Children

and Families. He's also a Board Member of Alianza the National Latino Alliance for the Elimination of Domestic Violence, and you'll see the Web site on your screen there for that, National Latino Alliance, as well as Fernando's e-mail contact if you want to get in touch with him after the webinar.

Fernando's worked in the field of domestic violence for almost 30 years. A big focus of his work has been on identifying currently based values, models and practices that are effective in working with fathers and that promote respectful and egalitarian relationships between men and women in diverse cultures.

In his current position he's particularly focused on ways in which the Child Welfare System can better engage with fathers, and that's the system that deals with Child Protective Services, if there's an allegation of abuse or neglect, quite often fathers get left out of that whole thing.

And one important aspect of Fernando's work that's not in the bio that all received, he's also on the advisory board of a project that's funded by the Department of Health and Human Services, that the children's bureau you know the federal level, and that is called, it's a big long name, it is called the National Quality Improvement Center on Non-resident Fathers in the Child Welfare System. It's a project with the American Humane Association, the American Bar Association, and the National Fatherhood Initiative.

And it's focused on looking at how non-resident fathers are engaged by the Child Welfare System and how if we could get dads more engaged in that system there could be a more direct outcome on the outcomes for – of child welfare.

Fernando also works with the Massachusetts Department of Corrections to promote visitation between incarcerated parents and children. And he's the principle writer of a manual on intervening with men who matter in the child protection case load and also the (co-editor) of programs for men who batter.

So with that lengthy introduction, which reflects the lengthy work that Fernando's been doing in this field, let me turn it over to Fernando Mederos.

Fernando Mederos: Hello everybody. Can we go to the next slide? Thank you, Matt. I just want us, I'm going to jump right in and I'm sure someone's going to tell me when I have 5 minutes left, so someone make note of that.

But, I'm going to talk about three major things today. One is really make the case that working with of – addressing domestic violence with men in responsible fatherhood groups really makes sense, and that there are two paths for those groups. One is to motivate men of batter who are already in those groups to get help.

And the other one is to educate men who are at risk of engaging in domestic abuse with partners of children at some point. And the third thing is that there are really positive pathways to do those paths, both – some strengths that are within men and some existing positive things that are done in responsible Fatherhood groups.

Can we go on to the next one? Thank you. I just want to start, I'm not going to go into this in detail, but you know we know about the population of men who batter that they're not one group, they're not a homogeneous group.

So that the story that Nigel told is probably someone who is in that 5% group at the bottom, highly violent, highly controlling, potentially lethal type, the type of person who cannot accept that a partner is leaving them, and those are – they take up an enormous amount of energy. But we

need to remember that the, you know, of those men who are violent with partners, we have a very large group who are moderately violent, who have both low levels of violence and low levels of control.

And then there's another sizable group that are kind of violent on and off, they don't seem to stop very well. They've got a mixed picture with you know higher control and substance abuse. Let's go on to the next one.

So that a lot of those men that are in the – in those groups can really benefit from what happens in a responsible fatherhood group. So again, you have this group, the men who are less dangerous and lower violence and lower levels of control, they can be recovered as fathers and they can be motivated to seek other help.

In fact, I just want to mention that a marriage, one of the first batter and intervention programs in the country, they started doing responsible Fatherhood groups about 5 years ago. And these groups don't – are not domestic violence groups per say, and they found that 40% of the men who attend those groups voluntarily decide to go into batter and intervention groups.

So it's really clear that if you approach the men around the issue of fatherhood you can help them connect with you know motivations to get help around other issues. So I – and these, by the way, in responsible Fatherhood groups, another key issue is that you have many men who batter who end up in those groups who have never been adjudicated or never been arrested or attended a batter and intervention programs.

So addressing the domestic violence in some degree in those groups is really an opportunity to broaden the awareness of domestic violence and get more people to get help. Let's go on to the next slide. Thank you, Matt.

Now, in working with men we may not agree with this, but I have found that there are two things that really are often there in men, one is that they have an inter vision of what they would like to mean to their children as fathers, and asking fathers these questions, talking about this issue, it's a way of connecting with something positive.

And it's there most often even with men who've been toxic to their families. They may have a positive vision. They don't know how to make it a reality. They may not have had good models. They may have lacked a lot in their lives, but they do carry that, and if we can connect with them there, it can save a lot of – it's a much better place to go with them than to trying to confront them and sort of compel them to get help.

The other thing is that a lot of the men really have concern for their kids, even again, men who've been toxic. Any men who've been toxic with their children do have some concern, and if they can understand how things they do really impact their kids negatively, it's a – it's a real positive way to also to get at domestic violence.

And you see there that the key issue is that you know to get the message that you cannot disrespect or hurt the children's mother without also hurting the children, it's just not possible to do that. Let's go on to the next one.

Now, on the other hand, there are Fatherhood programs and there's a whole range of curricula and so forth, but these are – here are four things that Fatherhood programs often have, respect, focusing on respect and respecting children's mother, acknowledging contributions, supportive co-parenting, really thinking about what co-parenting should look like, responsibility, issues of making a financial contribution, caretaking, and what I call fathering within poverty, and then also education of children's development.

All of these are things that lend themselves very well to talking about issues of addressing domestic violence. Again, both with you know talk you know getting to men who've been abusive already and to men who might go in that direction, all of these provide openings to go and to really address those issues. Let's go on to the next slide.

So I'm going to talk about four pathways that really have to do with education and prevention. And this is probably one that everyone who does Fatherhood work knows, but I think it's very powerful when you also open it up for men to really talk about having witnessed domestic violence as children or other forms of abuse.

And I've never seen these series of questions not sort of elicit some disclosures about – in our – in our good size group of men not elicit some disclosures about domestic violence, about witnessing domestic violence, and bringing an awareness that they carry things. And they behave in certain ways based on things that they went through.

And if you look at the third set of questions, it's how do you carry that now? So first is what messages you get, what feelings were you left with and how do you carry that now? Are you making people pay for what you went through?

These are ways that you know without necessarily even talking about domestic violence people can really help them think about how are they being with their families. This is not just about me this is about how my past and how I'm bringing it forward, and am I bringing forward what I want to bring forward. Let's go on to the next one.

Another issue is that in talking about children's development, which is very often kind of a key thing that we talk about in Fatherhood groups, and we also talk about children's development in play, caretaking of children, discipline and so forth. It really comes in a lot of ways.

Also, I think we should just talk about as a normal matter, I mean not as a special thing, but just say, when in addition a father does this and this it begins to have impacts on children. And Nigel talked about those at the beginning. You can actually even break it down to, by gender on impacts on boys and girls at different age groups and how you know you may sometimes have boys go more towards aggressiveness and girls go more towards withdrawal and self-blame and so forth.

So you know some of those gender impacts can be too easy to, or even stereotypic, but there is some truth about that that we are you know and the – one of the issues there is that a father is muddling things when he is abusive, even if he you know he does one thing and is careful to say another. What he does is what is the actual affective modeling for his children or the impactful modeling for his children.

So it's very important to remind the father that when he does certain things, he's modeling certain things both for his sons and for their daughters. And you know in a – in a very – a thing that – an important thing that we have said to men and really find has an impact on them is that if you abuse your partner you may end up leaving your children with scars, it is not your intention.

Now if you have done the first part, which is what did you go through as a child and encourage some reflection on that, so that even if a man who never saw anything bad he hears other men in the group who witnessed things and carry memories and now he's realizing that you know I am the one who's bringing memories to my children.

I think that's a – this is against something that sort of shifts the perspective on domestic violence from – it you know it's not just about her it's also about my children. He may be blaming his

partner or doing victim blaming and so forth, but when he puts his gaze on the children and the same behavior that he may excuse while he's doing it with her is really damaging when it gets to his kids, it kind of puts the behavior in a different perspective. Let's go on to the next one.

There's also other – I don't really have time for this, we could spend a whole day on this issue, but there's beginning research that is looking at how men hold fatherhood and you know we often in the domestic violence field have kind of shied away from the issue of culture. But when people have begun looking at it more deeply, what we find is that in most cultural and racial and ethnic frame you know cultural framework that people have, there are some positive and negative models and values and so forth.

And you know and I've done some work particularly with Latino men and did a series of focus groups and we found that a lot of men, even as they have been toxic themselves, they also had this positive ideas about being a good father and giving a good example using the term ((inaudible)) which is very powerful for them and it began to help them move in different directions.

For African American men we often found, and again, all of this could be generally ((inaudible)), but we often found that in American society for many African American men it was kind of essential to stand up to oppression and it was – and some of the men in the group would say, "Well you know it really is important to stand up to oppression and that's a thing that you want to teach your kids." And then someone would say, "Well, when we go after the women in our lives, are we oppressing them? How can we stand up if we're also doing this?"

The other thing that, there is some very good research about with African American fathers, is that they do have this sense of even if they're not together with their partner they want to follow-up their children. They want to track their children through life. And that can be something that you know it'll really help you to have a good influence long-term if you're behaving in a respectful and healthy way with their partner.

And the you know I'm going to not continue this, because we could spend a lot of time, but I think it's important when we work with men from different racial and ethnic groups, and I also include Caucasian men in that to understand what are the positive models that they carry and can they connect with that as they move forward in a good way. Let's go on to the next one.

So the last pathway is, I see you know when we talk about domestic violence in a Fatherhood group, we very often will talk about the most dramatic behaviors which are acts of violence. And Nigel kind of illustrated that you know he talked about a horrific act of violence. And what I've found is that if you bring up domestic violence and you talk about it sometimes you know a few men in the group will, particularly if they feel comfortable, will admit having been violent to a partner.

If, however, you talk about coercive control and give examples of coercive control, like I have on this slide, a lot more men will all of sudden say you know I've got an issue here. I've got a problem, when you were talking about domestic violence I thought I was off the hook, but I've got a problem.

I just had an experience in a group that I'm, that I meet with and we did this exercise where we first talked about domestic violence. Some men admitted having some issues with that. And then we talked about coercive control, and whereas before 2 out of 12 men had admitted having an issue with DV, all of a sudden eight men came forward and said, "I've got an issue with control. There's something – you know there are things that I'm doing." And they talked about you know this, these sort of behaviors.

This kind of really – because we forget that domestic violence and coercive control has to do with two things, one is violence and the use of threats of violence to intimidate and control. But the other one is really being very entitled and very acting like the boss and also attacking someone's self-esteem, because if you destroy someone's self-esteem it facilitates control.

So a lot of the men you know have seen this, have grown up with this, and understanding that they are doing some of these things begins to – and that this also affects their children. They're teaching you know if they are putting down their partners all the time, they may not think of it this way, but they're also putting down their daughters and they're teaching their sons to behave in the same way, they're modeling it.

So all of these issues are things that all of a sudden you can put on a table with the men, and it is part of you know – and this is relevant both from men who have a history of domestic violence and men who have never been violent. So let's go on to the next slide.

Here are some resources that I wanted to bring up, and I wanted to talk about two of them. One is the Collaboration and Partnership of Fatherhood Practitioners and Advocates against Domestic Violence Working Together to Serve Women, Men and Families.

This is a manual that talks about the, you know, how to establish relationships between DV programs, battered women's programs, and Responsible Fatherhood programs. I do want to say that as we move forward and establish this relationship, there is sort of different elephants in the room for either side. On the one hand people who work in Responsible Fatherhood programs understand that a lot of the men that they work with have undergone a lot of different types of systemic and social oppression and have a lot of challenges as they try to move forward.

On the other hand, in the DV field you, we have a history of seeing, of working in a situation where men are the oppressors. So the challenge here is can we do both? Can we – can we hold an understanding that a man does need support, does need even systemic advocacy, but he's still has to be held responsible for his behavior in a way that recognizes his strengths, recognizes whatever positives he can bring, but that you know if through what you've done, what you end up with is bring that oppressiveness onto people you say you love, that needs to change.

So it's really trying to hold both issues at the same time. And then, I don't know if when Juan Carlos Arean – Nigel, are you on, can you respond to me?

Nigel Vann: Yes, I'm here. Yes, Fernando?

Fernando Mederos: Did he talk about the – this following domestic violence and the curriculum when he did a presentation earlier?

Nigel Vann: He may have mentioned it, but it certainly would not hurt to mention it again.

Fernando Mederos: OK. This I wanted to bring to people's attention, because it's a very powerful tool. You can download all of this from the Internet. And one of the things that Juan Carlos did was that he has pictures of fathers – a very simple tool – pictures of fathers that kids drew.

Actually, this was a project that was done in Mexico. But you have a whole bunch of pictures of fathers where there, obviously the kids were having good relationships with their dads and then other pictures where they were portraying fathers who had been physically abusive and abusive in other ways in their families, and the pictures are very powerful. And these are a very useful tool. I think that we should use them to illustrate the impact on children. And when I have used them in groups, it's helped men to connect back with their own experience.



And it's also helped men to connect with their children's experience when they're abusive to them, as well as the positive, wonderful messages of strength and resiliency that children can get when their fathers are being positive, nurturing and safe with them. So these are really powerful tools.

So I think that I may perhaps, may be ending a little bit early, but I can end at this point. And I would be glad to entertain your questions and comments later on. Thank you.

Nigel Vann: OK. That's wonderful, Fernando, thank you. Yes ((inaudible)) I am going to ask you a question or two as a follow-up to that, but I would like to comment on the last thing you said about those materials from the Family Violence Prevention Fund on working with men around fathering after violence.

I actually used that activity that you mentioned with the drawings from the children in Mexico with a batterers group that I've worked with here in my circle, community and it really was powerful. You know it is intended for work with men who have battered, so it's, it would be something you would do separate from your regular Fatherhood group, probably.

I really liked a few things you said there, Fernando, I was taking notes while you were talking, but I just wanted to underline a few of the things you said. I really liked – and people on the call would have heard me talking about the sort of process of the work.

The way that we do this work and the fact that it really does a lot of the great foods that we have with men I think begins by having them reflect on their childhood experiences and to help them shake their future behavior. But I liked what you said about you can show the men how their current behavior is going to shape the future memories of their children. I think that's really powerful.

Fernando Mederos: Yes. And they do – it's a very positive message in a way to say that you know you are really powerful for the children.

Nigel Vann: Yes.

Fernando Mederos: What you do with them, they will carry what you do with them forever just as you carry a lot of things from your fathers or ...

Nigel Vann: Yes.

Fernando Mederos: ... or father figures in your life. Even, you may even just carry an absence, but you carry that very strongly. So what you do from now on really makes a huge difference. And so it really kind of begins to place your behavior in a very different context.

Nigel Vann: Absolutely, yes. Let me ask you a sort of somewhat practical question, and you know if you got a Fatherhood program and you suspect or have clear signs that there is somebody in the program who is a perpetrator of some form or another, how would you recommend to the practitioner that they deal with that? How do they decide whether they keep that person in the program, whether they refer them out, can you just sort of give us some thoughts on that?

Fernando Mederos: Yes. I think there are two things that happen; one is that the group is going to begin that person some feedback. I'm working with a social worker who is co-leading a responsible fatherhood group at one of our child welfare offices. It's a group that meets in the evening. And there is a man that they referred to that responsible fatherhood group who has a history of domestic violence.

Now they're – they will not refer someone who had a history of extremely acute, extreme severe domestic violence. They would probably want that person to go to a batter and intervention program.

But they understand that going to the Fatherhood group is a precursor for a lot of these men to enter a batter and intervention program with much better motivation and a much better outlook. So there's a man who has a – who had a moderately – a history of moderately violent and fairly controlling, but not hugely controlling behavior with his partner, he's attending this group.

And it's very interesting because the men in the group are you know have actually said to him, "You know we don't want to get into your business but you're pretty controlling. You really try to you know it's like you have a hard time saying something without trying to get people, almost pushing people to agree with you."

So he's beginning to get feedback from peers already. He's also beginning to sense that message that this is not just about your partner, maybe you feel betrayed by her, maybe you feel that it's your role to control or whatever, but if you go down that pathway it hurts your kids.

You know there's just no escape from that. So he's really getting you know in a way it's hard for him in a good way. So I think that it's an opportunity for a lot of men to get that message. Now, if it is someone who you know reveals very severe abusive behavior, or who in the group is very, very controlling or sometimes, and you know in rare occasions you might have someone enters a group and is kind of intimidating the other people, those people should not stay in the group.

And they you know we should – if someone who reveals extremely violent behavior we really need to do whatever we can to get them other kinds of help and try to engage them as positive as we can in that, as well as men who would really distort the whole group process though being extremely controlling.

They would really kind of you know if you allow people who don't respond to some reasonable limit setting and so forth just to remain in the group they're going to – they're going to sabotage the group either intentionally or not. Those are rare circumstances. But if we have a man who had a history of domestic violence, but again, it's not severe, I think that this is a positive environment for them because they're getting very powerful messages about responsibility and the impact of your behavior on your children and on other people around you.

Nigel Vann: Great thank you, again. In fact, you've at least partly answered two questions that came in while you started to talk there where – and we'll come back to these at the end if there's time, but each question was referring to the fact that the grantee's domestic violence partner had expressed concern about either working with men with a history of domestic violence or the thing that you were just alluding to, that there's some men in the program who take advantage of that in order to continue exercising power and control over their partner.

And so I think you started talking about that, but we'll come back to that at the end after everyone else has had some input. Let me just ask you one more question that came in, Fernando, because this is directed to you and I'm not exactly sure how to say this, so I may have to spell out the word for you, but the question is, do you use traditional, it says D-I-C-H-O-S, I'm not sure what the person's talking about.

Fernando Mederos: It's dichos.

Nigel Vann: Is that an ((inaudible)) or is that a – is that a ...

Fernando Mederos: No ...

Nigel Vann: ((Inaudible)) word?

Fernando Mederos: Dichos, D-I-C-H-O-S, is a saying.

Nigel Vann: Oh, OK. So the question is, do you use traditional dichos and refrains to help build bridges between DV prevention and Latino culture?

Fernando Mederos: Yes. It's a lot – yes, in fact, we – when Carlos and I worked together on a project where we did focus groups with Latino, with groups that was Latino men, and did a – then did a palm card on fatherhood and domestic violence for men. And it had a lot of dichos that we refrained. But they're you know they're like that term that I used ((inaudible)) you know giving a good example.

That sounds very mundane in English, but for – in Spanish for Latino men from many different backgrounds, that's very resident, that's you know it's a central issue about being a father.

Nigel Vann: OK.

Fernando Mederos: And when you point out that, how can you think that you're giving you know you do it – you need to do it in a supportive way, do it in a sense from the inside. But how you know how can you think to yourself that you are giving a good example if you're screaming at their mother, if you're berating her, if you're giving her orders, if you're turning your back on her, how can – if you're teaching your children not to respect her, how can you think that that's part of giving a good example.

And have the men engage in a discussion about that it kind of helps them you know change their frameworks about fatherhood and move towards the sort of positive side of things.

Nigel Vann: Great. OK. Thanks. And you know in effect, one of the things I'm going to share at the end, I have a poster which comes from the lady whose story I told you know has an organization called Our Sister's Keeper, and I'm going to show a picture from a brochure that she has.

And I'm going to do a shout out to Thompson Williams, who I know is on the call for ((inaudible)) that workshop, so I got to meet this lady. But one of the key things she said was that in Native American, American Indian culture women are sacred because they continue to repopulate our world. You know without women we don't continue.

And – but in traditional culture that is – that traditional message has gotten lost a lot because there's a lot of domestic violence in tribal communities now. So the one way to get back to that is to do exactly what you just shared, Fernando, in terms of Latino culture to stress the positives of the culture and to take men back to the fact that women are sacred and they should be honored, they shouldn't be disrespected, they certainly shouldn't be abused you know so.

Fernando Mederos: And the final thing I'll say is that for that person who wrote to you about the dichos.

Nigel Vann: Yes?

Fernando Mederos: They can e-mail me because I have a whole presentation in Spanish that I can send to them.

Nigel Vann: Wonderful.

Fernando Mederos: I do work and working with Latino men around domestic violence and Fatherhood and you know using a culturally based framework and I have it in both English and Spanish and they'll find a lot of those dichos in there.

Nigel Vann: Wonderful. OK. Well great, thanks. So we'll come back to some of these issues when we get to the group Q&A at the end. But now I'd like to really thank you, Fernando. And we'll move on and I'll introduce our next two speakers who are going to share the time together.

We have coming up Celeste Tavera, who is the project coordinator with Fatherhood Works, one of the Fatherhood grant programs with Goodwill Industries of Central Texas in Austin Texas, and her domestic violence partner, Karen Wilson, who is the Director of community education for Safe Place in Austin, Texas.

And just briefly, let me introduce each of them. Celeste came to Goodwill in November of '06, right after this grant was awarded, after spending 3 years in the world of college admissions. She began working as a case manager on the Responsible Father grant assisting fathers with their employment search and job retention.

The Fatherhood Works Program is a single activity economic stability grantee. And after providing those case management services for 2 years, Celeste was recognized and promoted to Project Coordinator in 2009 where she's now responsible for the day to day operations of the grant. And so she brings a pretty unique perspective in having working with the dads in all the aspects of this program.

Now, Karen has got almost 25 years experience in the field of violence against women. Her commitment to this issue stems from her experiences as a survivor of family violence and partner violence.

She is also a consultant with the U.S. Department of Justice Office for Victims of Crime Training and Technical Assistance Program and she serves as an adjunct professor with the University of Maryland where she teaches classes on family violence, gender studies and race and ethnic relations.

She works with a variety of groups at the local, state and national levels on issues such as domestic and family violence, sexual assault, dating violence, same sex partner violence, and she's the author of "When Violence Begins at Home, a Comprehensive Guide to Understanding and Ending Domestic Abuse."

Now the way we're going to do this is that we have a few questions on the screen that Celeste and Karen are going to respond to, so can we go to the next slide, Matt? And what I'm going to do is just invite Celeste and Karen to talk for a few minutes about these partnership questions just in terms of how you formed your partnership, what's been key to keeping it going and what have been the benefits for each of you and how you see it moving forward. And then after you've talked about that we'll go to the next slide.

Karen Wilson: Thank you, Nigel, this is Karen. In terms of forming our partnership, Safe Place was originally approached in late 2006 by the Program Coordinator for the Fatherhood Works Program. And at that time, I was asked if Safe Place would be willing to facilitate a workshop on domestic violence for the clients that were in the Fatherhood Works Program.

And after much conversation, we agreed to work with Goodwill, however, I was very clear with the Project Coordinator that we did not want to come in and do a standard sort of domestic violence 101 workshop with the gentlemen, we wanted to do something a little bit different and take a different approach.

Now, beginning in early 2007, we actually formalized this partnership through a memorandum of understanding and actually began offering the workshop during that time.

Celeste Tavera: And this is Celeste. In as far as actually the key to sustaining the partnership, since I've come into this school in January of '09, I would say the biggest thing for me has just been open communication between Goodwill and Safe Place.

I'm definitely able to get in touch with Karen whenever there has been concerns, questions, that I've had about you know curriculum or procedures that are happening. But there's definitely a sense of – on both of our parts flexibility, willingness to experiment.

We were – earlier in the fall we were having some trouble getting attendees to come to the workshop. So we both mutually decided, let's see what happens if we go to once a month training – we previously had been offering twice a month – and that definitely helped us increase the numbers and now we're back at offering the workshop twice a month.

And definitely, I would say in addition to open communication, I try to keep in touch with Karen on a regular basis, update her about our successes, like how many folks are actually coming to the workshop that day just to touch base and report in.

Karen Wilson: I – this is Karen. I'd also like to add, and Celeste and I have actually spoken about this quite a bit, I really think the notion of mutual trust is ever present in our ongoing relationship. You know I really trust Celeste to know what she's doing and I know that she trusts me to do the same. And as a result of that neither of us engage in second guessing or questioning the other and I think it really, really compliments you know some of the other factors that Celeste had previously mentioned.

Celeste Tavera: And I definitely utilize the partnership outside of just the Responsible Fatherhood Program. I supervise other case managers who work on various grants. And I've had situations where a case manager has brought to me you know concern about a client that you know they're working with and fear that that individual is actually experiencing domestic violence.

And I remember calling Karen to touch base with her. And we were on the phone for a long time, because you know I don't really know anything about this particular issue and we wanted to make sure she – that the young woman involved has got the best information possible. So I was definitely able to utilize Karen just even outside of the regular curriculum workshop relationship.

And as far as the benefits of the partnership for me personally, once again, it's been having in particular Karen as a resource when I've had questions or concerns about potential clients that might be you know experiencing abuse or even might be a perpetrator, but I also feel very, very confident in the workshop and – and the Society and You Workshop – that's the name of the training – and believe that there's a seed being planted with our participants.

When I was a case manager, I'd often ask how did the workshop go, and they'd you know participants would tell me, Oh yes, it was really interesting, or it made me think a lot about my own relationships with my children. So I feel very comfortable that people are leaving the workshop thinking about something. Whether they you know were thinking about it beforehand or not I feel like it'll help sustain that.

Nigel Vann: Karen, can I just ask you if you had any sort of misgivings about this at the beginning? I know you know quite often it's hard to stop this conversation between the Fatherhood programs and DV Advocacy programs. And we've already had a couple of questions about with grantees

indicating that their DV partner had concerns about, for instance, working with men who had a history of DV.

Karen Wilson: Actually, I did not have concerns. And I will – I will share with you why I did not. You know very clearly the original Project Coordinator explained to me some of her concerns in terms of having possible perpetrators involved in the programs and the implications of that. And to be very honest, I really looked at this as an opportunity to reach out to men in a way that we may not have actually been doing up to that point.

And let me also say, that part of my desire not to approach the workshop as a standard DV 101, is something that, Nigel, that you showed in one of your earlier slides, and that is, that granted some of these gentlemen may be perpetrators of violence, but what I also suspected is that some of them themselves would be survivors of childhood abuse.

Nigel Vann: Yes.

Karen Wilson: And I was very, very concerned about being able to address the issue in such a way that we did not engage in finger-pointing and blaming, yet at the same time balance that with a level of social responsibility for both their partners or ex-partners and their children. So I guess my answer to your question is, no, I wasn't concerned about engaging in the partnership. What I was most concerned about was doing it in a way that was thoughtful and responsible.

Nigel Vann: Great. Thank you. Yes, it certainly sounds like it's been a very meaningful partnership on both sides. So in reference to the final question on the screen here, have you had any thoughts about where you might go after the grant period together?

Karen Wilson: Absolutely. Celeste and I have started the dialog process about this. I don't think either one of us see this as an end when you know as we move forward, that we will grow and develop this partnership. Because quite frankly – and I say this to Celeste all the time – I think the collaboration that we have represents a model collaboration and I don't either one of us want this to end.

Nigel Vann: Great. Thank you. So, Matt, let's go to the next slide and let Celeste and Karen just talk a little bit about the staff training that you provided, and this is actually, this is not the final slide that I promised you guys, it's really just a case of talking about the first question on there.

Karen Wilson: You bet; I'd be glad to do that. One of the components of the – of the program that we've been engaged in at Safe Place is at least once a year I actually go into Goodwill and train Goodwill staff, including Fatherhood work staff, and they're actually two components to the training.

The first component really focuses on dynamics of domestic violence, and the second component is about effective responses and what that looks like. Specifically, what are some things they can say and do if they suspect that one of the clients is experiencing domestic violence. Let me also say, that we work with staff in terms of not only how to make referrals or someone who is experiencing domestic violence, but we also give referrals on what to do if someone is perpetrating domestic violence.

Nigel Vann: Great. OK. So perhaps we can just go to the next slide and then you can talk about some specific situations that have come up and how you've dealt with them.

Celeste Tavera: Well, I would say that largely everything that we've done has been a case by case basis.

Karen Wilson: Yes. And let me also say, one of the really, I think, beautiful things about the workshop that we're doing, Society and You, is because we have created a really – or let me say, we have worked with the client to create a really safe space. It is not unusual for our facilitators to let us know that either during the workshop or afterwards the specific participants will either disclose that they're being violent, or they will disclose as being a survivor. And we specifically train the facilitators on how to make referrals to appropriate programs.

Nigel Vann: Yes. So are there some specific instances, Celeste, that you can describe and how your – how your staff responded?

Celeste Tavera: Well, I mean, I'm thinking, I'm not even thinking of just Fatherhood participants right now, but I'm just ((inaudible)) with that particular situation where we had a client who was potentially experiencing domestic violence. I called Karen and I mean we spent probably 45 minutes to an hour on the telephone just discussing, what's the best protocol for us to follow in assisting this young woman.

I would say, because of the nature of our program, we work with clients for up to – for over a year basically, after they find employment. And during that time they may or may not disclose to their case manager that they have had a history of domestic violence or that they are a survivor. And so I'm really grateful that we do have them attending the work shop because that is a time when obviously they are disclosing to one and another and to the presenter and being able to get the referrals that are necessary.

Nigel Vann: In terms of this question on the screen about – and this – and Fernando already talked about this a little bit – but you know if you did refer somebody for batter intervention services, do you have any sort of protocol on whether they can come back after they complete, or whether they can stay in?

Celeste Tavera: Actually, Karen and I were talking about this just pretty recently on the phone. But it's, I think going back to what Fernando was saying, I think it depends on the severity of the situation.

Karen was saying it can often be better to keep the individual engaged in the program because it could be more dangerous for the partner if all of sudden we are to just release him due to the situation. And that was not you know something I had ever given great thought about, and so that, once again, just makes me very grateful for my relationship with Safe Place and with Karen.

So we haven't, as of even this year, I mean none of my case managers that I supervise have brought this to my attention. That they're you know seeing somebody who's actively engaging in domestic abuse. But like I – like I said, we know it exists, I'm just, I continue to be grateful for the workshops.

Nigel Vann: Great. OK. And ((inaudible)) let me just ask this one question of Karen. And this is not something that a Fatherhood program is probably going to be encountering, Karen, but I'm thinking of my own personal experience now when I led this batterer's program.

And one of my frustrations when I was leading the batterer's intervention program was that I didn't have contact with the victims and I, and the – and the domestic violence shelter didn't have contact with all the victims. You know the men had been (poor) adjudicated into the program. Do you think it's advisable if you are working with a batterer of any form that somebody is also in contact with the victim?

Karen Wilson: I think that represents the ideal, Nigel. My experience is that the ideal doesn't always happen, however.

Nigel Vann: Yes. OK.

Karen Wilson: And you know the reality is you know no matter how mindful and thoughtful we're trying – we want to be around safety, I think we can give survivors the opportunity to provide feedback and information, yes, that would represent the ideal.

Nigel Vann: OK. Well thank you. Let's go to the next slide, Matt. And you've been talking about this you know the workshop that you do, if you could just take a couple of minutes and just tell folk a little bit more about what's entailed in that.

Karen Wilson: I'd be glad to, Nigel. We – this is actually an hour-and-a-half workshop, we call it Society You a Workshop for Men, and the approach that we take with the workshop, it really takes what we call a social cultural approach. It is experiential, meaning that the workshop will look a little bit different based on the individuals that attend the workshop.

There are four basic components within the workshop. The first being that we really try to engage the participants around pop culture, but specifically the messages that they get through pop culture about what it means to be a man.

The second piece of this workshop is a focus on what are the acceptable emotions for men, and I know a little bit earlier on Fernando had talked about reflecting on childhood experiences. What we see as is in this second portion of the workshop were a lot of the men will begin talking about their experiences as children with their fathers. And it's specifically talking about not being able to cry or how they were treated by their fathers. So this comes out in the second portion of the workshop.

The third portion of the workshop looks at specifically how violent messages both in society, but also within the home, are impacting their children, and we specifically emphasize their children. And in the fourth portion of the workshop looks at what can they do as both role models and as allies for women to address violence both in the home and outside the home.

Nigel Vann: And this is a one off workshop, right? It's 3 to 4 hours they meet for, is that correct?

Karen Wilson: It's an hour-and-a-half.

Nigel Vann: Oh, and you do – you do the four things in the hour-and-a-half? OK.

Karen Wilson: Yes, we do.

Nigel Vann: Yes.

Karen Wilson: And let me just ...

Nigel Vann: So Celeste, I know ...

Karen Wilson: Nigel you know our facilitators do work really, really hard to create a safe place. You know they emphasize confidentiality and ground rules and what that's going to look like for the group. And consistently, consistently our facilitators inform me that these gentlemen are self-disclosing. I mean, they're disclosing some very intimate and private things about their lives, both in terms of what they've experienced and also in terms of you know ways that they have behaved.

Nigel Vann: Yes. Yes.

Celeste Tavera: Yes.



Nigel Vann: Yes, so it's a real breakthrough moment. So you do get a lot of those ah-ha moments as we indicate on the screen here, right?

Karen Wilson: Absolutely, every time with every group.

Celeste Tavera: Yes.

Nigel Vann: Yes, I think that's what the work's for. But let's go to the final screen here, Matt. And if either of you would just like to just address this for a minute, what kind of impact do you think this has on the wider communities? The men leave your program, are they talking differently to other people out there you know if they see, if they have a friend who's perhaps exhibiting controlling behavior with his woman, do you think these guys can call him on that sometimes?

Celeste Tavera: Well Karen and I were actually talking about this question specifically before the webinar began and we were saying that we're – we don't really feel comfortable speaking on behalf of the participant.

But what I can say is that I have observed just firsthand that these are some big ah-ha moments that are happening for our clients. And I know that word of mouth is very powerful. And so we you know just with the Fatherhood Works Program alone I know that I get a lot of referrals because so and so you know told so and so about the program and heard it was really great and that there's some good classes that they can take.

So I don't know if they're specifically you know talking about domestic violence issues or confronting friends on, or family members or acquaintances on issues of control, but we did have a participant last year in 2009 who attended the workshop twice because he did find it so compelling.

Nigel Vann: ((Inaudible)).

Celeste Tavera: And so I think that that alone is a great example that it is you know a life changing workshop for these people that you know for – to the clients that – to some it may not be a starting place, but for others it's, like I had mentioned earlier, might be a seed that's being planted.

Nigel Vann: Exactly. I think you know that's where a lot these workers are ((inaudible)) planting those seeds, yes. OK, well let me thank you both very much and let me now bring Tyler into the discussion and then we'll hear from Tyler for about 10 minutes and then we're going to open it up for a general conversation with the four presenters.

And, Tyler, I apologize. I meant to clarify how you pronounce your last name, would you like to state your last name for us?

Tyler Osterhaus: Yes, it's Osterhaus, good German name there.

Nigel Vann: Yes, I heard it on your voice-mail the other day and it wasn't the way I was going to say it, so thank you very much. Let me just briefly introduce Tyler to you. As you have seen with the handouts that came, he's says his worked with fathers began with a crash course as a stay-at-home dad following the birth of his daughter in 2005. And I think all of us who are – who are parents and professionals in this work can testify to the fact that we're on a professional and a personal journey in this work.

Currently, Tyler is collaborating with two local Fatherhood Programs in Northern Colorado where he serves as a consultant and instructor. He's a member of the Colorado Fatherhood Council and Chair of their Domestic Violence Work Team. And he's also the creator of the positive masculinity project that explores the affects of gender socialization with at risk teen boys and adult male domestic violence offenders.

And interestingly, I'm going back to the Child Welfare discussion that we opened briefly with Fernando. Tyler's position is funded through the local Child Welfare Department. So it's another example of how that can be an important place for everyone to be looking at we move forward.

And the reason that I asked Tyler to join us – it was a last minute request – he presented last week at our grantee round table in Denver and did such a good job of explaining the work he does that I thought he would really add something to this webinar. So I am – I thank you again, Tyler, for being so willing to jump in at the last minute. And if we can go to his – apparently we have a slight halt in getting to your slides, Tyler, but if you'd like to start talking then Matt will have the slides on the screen in a minute.

Tyler Osterhaus: Yes, that's great. Thanks, Nigel. First of all, I want to say, yes I do, I work out of a County Child Welfare division. I have the great privilege of being connected with our state-wide Fatherhood initiative and the Colorado Department of Human Services Community Access Grant. My agency doesn't actually have one of those grants, we do support two programs who have been funded through those grant opportunities.

Kind of getting back to the whole Child Welfare piece is our Director here at Child Welfare and the Department of Human Services just really felt that there was a need for us to sort of get outside of the walls of what we do here in government and engage in the community and take more of that proactive approach to helping people stay out of our system, or if they are involved in our system to provide more support and to help them move through our system successfully and more quickly.

So kind of to make a long story short, I was able to come on board with the Colorado Fatherhood Council through my work with these two local grantees, which coincidentally are faith based groups and so that we run a lot of this Fatherhood work also throughout faith based initiative locally.

And the Colorado Fatherhood Council is really pretty unique in the sense that it's a diverse group of Fatherhood stake holders from throughout the state. And this is, this moves beyond just the community access grantees, this is virtually everyone in the state that has an interest in fathers from people at the government level to the people at the programmatic level to fathers themselves or people who support fathers in other lines of work.

Through that council I'm actually the Chair of our Domestic Violence Work Team, so as a council, we felt that domestic violence was such a large component of promoting responsible fatherhood that the council decided to create a special work team just to address those issues.

And I've heard a consistent theme throughout all the presentations today is that in order to be successful with engaging fathers and not only preventing domestic violence, but becoming gender allies in the domestic violence work that we do, is that you need to really you know kind of start at the top and create a great foundation that seeks to address domestic violence right from the get go and that's what has been happening here in Colorado.

So obviously, we felt that that wasn't enough just to have this work team, we were able to create a specific group called the Colorado Men Against Domestic Violence or CMADV. And we really wanted to set the bar high, not only for fathers here in the State of Colorado, but for men in general. And so our mission is that, or our vision is that we hope to create the largest state-wide

community of men in the nation who work to prevent domestic violence and promote healthy relationships.

And getting more on the mission level, our mission is to champion, mobilize and equip networks of men to prevent domestic violence and promote healthy relationships. So obviously the Fatherhood programs are a great way to enact that mission to champion, mobilize and equip networks of men.

And then, more on the local level I've been able to get involved in some unique programming, not only with men but with young boys and also within probation, working with men who are on probation for domestic violence charges. And I've kind of called this the Positive Masculinity Project. And it sounds like we've got some really similar themes to the Society and Me Program, or was it Society and You, that Karen and Celeste were talking about.

But it looks like some of those aspects of how we're socialized in men – as man and moves somewhat off the focus as an individual and more on the – on the cultural messages. And again, it seems that I want to tie in here, that I've already heard folks talk about today, is just really the need to support men, but to pair that with holding men responsible at the same time and I think that's really key to the work that we do here with men. So could you move to the next slide, please?

OK, so here's some – just some very basic tips that we use to engage men as allies, and you can use these right within your Fatherhood programs. This is straight out of Jackson Katz work. Those of you who are familiar with Jackson Katz probably know his work well, but those of you who haven't I've got a link in the next slide. But I would suggest that you if you haven't, get familiar with his work because it's a very good place to start.

But first and foremost we need to start approaching gender violence as a man's issue. If the majority of the offenders, violent offenders are men than we can't really frame this up as a women's issue. And I think all of us as men have been in the position where when we talk about gender violence or we see an ad for take back the night rally we think, well you know that's for women, that's for girls this doesn't apply to me, but it does, because we're, if we're part of the problem we also need to be there to be part of the solution.

So next is engaging men where they're at. And I've heard folks talk about this as well today. Help them move beyond their comfort level and work through their defensiveness about this issue. I think a lot of times when we try to begin the discussion with men about gender issues or domestic violence or sexism, men kind of throw up that wall right away and they become defensive.

So we have to create that safe environment that others have talked about where we can engage men and not feel like they're being put on the spot. Again, holding them accountable but creating a situation in which they feel open to explore some the work.

And just one tip that I found, obviously, just specific to my program here, if I'm – I work with a group of men who, 12 guys in a group who are DV offenders, and this is our pilot program and I kind of run this in tandem with one of the probation officers who happens to be a woman, and she was very interested in being part of this group and so she would sit in on the sessions.

And we realized guys just weren't talking, guys weren't opening up. And so you know we politely asked her to leave the room and we asked the guys, and we said well you know what' the issue here, is it because she's the authority figure in the sense that she's your probation officer and you don't want to share some things because you're worried that they would be some repercussions, or is it because she's a woman?

And basically we heard that it was both and there were – there were different reasons for sort of not feeling comfortable with addressing certain issues. So I think it's being mindful of that stuff and realizing that you can work in tandem with these partners and still create that safe environment for the participant.

You want to use concrete interactive activities and exercises and don't get too caught up in theory, engage the guys you know on their heart level. I like to use a lot of video clips, you can find a great stuff on YouTube that you can download and put into a PowerPoint activity.

I think if you – if you sort of frame it up where you show a short video, maybe 5 to 10 minutes at most that gets a kind of an idea out there in a very concrete way. And get guys to react to what they see in the video and then use an exercise from an evidence based curriculum to follow-up with that, that's a really neat way. I mean, guys like to get out of their chairs, they like to participate, they like to be involved.

When I talk about engaging them at the heart level, again, Fernando touched on this really well, is keeping the focus on the kids. That a lot of these guys are coming, whether they have DV charges or not, maybe they're kind of involved in the baby mamma drama where they're not being really effective co-parents with the mother of their children.

And it's getting the focus off of all of that anger or hurt with the woman that they – that they've procreated with and bring the attention back onto their kid, that you need to become a better more, a more responsible man, a man that values and respects women not just for the sake of yourself or for the sake of your partner, but for the impact it's going to have on your kids.

Next point is responsible fathers model a non-violent lifestyle. And I found that this is really the key here. We just actually held a public film showing here in (Greely) where I'm from this weekend, we showed Tough Guys and we had a panel discussion afterwards, and it was really great, we had about 80 people from the community show up.

And in the discussion that followed there was a lot of talk about what does it mean to be a positive male role model, and it was very really hard for folks to come to an agreement on that because you've got a lot of different cultural messages to work through.

And so where we had left it is that when we look at responsible fatherhood, when we look at positive male role models, where's the common ground? Where, what sort of common ground can we work from that shared values that are similar across race, across class, across politics, across religion and that's the key is really non-violence. So tapping into your different sort of sub populations that you work with and really sort of holding up and emphasizing that non-violent aspect of where they're coming from.

And finally, on this slide, is to coordinate with DV providers and get their blessings and learn from their wisdom. Don't be a maverick. So this message definitely goes out I guess to the guys who are facilitators in these Fatherhood programs.

Sometimes a lot of us get involved and we've got our crash course in DV 101 and we need to continue that education and continue that awareness and that discussion and that dialog and continue working with our DV providers and not just make things up as we go along. To make sure that we're checking in with these folks who are the experts in the field and getting their blessings and making sure that we're doing things right and in an appropriate manner.

And just to kind of hit that home, I've only got three slides here and I shared these with one of our local DV providers and just to get her input before I even submitted them to Nigel for the webinar. So next slide here ((inaudible)).

Continuing here, I just wanted to point out three resources that I use in my Positive Masculinity Project that I think are really great. I mentioned Jackson Katz; he's got a great film. It's a little dated, I hear he's updating it soon, but Tough Guys is a good place to start. You can download a discussion guide that goes along with it. He's also written a book recently called "The Macho Paradox" that gets into specific strategies for engaging men as allies.

Tough Guys is actually produced by a company called Media Education Foundation and they've got a great collection of documentaries and films out there all with discussion accompanying discussion guides that address a lot of issues of masculinity, femininity, gender socialization.

Another great one I really like is "Beyond Beats and Rhymes," which is, talks about gender violence within hip hop culture and music. And this is a really, really great one if you're working with younger guys or teen boys, because it, again, it hits them where they're at, they see, they can relate to the messages in the film.

"Generation M" is also a good one. It looks at how, kind of the flip side, the pressures women have and girls have in being socialized as women and sort of living up to those female stereotypes.

And lastly is Family Violence Prevention Fund Took Kit for working with men and boys. It's a tool kit and abuse. I suffered and I also had a link to end abuse, so if you navigate around their Web site you're going to find some really great tools there. And I just highlighted three here, the Gender Box, Act Like a Man, the Continuum of Harm to Women, and a Tool Box of Intervention Strategies, you can find all of those by navigating through that link.

But these are all you know short 15, 20, 30 minute exercises that you could incorporate into a Fatherhood program that are really easy to just kind of out of the box get up and running with them and really have some great results and interaction from the guys.

And just lastly, I don't have this on here, but I did want to mention that working out of Child Welfare, there's just a really neat opportunity now for those of you who are on the line here, that are from community agencies or faith based groups and aren't necessarily involved in the Child Welfare System, that there's really great opportunities to partner with Child Welfare right now.

Obviously, when we talk about child abuse and neglect, domestic violence definitely plays a role in some of those cases. And right now a lot of the Child Welfare offices that, whether it's up in national or the state or the local level, are really getting these mandates they're called the CFSR or the PIP.

And for those of you who don't speak government, it basically says that we, there's some mandates from the federal and the state level that we've got to be working better with fathers, whether it's fathers in the system or fathers who are non-custodial fathers and their children are in the system. So this is just really a really inopportune time to partner with those folks, because they're looking for those sort of opportunities and resources. So thanks.

Nigel Vann: OK. Well thank you very much, Tyler. Yes, and that is a very important point about you know the fact that one way to move forward with this work is to perhaps look at partnering with your Child Welfare program. And thanks for all those resources that we've got from Tyler and Fernando.

We are though, I'm actually in the process of revising the, or updating the look of the fatherhood.gov Web site and the plan is to unveil that before Father's Day, so as part of doing that we will be putting new materials on there and I'm certainly going to look to add a lot of this stuff on domestic violence there. So let's move to our Q&A part of the call and I think we've answered quite a few of the questions that came in.

We do have quite a few questions here, so we'll see which ones we can get to. So this is a question about partnership, so as a Fatherhood program, what kind of questions should you be asking a potential domestic violence partner when you're starting discussions about partnering, good signs, red flags, and what kinds of questions should be, should you – should you be expected to answer for them? ((Inaudible)) that question for you, Karen.

Karen Wilson: ((Inaudible)).

Nigel Vann: Are you – are you un-muted, Karen?

Karen Wilson: Yes, Nigel. You know I think in terms of what to look for in terms of the collaboration would be the opposite of what Celeste had actually started the conversation with. I think in terms of red flag. I think any collaboration really needs that foundation in terms of open communication, open dialog, mutual trust, mutual respect you know.

And I think in particular, it really speaks to our ability to walk our talk. I think that's particularly true in terms of domestic violence programs in that we talk a lot about respectful treatment and it really is necessary, I believe, that that extends into our collaborations and cooperative agreements, so that as Celeste had previously mentioned you know I'm willing to listen to her and she's willing to listen to me.

And I want to be very clear, there have been a couple of problems you know not huge problems, a facilitator fails to show or problems with numbers, but never ever in this 4-year collaboration have we have failed to be able to talk about it. So I think that one big thing that folks need to look for is you know does one program have an ability to speak and the other program listen, but is that also vice versa.

Nigel Vann: Yes. See, that's what collaboration's all about right, yes. Yes.

Karen Wilson: Yes.

Nigel Vann: Yes. And here's another question, and perhaps Fernando can respond to this, or anybody else, but it's, how do you report domestic violence when you find out that there is domestic violence in the family and do you also report it to Child Protective Services?

Fernando Mederos: That's a really good question. I think that it depends on what context you're in and what you find out. You know if you believe children are at risk or that they have been injured in some way you do have to report it to Child Welfare, at least that would be the common practice.

Although, it's very important to understand that not every instance of domestic violence actually puts children at risk or harms them and so forth. There are – there are you know in Massachusetts for example, the fact that there's a domestic violence is not a reportable offense. The fact there's domestic violence in their family is not a reportable Child Welfare report for neglect or abuse automatically.

So you really have to figure out what if you know what are the impact on children, what are the protective resources, what has the mother been able to do you know has the father pulled back, does he respond if anyone speaks to him, what was the actual incident that happened, et cetera,

so it's – I think you just need to – and probably talking to your DV people and Child Welfare about this is important.

Nigel Vann: OK.

Fernando Mederos: OK.

Nigel Vann: Yes. And so the answer would vary a little bit according to where you were as well, I guess then, yes.

Fernando Mederos: Yes, it could, but I think that it's you know what you don't want is that necessarily is that if the woman, if a woman called the authorities or reports a sense of domestic violence our automatic response is the file a Child Welfare report because then you're actually pretending, presenting a barrier to disclosure.

Nigel Vann: OK.

Fernando Mederos: You know so I mean, if in her world I reported this because I was having a problem, I went to the police or something and then these people who show up that she identifies as people who can take away your children to talk to her and maybe they'll talk to her in a good way, then you really need to think about you know are you – are you creating safety or are you not?

Nigel Vann: Yes. OK. We've got a few related questions here, we're not going to be able to get to all of them, but let me ask this one, it's a fairly lengthy question, and it's from a Child Welfare worker, so you know this is a slightly different context than what we're dealing with in the programs, but I think there is some relevance here. So the question says, I'm a Child Welfare worker, we have begun to notice that a large percentage of families in which there has been a shaken baby or a child fatality have also had domestic violence history.

Many times we have contacted the family for the domestic violence and did not identify safety concerns. Are there ways that we as social workers can better assess or identify the potential for lethal violence at the time we respond to a minor to moderate DV incident? Anyone who'd like to respond to that?

Fernando Mederos: I can start. I think that it's very important to, when you respond to an incident to make sure you speak to people separately and when you speak to the victim, who is usually the mother, but not necessarily, but if she's the person who you think has been victimized that you do that you know first with a very strong concern about her safety and about things that you may be doing that could impact her safety negatively so that you're really careful about that, because all those things are going to facilitate getting more information.

If people feel that you have their interest in mind, that you're going to be careful about anything that could endanger them, you do understand that asking for help when you're in those situations could in fact endanger you or your children.

Nigel Vann: Yes.

Fernando Mederos: And the helper's presence could you know increase risk, in fact. If you understand all that and you convey that and you have a framework where you're holding that while you talk to the person, then you're much more likely to get the information that is really going to have you know help you assess risk.

Nigel Vann: Yes, and that's what it's all about is assessing the risk, right. Is anyone else who'd like to add on to that? Let me ask – and I apologize, this may actually be another question for

Fernando, but it says, other studies done on batter intervention programs that have parallel therapeutic elements alongside the behavioral work, is that something that you can address, Karen?

Karen Wilson: I'm sorry, Nigel?

Nigel Vann: The question is, are there studies done on batter intervention programs that have parallel therapeutic elements alongside the behavioral work?

Karen Wilson: You know the studies that I am familiar with in terms of looking at the program, I'm thinking about an analysis that was done by the National Institute on Justice, this has been a few years back, and I cannot speak to the question directly.

What I can say as a result of those studies, and they looked at pool, a vast number of studies, I wanted, I think it was about 70 to 75, and this would have been back in, oh, 2003, 2004, and basically in a day walked away saying that the batterer's intervention program at this point and time in terms of a results are a mixed bag in that you know we cannot, because of the variety and the different types of programs, we cannot you know definitively say that these programs consistently are effective for all perpetrators.

But I think you know this goes back to what Fernando was talking about a little bit earlier depending on the type of perpetrator. I don't know if that helps or not, but ...

Nigel Vann: OK.

Fernando Mederos: May I add something?

Nigel Vann: And we are getting a little bit tight on time here, so I apologize for folk who we, if we haven't gotten to your questions you know if we haven't gotten to your question and I hope even the ones I haven't asked, I think some of the questions the presenters have addressed in one way or another while they talked since you sent the question in.

There is one question and let me just ask this last question. When reaching out to the other parent what is the goal in re-engaging a survivor? How is this done, what is the hope? Or if that's too complicated we can ask the person to send an e-mail and follow up with more information later.

Fernando Mederos: Well, are they asking survivor, they mean the person who's been abused?

Nigel Vann: I believe so, yes.

Fernando Mederos: Yes. I think it's somewhat like what I talked about before. To, how do you begin to talk to the person in a way that can begin to support them and create safety? I think the best way to think about it is that if you – if you help the victim of domestic violence get faith, you're also helping children get faith.

In addition, I do think that it's very important to always work with the men. Because if you only work with the victimized person and you kind of end up making her responsible for everything and it's very important to work with him in a careful and intelligent way because otherwise, again, she's stuck with all responsibility, which tends to happen in child welfare anyway.

Nigel Vann: Yes.



Fernando Mederos: You know the, the other side of not working with fathers is that we make mothers responsible for everything and that is dangerous when there's domestic violence.

Nigel Vann: Yes, yes. OK. Well, I do need to let Matt do the survey questions with folk and then I had a couple of closing slides and I'll also offer each of you a chance for one brief closing thought here if there is time for that.

There is one person who asked a question about the, if there's a template to create a domestic violence protocol and I do have something that I got from Rich Batten actually in Colorado. You can go to the Colorado Dad's site to see that, or just e-mail me and I can give you information on that.

There's also some good protocol stuff on the national healthy marriage resource center site. Anyway, Matt, just take us through these survey questions and then we'll come back for a few final comments.

Matt Crews: All right, cool. First one on the screen right now is, I have a better understanding of ways to sustain meaningful partnerships between fatherhood and domestic violence organizations, I see many of you have already answered. I strongly agree, agree, neutral, disagree, strongly disagree, or if you choose to opt out of the question there's a no vote at the bottom of the screen.

I'll give you just a couple more moments to get your votes in. All right. Next one, the advice and suggestions of how to respond to situations involving domestic and intimate partner violence was helpful. Once again, strongly agree, agree, neutral, disagree, strongly disagree, and no vote at the bottom.

All right, I'll go to the next one. Having a more complete understanding of how to develop and implement appropriate interventions with program participants. Once again, that's, I have a more complete understanding of how to develop and implement appropriate interventions with program participants.

A couple more seconds for everyone. All right, and lastly, I received information that I can use in my work with fathers to help prevent domestic and intimate partner violence. Once again, that's I received information that I can use in my work with fathers to help prevent domestic and intimate partner violence. All right, and it appears that everybody's answered. Thank you all for participating. I'll give it back to Nigel, now.

Nigel Vann: OK, thanks, Matt, if you can just put up those closing slides. And I realize, everybody, that we are sort of out of time here, if I can beg your forbearance, what I'd like to do is sort of about 5 more minutes. I understand if you have to leave, but I just want to show – I got a few posters up here. This is that poster that I mentioned, or brochure that I mentioned earlier from the Our Sister's Keeper Program with their Web site if you want to get more information.

And it says, "Can you say women are sacred sexual assault is not." You know Tyler said that you can use these short videos to start conversations, you can just put a picture like this up to start a conversation with men, I think.

And then let's go to the next slide, Matt. And this is another one from an organization that's focused on work with young men, mainly around stopping rape, but the same kind of thing. You know "my strength is not for hurting, so when men disrespect women we say that's not right." Again, it's about ways to encourage men to start this conversation.

And the next one, Matt. I particularly like this one, which comes from the interviews.org site which you've heard us talking about a few times today, the Family Violence Prevention Funds, so

when we're raising our children we have certain things that we try instill in them, eat your vegetables, don't play with matches, finish your homework, we should also be saying respect women. And the next slide, Matt.

And this is just some – this is from a longer list of recommendations from the Family Violence Prevention Fund, but again, it's focusing on the fact that if we engage men and boys and if we intervene early we can have a difference.

And next slide, Matt. And this one on the foreign side, are just some examples of strategies that we you know that we can be encouraging into men and I note this is what you're doing in your work, but I think it you know it doesn't hurt to emphasize that these are the kind of goals that we're striving to get to.

So as we go through the process of this work, as Fernando described it, where we help men to get in touch with where they come from and where they want to go. These are some of the things that we're trying to help them to do in a more positive way. And the same with the next slide, which actually, we also got this from Rich Batten and he took this from the white ribbon campaign, which is a campaign for men working to end men's violence against women. And you see their Web site at the bottom there, whiteribbon.ca.

And just strategies for dads to use with their children in terms of helping boys be more respectful of women, but also helping their daughters grow up and expect that the man they're going to spend their life is going to respect them. And then just show the final slide, Matt.

And again, I want to go back to this idea that women are sacred domestic and intimate violence, domestic and intimate partner violence are not, so we must expand the community conversation. So with that, let me just give each of our presenters, who I thank again, just the opportunity to say maybe one sentence in closing and then we'll say goodbye to everybody.

Karen Wilson: Nigel, I just want to say, this is Karen, I just want to say I really appreciate the opportunity to participate in this webinar, and in closing, I feel very, very strong that intimate partner violence doesn't occur in a vacuum and as members of the community I think if we can work together and really you know seek a common goal in ending this problem, we have a good chance of actually doing that.

Nigel Vann: Absolutely.

Celeste Tavera: This is Celeste. I just wanted to say thank you for the opportunity to share a little bit more about our partnership with Safe Place and how that's affected our participants. And I feel like I learned a lot on this call, so ...

Nigel Vann: Thank you, Celeste.

Fernando Mederos: Just, go ahead, Tyler.

Tyler Osterhaus: Oh, I would just say, yes, I'd echo Celeste's sense that I learned a lot as well,. But my mention would be that you know we're all uniquely poised here as providers to fathers to work with men. All of these guys have come to the program voluntarily and have expressed an interest in being a better father, so it's absolutely the perfect venue to encourage them to also become better men and better allies.

Fernando Mederos: And this Fernando, I just want to say that in my talk I mentioned, I talked about being able to kind of work with the men in ways that recognize how they have been oppressed, but also

how they are oppressive, and I think Celeste and Karen, you give a beautiful example of doing that.

And I want to remind people that many men that we work with won't understand the language of gender equality, but they will understand, they will have some language and some concepts from their own background about healthy, nurturing and respectful and egalitarian relationships, they will have that language of their own that will help them get there. Thank you.

Nigel Vann: Thank you very much, Fernando. Yes, and obviously you know a very important discussion for us all to continue as and when we can, I certainly encourage you all to you know have communications ongoing with your domestic violence providers there in your community and other men in the community.

For me, I think one of the things that we have to do as staff and just as men and women is we have to address sexist comments and behavior you know it's not OK to tell sexists jokes and I think too often, even in the programs you know if somebody makes a remark that is objectifying women in one way or another, the staff, we may buy into that.

You know it's just if you sort of see males talking to males, we have this sort of learned dialog and I think we have to look for ways to step outside of that box and look at how we respond to these things and what our kids see us doing. So anyway, to be continued. I thank everybody for joining us and particularly the presenters for sharing their wisdom, so thank you very much everybody. Have a good day.

Celeste Tavera: ((Inaudible)).

Karen Wilson: Thank you.

Operator: This does conclude today's conference; we thank you for your participation.

END