



# Working Strategies

Strengthening the Family Support Field

## Encouraging Strong Relationships Between Fathers and Children

Carolyn Pape Cowan, Philip A. Cowan, Marsha Kline Pruett, Kyle Pruett

Fathers have been given a bad rap in recent years. “They’re absent.” “They don’t pay child support.” “They’re violent.” It is a sad irony that, with the exception of programs to compel fathers to pay child support and prevent abuse, fathers have been absent from federal, state, and local agency programs. Consider government divisions called “Maternal and Child Health.” Notice that pictures on the walls of family agencies are of flowers, mothers, and children. Agency staff is predominantly female. Although women are often driven to appointments at family service centers by male partners, no one engages the men in conversation. Home visitors seek out mothers to discuss family matters but ignore fathers who linger in the kitchen or yard. For years, the “family” in the research literature on children’s development was fatherless too.

In the 1970s, “father” was not in the index of the *Handbook in Child Development*.

Fortunately, this scenario is beginning to change. Many family researchers now include both fathers and mothers as participants. Conclusions from recent studies of fathers and children make it clear that fathers play a key role in their children’s development and well-being.

Participants at the 2003 International Fatherhood Summit recommended that those who design family policies view fathers as “responsible, active participants in their children’s lives.” Fathers are beginning to appear in programs designed by government bureaus and social service agencies.

Here we briefly summarize the research on fathers and their children’s development, describe some new directions for programs to promote men’s involvement that are suggested by the results, and describe a father involvement program launched recently by the California Department of Social Services, Office of Child Abuse Prevention (OCAP).

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One warning to the reader – our discussions with health and mental health service providers about the importance of fathers' involvement in families typically lead some to worry that we are dismissing the importance of mothers and denying the strengths of single mothers raising children successfully.

We do not believe that the ideal rearing environment for a child is either-or (one parent or the other), but both-and. Fathering is uniquely different from mothering and can be equally beneficial to a child's development.



### **What is father involvement?**

Based on the perspective of many government programs and testimony from some fathers, it would be easy to conclude that the main role of an involved father is to provide income for his child and family. The newer perspective on fatherhood claims that father involvement includes what men think and feel about their children and what they do to build emotional connections with them. Father involvement takes many forms:

- Direct care, such as dressing younger children or helping older children complete their homework
- Play and recreational activities, such as rough-housing or going to a movie

- Indirect care/responsibility, such as preparing meals, arranging for medical care, and keeping an eye on children
- Financial support, including cash and in-kind contributions toward children's food, clothing, shelter, and other basic needs

### **Why is father involvement important?**

The best available research indicates that fathers' positive involvement promotes their children's development through teaching children about relationships, honing their self-regulation skills, stimulating their intellectual development and curiosity, and fostering their competence in sports and other important activities. Studies of fathers and children show that it is not the quantity of fathers' involvement with their children but the quality of their relationship that makes a difference in children's lives. A father's positive relationship with his children plays a protective role in preventing child abuse and neglect, protecting them from the negative effects of a mother's depression, reducing the risk of poor school performance, teen sexual activity, substance abuse, welfare dependency, delinquency, and truancy, and reducing the likelihood of incarceration. We know that many single mothers protect their children from these outcomes, but these findings suggest that enhancing the quality of fathers' involvement in the family could have additional benefits for children, families, and the larger

community. One important exception to the general benefits of fathers' involvement is that children do not benefit from relationships with fathers who are violent or abusive to them or their mothers.

### **What leads to fathers being more involved with their children in positive ways?**

The current emphasis in the "responsible fatherhood" movement carries the message that fathers are not involved with their children because they lack responsibility and motivation. Systematic research on father involvement conveys a different picture – that men are more likely to be active, hands-on fathers when they feel positive about themselves and their relationship with the child's mother, when they have support for active involvement from family and friends, and when they are employed.

### **Men's Characteristics as Individuals**

Research shows that both married and unmarried fathers are more likely to have positive relationships with their children when they are older when their children are born and when they have higher self-esteem, fewer psychological problems, and fewer problems with substance abuse. Successful programs to promote fathers' involvement with children need to address the health, mental health, and psychological well-being of men.

### **Men's Relationships with the Mothers of Their Children**

Fathers are more likely to be involved with their children when the pregnancy is jointly planned, the baby is wanted, and they are

included in the care of the mother and infant before and after the baby is born. Regardless of whether the parents are married, separated, or divorced, when couple relationships are more positive and collaborative, father-child relationships are generally more satisfying and effective. Programs to facilitate fathers' involvement with children could profitably focus on the quality of men's relationships with the mothers of their children, not just on men's presence, absence, or financial contribution to child support.



### **Generational Patterns**

There is evidence that without interventions, divorce, violence, child abuse, and other negative behaviors are likely to be repeated from one generation to another. Programs to promote father involvement and children's well-being in newly forming families are in an ideal position to help fathers and mothers break negative patterns while preserving the positive aspects of the families they grew up in.

### **Forces Outside the Family**

Overall, the current family landscape is mother-oriented and father-absent or father-punitive. Some friendship or peer groups actively support fathers' involvement, but others inhibit it. Mothers, extended family members, and schools often discourage or fail to encourage fathers' involvement with children. Employers pay little

attention to fathers, despite evidence that the quality of father-child relationships at home are related to lower work stress and family-friendly work policies. Few private and government programs for fathers are designed with a family perspective, and others simply "retrofit" mothering programs to teach fathers how to parent. Studies show that some welfare and child support enforcement policies act as disincentives for men to stay involved with their children because they remove families from the welfare rolls

if parents live together or marry or they subtract non-resident fathers' payments from Temporary Aid for Needy Families (TANF) support to mothers. Policies to promote fathers' involvement will need to find ways to remove these disincentives.

### **Existing Father Involvement Programs**

The few existing government- and privately-sponsored father involvement programs have not been systematically evaluated and most begin too late, after men have left the home and become involved with new partners. A very large national study, the Fragile Families Project, found that when a child is born, more than 75% of fathers are romantically

involved with the mother and at least somewhat involved with the baby. Ideally, interventions to promote father involvement should begin before families are created, or very early in the process of becoming a family – before the working relationship with the child's mother has been severed.

### **A New Father Involvement Intervention Program**

The Supporting Father Involvement program has been designed to highlight the potential contributions fathers make to the family – a pivotal step in the direction of recognizing the importance of fathers' involvement in their children's lives. Under the sponsorship of OCAP, the project involves the creation and evaluation of a preventive intervention program to increase the positive involvement of fathers of young children. After a planning stage of more than a year, the study was launched in January 2004 with four senior investigators responsible for designing, supervising, and evaluating the intervention project: Philip A. Cowan, Ph.D., and Carolyn Pape Cowan, Ph.D., from the Department



of Psychology at the University of California, Berkeley, and Marsha Kline Pruett, Ph.D., and Kyle Pruett, M.D., from the Department of Psychiatry at Yale University. Susan

Nisenbaum and Linda Hockman of OCAP initiated and oversee this project.

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# Father Involvement Outreach in Olivehurst

In light of the growing trend to have more fathers included in family support programs, many family resource centers (FRCs) are asking how they can integrate fathers into their services and activities. One FRC in Northern California has worked hard to implement father-friendly changes. From wall posters featuring men to changing staff and community attitudes,



Olivehurst Family Resource Center in Yuba County continues to be creative and innovative in its approach to involving fathers.

As one of the Supporting Father Involvement (SFI) study sites, Olivehurst FRC decided to think outside the box to find successful ways of recruiting fathers and their families to participate in the study. They started by announcing the study in the local paper and radio. As a result, they received many phone calls from interested men. “We even did a one-hour interview on a local cable access show,” said John Floe, Program Manager.

Kang Vang, Outreach and Support Supervisor, oversees the agency’s

AmeriCorps members. “We use our AmeriCorps members for outreach. They create flyers, talk to different agencies, and do activities that are tailored to all families. Some of the activities we’ve done to appeal to

both parents are Valentine’s Day cards and Green Easter, which combines St. Patrick’s Day with Easter. We’ll have an Easter egg hunt, arts and crafts,

and parenting tips and resources available.” Kang added that their latest outreach effort has included running coupons in the paper for a free parenting class.

While Olivehurst FRC was reaching out to fathers, internal changes were also happening. The FRC, in a portable classroom on an elementary school campus, features posters of professional male athletes with their children, support groups with both male and female participation, male staff members at different levels within the organization, and intake forms that list personal information for both parents.

Mindsets had to be changed as well. Staff had to shift from the

old paradigm of working only with mothers to a new methodology of including fathers. “I originally thought it would be hard to engage fathers because of my comfort level,” recalled Terri Gentile, a female Case Manager. “When I would call a family and the father answered, I would immediately ask to speak to mom. I had to be more aware to talk to dad.” Kang said some staff members were surprised at having to include fathers because of the previous social service model that focused on mothers. To help with approaching fathers, Olivehurst FRC educated staff through training and role play. Consumers followed the shift staff had to make. “Fathers are now asking Case Managers for services and referrals,” said Darcy Knox, Case Manager and Data Coordinator.

“Now that we’re providing services to fathers,” said Roy Martin, Executive Director, “we are labeled as only doing father involvement programs. We had to educate the community that we still offer all of our other services.” The Olivehurst FRC looks forward to further community education and father participation for its entire spectrum of programs.

Pictured: John Floe, Program Manager; Darcy Knox, Case Manager; Sandra Tenorio, Home Visitor; and Terri Gentile, Case Manager (l-r).



## Region 1 Youth for Change, Paradise Ridge Family Resource Center

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# Implementing a Clinical Study at POPS

As with any new program or initiative, implementing a clinical study at your family resource center (FRC) will present both challenges and rewards. However, there are some key differences between a clinical study and most other programs, and careful consideration should be given to those differences before deciding whether or not a clinical study is right for your staff, your FRC, and your community.

The Positive Opportunities for Parenting Success (POPS) program in Arroyo Grande is part of San Luis Obispo County's network of Services Affirming Family Empowerment (S.A.F.E.) sites, and participates in the Supporting Father

Involvement (SFI) study. Dennis Murphy, Project Director, POPS, and Laurie Morgan, Systems Coordinator, S.A.F.E., have worked closely over the past two years to ensure successful implementation of the study at the South County S.A.F.E. FRC site. They have noted what other FRCs should consider when contemplating such a decision for their own sites.

Clinical studies are generally designed by funders to test an intervention they have a particular interest in,

so FRC staff have to be prepared to implement an intervention they had no hand in creating. This can be difficult and unfamiliar ground for some staff. At POPS, this also meant staff members were required to perform the dual role of traditional case managers or therapists and implementers of a clinical study. It takes an enthusiastic and dedicated project director to gain buy-in from

all staff on the goals of the study, adequately prepare them for their dual role, and keep them excited about the project from beginning to end.

The FRC must be clear about the study parameters right from the start, particularly as they relate to what is expected of the FRC. For example,

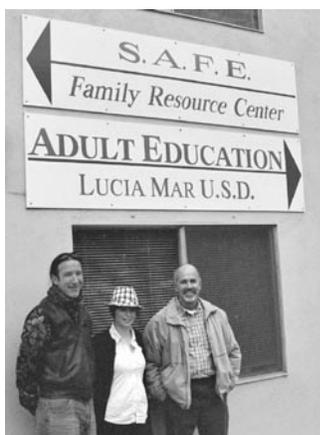
understanding the study's target population is paramount. Clinical studies are designed to measure how a particular intervention works for a specific population, so services are not open to the general public. Knowing exactly who is eligible up front will prevent a lot of disappointment for staff and applicants, as well as save time wasted recruiting ineligible people.

Another parameter to be clear on from the outset is the expectation

of confidentiality. Clinical studies often require a higher level of confidentiality than many other programs, and it is important to understand and prepare staff members for how the FRC will meet those higher standards. A breach in confidentiality could taint the study results and outcomes, leading to many unnecessary headaches and heartaches for all involved. Moreover, staff may need to go to greater lengths to instill trust in participating families that staff will respect and maintain their confidentiality.

If an FRC decides to pursue or move ahead with a clinical study after giving due consideration to these points, there are many rewards to be reaped. Dennis notes that the long list of benefits to the FRC, its staff, and the community is topped by improved staff skills in data collection and family assessments, camaraderie of participating with other FRCs in the study, clinical consultation with well-known researchers and clinicians, and the opportunity to participate in a project that is rarely afforded an FRC. As Dennis says, "It is very exciting to be a part of something that could eventually lead to positive effects for untold people in our community."

**Pictured: Carlos Somers, Family Advocate; Dawn Chiarodit, Data Coordinator; Dennis Murphy, Project Director (l-r).**



## Region 2

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## Staff

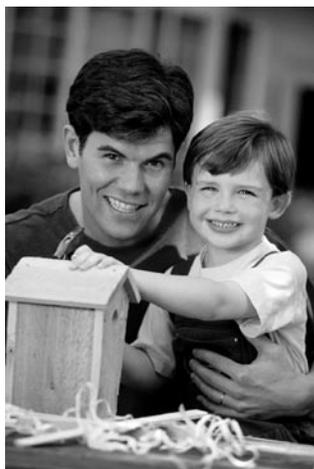
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# MOMS Involves Dads

Four years ago, Maternal Outreach Management System (MOMS) Resource Center in Santa Ana decided to get serious about offering services to fathers. It was not an easy endeavor, especially

with a name like MOMS. Pam Pimentel, Director, understands the need to involve men in the lives of mothers and their children. After four years of effort, the center is happy to announce that they have changed hundreds of families in a more integral way. Juan Diego Noreña adds, “MOMS is a better organization because the increased involvement of fathers has encouraged mothers to participate more. When people come to the center, they see families: mother and child, father and child, and mother, father, and child together.”

MOMS has adopted a program called Boot Camp for New Dads that is dedicated to serving new fathers. Based in Irvine, Boot Camp for New Dads is now present in over 300 sites across the country. Four years ago, with a grant from the Children and Families Commission of Orange County, Boot Camp selected MOMS as a primary site and decided to “go Latino” by offering their program in Spanish.



“The partnership with MOMS has been successful due to their strong client base and the reputation they have in the community. They know their community and have tapped

into their client base to reach the men,” says Debbie Sykes, Director, Boot Camp for New Dads.

“An important part of developing a successful partnership with MOMS was a training workshop for all staff members,” she adds. “The workshop gave everyone an understanding of the

project and the great benefits to dads and the families in their community. Each staff member became a referral source for the program by telling clients about the new program. Word spread quickly and the program grew faster than expected and continues to be strong. The key to its success was the program’s team approach and communication as it developed. The staff’s involvement instilled pride in the program because everyone contributed to it.”

Yvette Bojorquez from the Human Resources department at MOMS says, “Some of what has made the program successful has been having a man act as director of the program.

Additionally, program outreach efforts never stopped. Because of our strong connection with the mothers, we included them in the program outreach. We have always wanted to provide services to the whole family and now we are.”

After only four years of involvement with a fatherhood program, Juan has become one of Southern California’s experts on involving new fathers. He is invested in the program as a professional and as a new father himself. He also understands, and works for an agency that understands, how important it is to include the fathers in every service provided to families. “What has moved me and keeps me sorprendido, or in awe, is the great ability that we men have to give love and be tender.”

Most of us are familiar with the idea that men should be rough and uncaring when it comes to spending time with children. When people visit MOMS Resource Center, or any Boot Camp for New Dads site, they will be confronted with the contrary notion of men. If you visit the center, you will see men keeping their babies close while participating in the program, caring for their babies, and passing their babies to other men with a proud look in their eyes. MOMS Resource Center is a shining example of how father involvement programs can flourish and succeed.



## Region 3 Children's Bureau

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# Building Bridges

## Birth & Beyond Makes a Difference In Sacramento County

A recent evaluation of Sacramento County's Birth & Beyond program has revealed this program to be a significant resource in preventing child abuse and neglect, making it a critical partner for Child Protective Services (CPS). Recent findings of an ongoing study have shown a real reduction in the number of reports to CPS for families that have been in the program and effective targeting of the program to families considered at risk for abuse and neglect.



Birth & Beyond is a comprehensive countywide family support program for families at risk for child abuse or neglect. The program provides home visiting services for families with new babies in combination with eight neighborhood-based family resource centers and case management by multi-disciplinary teams.

### Prevention That Works!

The recent findings of a systematic follow-up study of abuse and neglect reports to CPS for the last four years have shown a significant reduction in the recurrence of substantiated reports to CPS, both during a family's participation in the program and after they leave the program. With a sample of close to 2,000 families who have participated in Birth & Beyond, these findings are very compelling.

Prior to program participation, 15.2% of these families had a history with CPS with a substantiated disposition. The rate declined to 9.7% after families leave Birth & Beyond, which is a 36% overall reduction in the number of families with substantiated CPS reports. For teenage mother families in the sample, this reduction was 53%.

But does Birth & Beyond really serve families at risk for abuse and neglect?

It has been found that a significant portion of families served have at least one characteristic considered to be a risk factor for abuse and neglect based on previous studies:

- 14% of families had a report to CPS that was inconclusive prior to participation, bringing the total percent of families with previous CPS contact to nearly one third (29%).
- More than half (54%) of clients were mothers between the ages of 20 and 29.
- Nearly one quarter (24%) were teen mothers.
- The largest proportions were Latina mothers (33%), followed by African American (28%) and Caucasian (26%) mothers.

- One third (33%) of the families spoke a primary language other than English.
- Half (50%) of the families appeared to be single-parent families.
- 44% of the clients had less than a high school education.

These evaluation findings of the significant reduction in CPS reports for Birth & Beyond families have implications for the Child Welfare Services System Improvement Activities currently underway in Sacramento County. Birth & Beyond provides a viable community resource for families who may be at imminent risk of becoming an open CPS case. Birth & Beyond is the first line of defense for these families, and a critical partner for CPS.

For more information visit Birth & Beyond online at [www.birth-beyond.com](http://www.birth-beyond.com).

Article courtesy of LPC Consulting Associates, Inc.



Pictured: Parents and their children at Birth & Beyond.

(Continued from page 3)

The intervention study is located in family resource centers serving primarily low-income families in four counties – San Luis Obispo, Santa Cruz, Tulare, and Yuba. Families at each site are randomly invited to participate in one of two variations of the intervention program – fathers’ groups or couples’

groups, each meeting for 16 weeks – or a control condition in which both parents are invited to a three-hour information workshop with other couples. All groups are led by male-female teams of mental health professionals. The groups for fathers and for couples, which meet for two hours each week, involve a structured curriculum of exercises, discussions, and short presentations, as well

as open-ended time in which participants raise their real-life issues and concerns for discussion and problem solving. Child care is provided during the meetings. All participants in the intervention and control conditions also receive the services of a case manager, who follows each family and is available to make appropriate referrals for help in personal, family, professional, medical, or legal areas over the 18 months of the family’s participation in the study. Because some of the counties have a large number of Spanish-speaking families, all research materials are provided in Spanish and

English and some groups are conducted in Spanish.

Our intervention design and the specific intervention curricula are based on a well-researched conceptual model that has identified a number of risk and protective factors associated with fathers’ involvement. The interventions and the before- and after-intervention assessments focus on men’s and women’s well-being as individuals, as co-parents, and in relationships with their children, family, and key institutions outside the family. Our expectation is that by encouraging positive shifts in these aspects of men’s lives, the interventions will have a positive impact on fathers themselves – and on their key relationships. Because we conceptualize the interventions as preventive, we enlist fathers whose children are between birth and seven years of age in order to provide help early in father-child relationships, before strains and problematic family patterns have become intractable.

### Implications

Policy-related discussions of fathers’ involvement typically focus on whether fathers are present in the home. The first step for policymakers and program administrators is to recognize the myths that perpetuate the belief that fathers are of secondary importance to children’s lives. In order to be effective, interventions will need to emphasize the potential strengths fathers bring to families. The second step is to recognize how the family system shapes fathers’ involvement. This requires attention to the many systems in which father-child relationships occur and

(Continued on page 11)

### Additional Fatherhood References

The following references provide research support for these statements and expand the discussion of fathers as an untapped resource for strengthening families.

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# Book Review

## Fatherneed: Why Father Care Is as Essential as Mother Care for Your Child

There is no doubt that parent involvement is integral in the family support field and in established family resource centers (FRCs). Sometimes, however,

family support programs need reminding that fathers should be considered and engaged as an

equally important parent in positively impacting the lives of their children, and should not be overlooked in program design or implementation.

*Fatherneed: Why Father Care Is as Essential as Mother Care for Your Child* by Kyle D. Pruett, M.D., helps us understand why such outreach and engagement is so critical by addressing the importance of fathering on a child's behavioral, emotional, cognitive, and physical development. Drawing on examples from his own family psychiatry practice and experiences with his own child, Pruett identifies specific needs fathers can fulfill for their children.

*Fatherneed* offers in-depth advice on navigating the many stages of a child's development. Pruett provides practical advice on building skills, calendaring father/child time, and preparing one's home, marriage, and emotions in order to best meet the needs of children from birth to young adulthood.



During their child's grade school years, fathers are advised to talk to their children about work life and how it parallels children's school experience, including the need to work hard, meet deadlines, manage being "bossed around," use memorization skills, be neat, develop friendships, and work as part of a team. Fathers are also reminded to try to

see the world through their children's eyes, and go easy on encouraging them to grow up too fast. Childhood should be savored, not accelerated.

According to Pruett, father involvement during children's school age development "has special salience for helping build a child's self-regard and overall sense of competence." In addition, recent research "discovered that children (daughters in particular) who are exposed to high levels of paternal play and attention at this

stage are more popular and assertive with their peers in later adolescence."

It is important to note that Pruett emphasizes that mothering and fathering are equally important and should in no way be viewed as being in competition with one another. In fact, he stresses how a healthy father-child connection is enhanced when supported and encouraged by the mother. *Fatherneed* identifies general trends in parenting by fathers, but Pruett clarifies early on that mothers are also capable of providing the supports more traditionally offered by fathers.

*Fatherneed* reminds us to be more strategic and informed about different fathering perspectives as we design our programs. It would certainly be a worthwhile addition to any FRC's reference shelf.

*Fatherneed: Why Father Care Is as Essential as Mother Care for Your Child*, ISBN 0-7679-0737-X, is published by Broadway Books and retails for \$13.95.

### Matrix Outcomes Model Conference

The Institute For Community Collaborative Studies and Strategies invite you to the First Matrix Outcomes Model Conference at California State University, Monterey Bay. You will learn first-hand how programs are using the Matrix Model in national, state, county, city, and local programs across the country to empower families and track the progress of children, youth, and seniors.

For more information, visit [hhspp.csUMB.edu](http://hhspp.csUMB.edu) or call Jerry Endres, MSW, Director, Institute for Community Collaborative Studies, Department of Health, Human Services and Public Policy, California State University, Monterey Bay at (831) 582-3624.

# Hints and Tips

## Involving Fathers In Your FRC

The success of father involvement programs depends on many factors, including parent buy-in, staff knowledge of father/child relationships, and ongoing outreach.

When creating a fatherhood program, it is essential to understand why father involvement is important in the lives of children.

When fathers are involved in the lives of their children,

both parties benefit. Fathers should know that there do not always have to be structured activities for them to enjoy time with their children – and vice versa. Mutual sharing, learning, and understanding happen through normal day-to-day interactions and occurrences.

One approach to involving fathers is to hold conferences, workshops, or trainings. Heather Nemour, Director, New Directions Family Resource Center, helps coordinate an annual Males As Positive Forces Conference in Southern San Diego. The conference was created three years ago in response to a lack of male involvement in their programs. The success of the conference is due in large part to strong collaborations with other community agencies. Among these collaborators is South Bay Community Services, which offers a male involvement program.



Several men who have been involved with the South Bay Community Services program have been integral to the coordination of the annual Males As Positive Forces Conference. Heather notes the importance of taking a positive twist on male involvement and works to dispel negative stereotypes of uninvolved fathers. The programs she coordinates use a

strength-based model and believe in building on what's going right, instead of focusing on the negative. Heather believes that this strength-based approach has helped with the success of male involvement in their community.

FRC staff can encourage father involvement in many ways:

- Actively engage fathers by asking questions about their interests or discussing their child's day.
- Invite fathers to participate in groups, panels, or advisory boards.
- Create a volunteer program for men. Men volunteering together will promote teamwork and allow them to interact with each other about being fathers.
- Create an environment that is friendly, inviting, and comfortable for men.
- Hold recognition events.

- Coordinate ongoing events and hold an annual conference as a celebration and compilation of events that occurred during the year.
- Establish men's groups, such as a daddy's group.
- Involve men in design and decoration of areas of the center, including posting photos of father involvement activities.
- Have children draw pictures and write letters regarding their involvement with their fathers or other male role models.
- Create a male mentoring program.
- Encourage mothers who are already involved to bring their husbands, boyfriends, or brothers along to meetings and events.
- Offer parent education training and classes for men on various topics including child development, communication skills, and job skills.
- Establish routines and rituals that involve and recognize fathers.
- Establish common ground amongst men and offer activities surrounding these topics.

Don't underestimate the willingness of a man to be involved! Many men are eager to be active in the lives of their children but they just aren't sure how to go about doing it.

### Resource

Levine, James A., Dennis T. Murphy, and Sherrill Wilson. *Getting Men Involved: Strategies for Early Childhood Programs*. Scholastic, Inc., 1993.

# Strategies Calendar – Upcoming Events

## May 2005

Case Management Practice  
El Centro – May 17-18  
(530) 872-3896, ext. 116

Brain Driven Behavior with Ann  
Corwin  
Anaheim – May 24  
(714) 517-1900, ext. 237

High Performance Partnerships  
San Luis Obispo – May 24  
(805) 485-6114, ext. 679

Teleconference: Bringing  
Family Support Principles to the  
Organization  
9:00 - 10:30 AM – May 26  
(714) 517-1900, ext. 206

Teleconference: Sustainability  
1:00 - 2:30 PM – May 26  
(714) 517-1900, ext. 206

## June 2005

High Performance Partnerships  
Santa Cruz – June 2  
(805) 485-6114, ext. 679

Building Blocks to the Future  
Redding – June 8  
(530) 872-3896,  
ext. 116

Matrix Outcomes  
Model  
Conference  
Monterey – June  
15-17  
(831) 582-3624

Building Blocks to  
the Future  
Fairfield – June  
21  
(530) 872-3896,  
ext. 116

## June 2005 (cont.)

Building Blocks to the Future  
Fresno – June 23  
(530) 872-3896, ext. 116

### 24th Annual UC Davis Western Regional Child Abuse and Neglect Conference

The Child and Adolescent Abuse, Resource, Evaluation (CAARE) Diagnostic and Treatment Center will host the 24th Annual UC Davis Western Regional Child Abuse and Neglect Conference September 26-28 in Sacramento.

Early Bird Registration Fee: \$350

For more information, visit CAARE online at [www.caarecenter.org](http://www.caarecenter.org).

*(Continued from page 8)*

a consideration of how to foster more effective relationships between fathers and mothers.

It is essential that program staff include men and women who believe in fathers' contributions to child and family development and who are ready to reach out to fathers in the community and build programs that pay attention to men's relationships with the mothers of their children and to the children themselves. We expect that working with men early in their lives as fathers will have the most powerful results. Well-trained staff can help men build on their strengths and begin to break unrewarding or destructive intergenerational relationship cycles. Successful programs will also need

to address issues of employability and work-family stress, both of which affect the likelihood of men becoming and staying involved with their children. Ultimately, staff in

successful programs to promote father involvement will help to remove barriers in both private and public institutions that limit men's involvement in the family.

### About the Authors

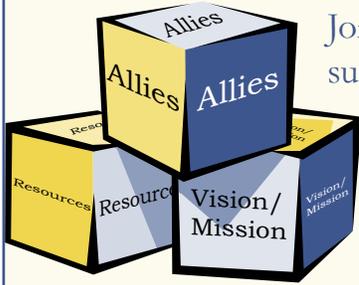
Carolyn Pape Cowan is a Clinical Psychologist in the Department of Psychology at the University of California, Berkeley, and a Co-Director of their Becoming a Family Project and the Schoolchildren and Their Families Project.

Philip A. Cowan is a Professor of Psychology at the University of California, Berkeley, and a Co-Director of their Becoming a Family Project and the Schoolchildren and Their Families Project.

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Kyle Pruett is a Clinical Professor at the Yale University Child Study Center and a child psychiatrist private practitioner specializing in children ages 0-3, fathering issues, children-at-risk, and parenting concerns.

# Building Blocks to the Future: Sustaining the Vision of FRCs



Join Strategies for a one-day convening to explore the building blocks of sustainability and how they relate to the future of your family resource center or family support program. Do you have in place what it takes to move into the future? Are you ready to commit to building a sustainable future? What will you need in order to sustain your FRC or FSP?

Register online at [www.familyresourcecenters.net](http://www.familyresourcecenters.net) or call Jody Hall-Winget at (530) 872-3896, ext. 116 for more information.

June 8, 2005

Registration Deadline: June 1, 2005

Red Lion Hotel Redding  
1830 Hilltop Drive  
Redding, California

June 21, 2005

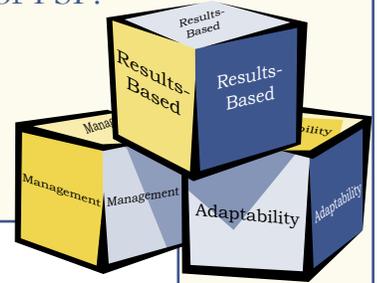
Registration Deadline: June 14, 2005

Hilton Garden Inn Fairfield  
2200 Gateway Court  
Fairfield, California

June 23, 2005

Registration Deadline: June 16, 2005

LaRyan Event Center  
4277 North West Avenue  
Fresno, California



## Youth For Change

Paradise Ridge Family Resource Center  
Working Strategies  
6249 Skyway  
Paradise, CA 95969

For more information about trainings, workshops, conferences, and more, contact your region.

**Region 1** Jody Hall-Winget (530) 872-3896 ext. 116

**Region 2** Geoffrey Biggs (805) 485-6114 ext. 642

**Region 3** Norma De Leon (714) 517-1900, ext. 237

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*Strategies is a network of three training centers funded by the California Department of Social Services, Office of Child Abuse Prevention to promote a statewide network of community-based family resource centers.*

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