



Welcome to the NRFC Webinar

The Role of Women in Fatherhood Programs

12:30 – 2:00 p.m. EST | March 21, 2018

All audio from today's session will be broadcast through the computer. Make sure your computer volume and Adobe Connect audio () are turned **on**.

National Responsible Fatherhood Clearinghouse



- National resource to support fathers and families.
- Funded by U.S. Department of Health and Human Services, Administration for Children and Families, Office of Family Assistance.
- Resources are available for fatherhood practitioners, dads, researchers, and policy makers.



Contact Information

Visit us: www.fatherhood.gov

www.fatherhood.gov/toolkit for *Responsible Fatherhood Toolkit*.

www.fatherhood.gov/webinars for archives of all our webinars.

Email: help@fatherhoodgov.info

Encourage fathers or practitioners to contact our Helpline toll-free at:
1-877-4DAD411 (877-432-3411)

Engage with us via social media:

 Facebook - /Fatherhoodgov

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Questions for the Presenters

Working with Young Fathers: Tips from the Field (Lobby) - Adobe Connect

Meeting Layouts Pods Audio

Chat (Everyone)

Working With Young Fathers Tips from the Field.pptx

Draw Stop Sharing

Welcome to the NRFC Webinar
Working With Young Fathers: Tips from the Field
12:30 – 2:00 p.m. EDT | March 22, 2017

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Everyone NRFC Webinars Sync

Web Links

- Fatherhood.gov
- Young Fathers of Santa Fe
- NRFC - Facebook
- Young Fathers of Central Florida
- NRFC - Twitter
- Young Fathers of Metro Atlanta
- NRFC - Past Webinars

Browse To <https://twitter.com/fatherhoodgov>

Downloadable Resources

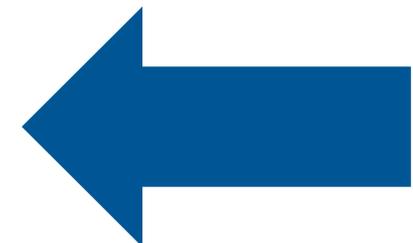
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Ask a Question

Show All Questions Assign To

Please enter any questions in the Q&A box at the bottom-right of your screen.



Today's Webinar Will Provide

- Discussion of how the voices of women have influenced the development and implementation of fatherhood services in areas such as research, advocacy, public policy, program management, and direct service provision.
- Information and tips from:
 - **Linda Mellgren**, Senior Social Science Analyst, Office of the Assistant Secretary for Planning and Evaluation, US Department of Health and Human Services (Retired).
 - **Kenneth Braswell**, Project Director, National Responsible Fatherhood Clearinghouse and Executive Director, Fathers Incorporated, Atlanta, GA.
 - **Cheri Tillis**, Executive Vice President, Fathers' Support Center, St. Louis, MO.
- "Question and Answer" session with the presenters at the end of the webinar.



The Role of Women in Fatherhood Programs

Linda Mellgren

Senior Social Science Analyst (retired)
Office of the Assistant Secretary for Planning and
Evaluation/Dept. of Health and Human Services

March 21, 2018



A Brief Thematic History of the Fatherhood Field

- Deadbeat Dads and Absent Fathers
- Laying the Ground Work - Early Federal Research
- Foundations take the Lead
- Emerging Federal Leadership
- A Program of Its Own
- Changing Social Norms



Finding Common Ground

- Competition for Resources
- Concerns about Safety
- Supporting both Parents
- Patriarchy and Feminism



The Role of Women in Federal Policy, Research, Evaluation and Programs

Ten Examples

- Matched Pair Studies:
 - Eleanor Maccoby, Freya Sonenstein, and Elizabeth Peters
- Young Unwed Fathers:
 - Theodora Ooms, Pam Wilson
- Paternity Establishment:
 - Esther Wattenburg, Sara McLanahan
- Early Child Development:
 - Natasha Cabrera, Cathy Tamis-LeMonde
- Supporting IPV Survivors and Fathers:
 - Jacqui Boggess, Tasseli McKay
- Bridging Fatherhood Policy, Research and Practice:
 - Vivian Gadsden
- White House Oversight:
 - Andrea Kane, Nancy Hoit (DPC staff)
- HHS Initiative Implementation:
 - Lisa Gilmore (Special Assistant to the Deputy Secretary)
- Fathers as Child Support Clients:
 - Vicki Turetsky (OCSE)
- Program Leadership:
 - Robin McDonald, Geneva Ware-Rice, Charisse Johnson, and Lisa Washington-Thomas (OFA)



Strength in Partnerships

Men and Women Working Together

- Child Support Enforcement
- Child Welfare and Early Childhood Programs
- Pregnancy Prevention and Teen Parenting
- Home Visitation
- Family Strengthening and Self-Sufficiency
- Maternal and Child Health Programs
- Employment Programs
- Criminal Justice Agencies and Specialty Courts



Work Still to Be Done

- Child Support Guidelines
- Co-Parenting Program Strategies
- Family Violence
- Family-Friendly Workplace



Contact Information

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The Role of Women in Fatherhood Programs

Kenneth Braswell

**Executive Director
Fathers Incorporated**



March 21, 2018



**National
Responsible
Fatherhood Clearinghouse**



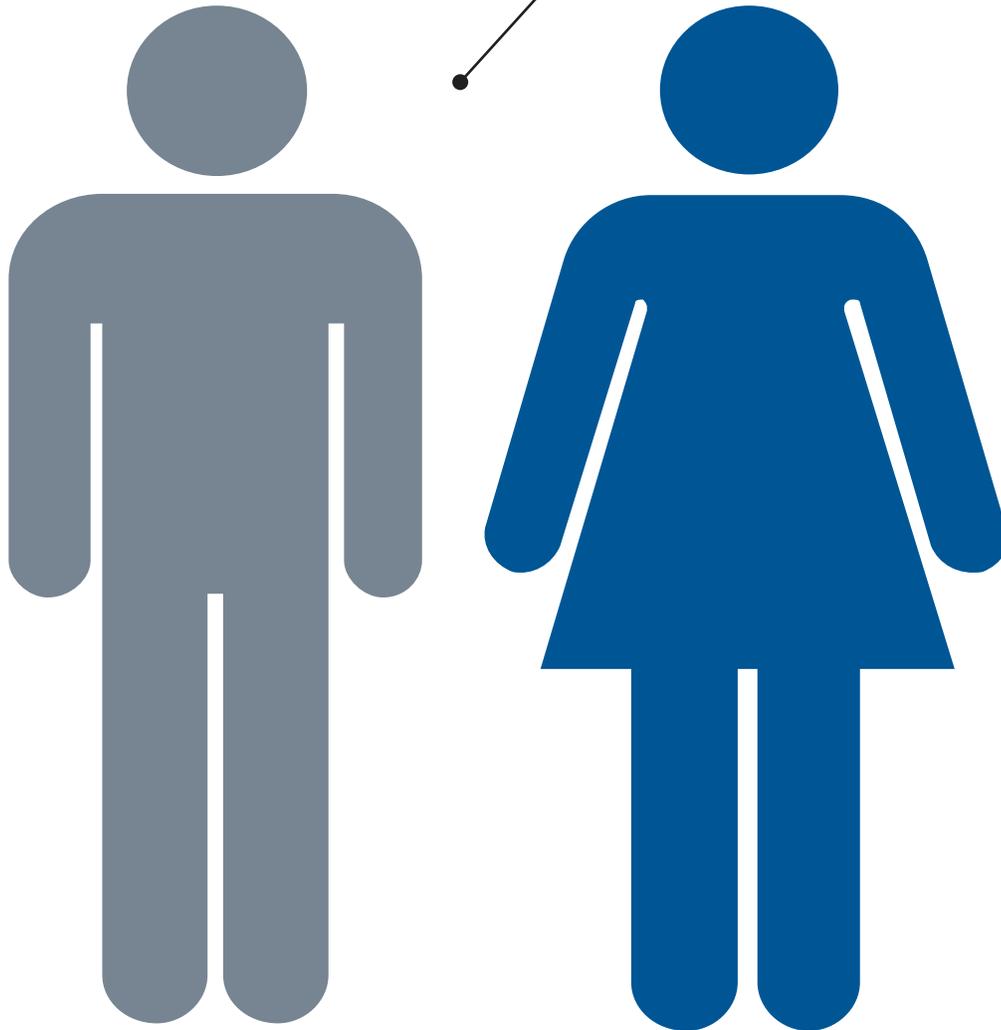
The Impact of Women in Service Programs

- Women have been engaged in supporting fatherhood as researchers, practitioners, policymakers, advocates, and mothers for decades.
- Predominance of women in helping professions.
- Low-income nonresidential fathers are generally excluded from social work education, practice, research, and policy.
- There is a lack of research on effective female practitioner-male client relationships.



Background

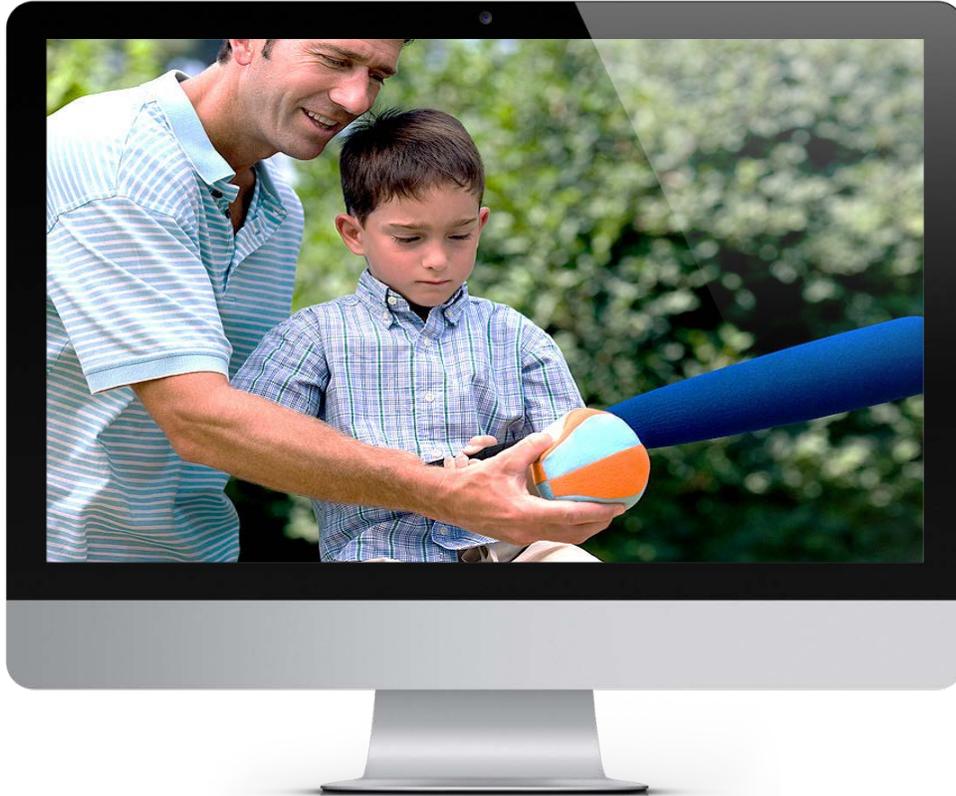
Critical Practitioner Father Points of Contact



- Temporary Assistance for Needy Families (TANF)
- Child Welfare
- Employment Services
- Maternal & Child Health, Head Start, Healthy Start
- Child Support & Shared Parenting
- Domestic Violence
- Healthy Marriage
- Responsible Fatherhood



A Needed Conversation



The way service providers view and treat fathers is important because the pre-suppositions, life experiences, and cultural influences they may bring to their work can themselves be barriers to effective compliance and healthy, effective father-child engagement.



Group Activity:

What are some challenges for female staff working with fathers? What are some reasons it is beneficial to have women working with fathers?

Power, Race, and Gender Considerations

- Possible gender transferences and counter transferences:
 - Clients' unconscious reactions to practitioners
 - Clients' anger and mistrust of systems
 - Sexual/Erotic Transference
- Practitioners' subjective treatment of clients:
 - Maternal transferences and counter-transferences
 - Power to assess, intervene, give and withhold resources, refer back to child support, incarcerate, deny parenting certificate
 - Attempts to compensate for their own sense of powerlessness





Power, Race, and Gender Considerations Cont.

Remember:

- All new relationships with persons in authority or positions of power begin tentatively.
- African American men have a justifiable and “healthy mistrust” of practitioners and programs.
- Respect and trust are some of the keys to overcoming this initial resistance.
- Underneath anger is pain, frustration, and feelings of powerlessness.
- Practice compassion through active listening, flexible assistance, and accountability.



Critical Questions for Staff

- How do service providers define “responsible fatherhood?”
- How do your personal and professional experiences affect your definition?
- Who is a part of the family?
- Who will benefit from the services provided?
- How will looking at the whole picture benefit the children? And the parents?
- How can we make this happen?



Critical Conversation: What Female Providers Can Do

- Professional competence is the key to effective practice.
 - Understand the power dynamics: gender, race, and socioeconomic status considerations—YOU have power based on your professional position!
- Be aware of your own possible biases.
- Volunteer or cross train with Fatherhood organizations.
- Challenge practices and policies that are gender biased.
- Remember the challenges—current and historical—faced by many fathers.
 - Always be empathetic.



Critical Conversation: What Female Providers Can Do Cont.

- Believe in the abilities, talents and strengths of men regardless of their needs.
- Understand that Dads are equal parents.
- Understand that systems aren't as “Dad-friendly” as they are “Mom-friendly.”
- Understand that parenting is not gender-specific.
- As systems' liaisons, bridge communication to emphasize that Dads are parents too!



Contact Information

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The Role of Women in Fatherhood Programs

Cheri D. Tillis

Executive VP/COO

Fathers' Support Center, St. Louis



March 21, 2018

Organization Roots and Overview

- Halbert Sullivan, President and CEO, founded the Fathers' Support Center (FSC) in 1997 and has long recognized the importance of women's work in the fatherhood field.
 - The original idea for FSC came while he was working as a social worker for St. Louis Public Schools, when Doris Stoechner and Sue Breslauer asked him to help address the issue of absentee fathers and children living in poverty.
 - The program's first facilitator was Sister Carol Schumer, who has been on staff for 19 years, and there are women working in all areas of the agency.
- Since 1997, FSC has served almost 15,000 fathers and their families.
 - 69% job placement rate.
 - In 2016, 75% of participating fathers reported improved relationships with their children and, on a \$3.9 million budget, FSC's return on investment to the St. Louis community totaled more than \$13.5 million.





Fathers' Support Center (FSC) Services

- Six-week Fatherhood Curriculum
 - 240-hours.
- One year follow-up:
 - Case Management and Services
- Career Credential Training and Employment Placement Services
- Legal Assistance
- Transportation Assistance
- Mentoring Services
- Stipend and Incentives
- 4 Locations Day/Evening Classes





Parenting in Partnership: FSC's Services for Mothers

- Six-week Motherhood Curriculum
 - 100 hours.
- One year follow-up: Case Management and Services
- Career Credential Training and Employment Placement Services



- Co-Parenting Plan Preparation and Assistance
- Daycare and Transportation Assistance
- Stipend and Incentives
- Mentoring Services

Personal Fatherhood Career Timeline

2003 - Case Manager

2004 - Social Service Coordinator

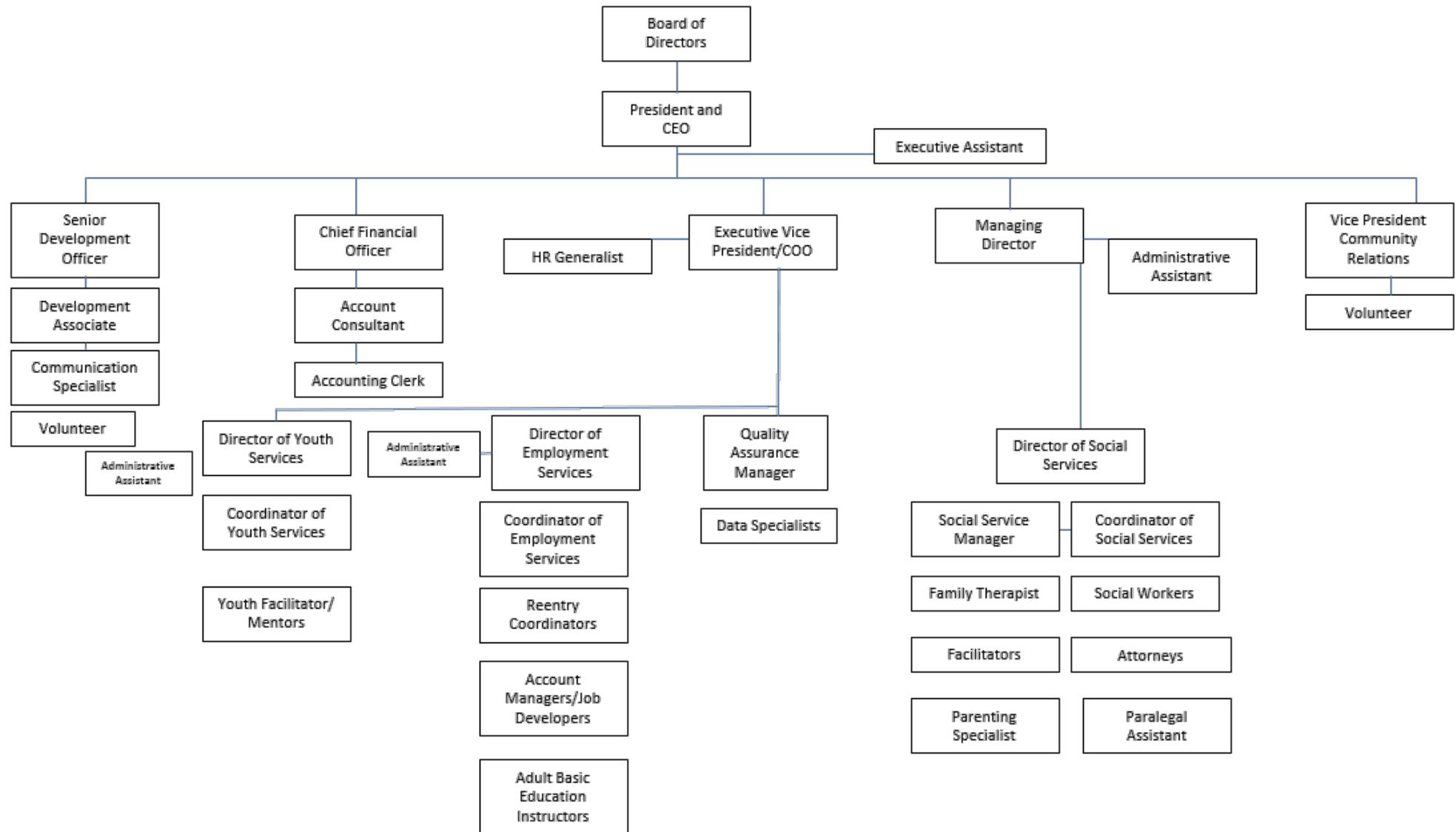
2006 - Director of Social Services

2010 - Managing Director; Program Director

2012 - Executive VP

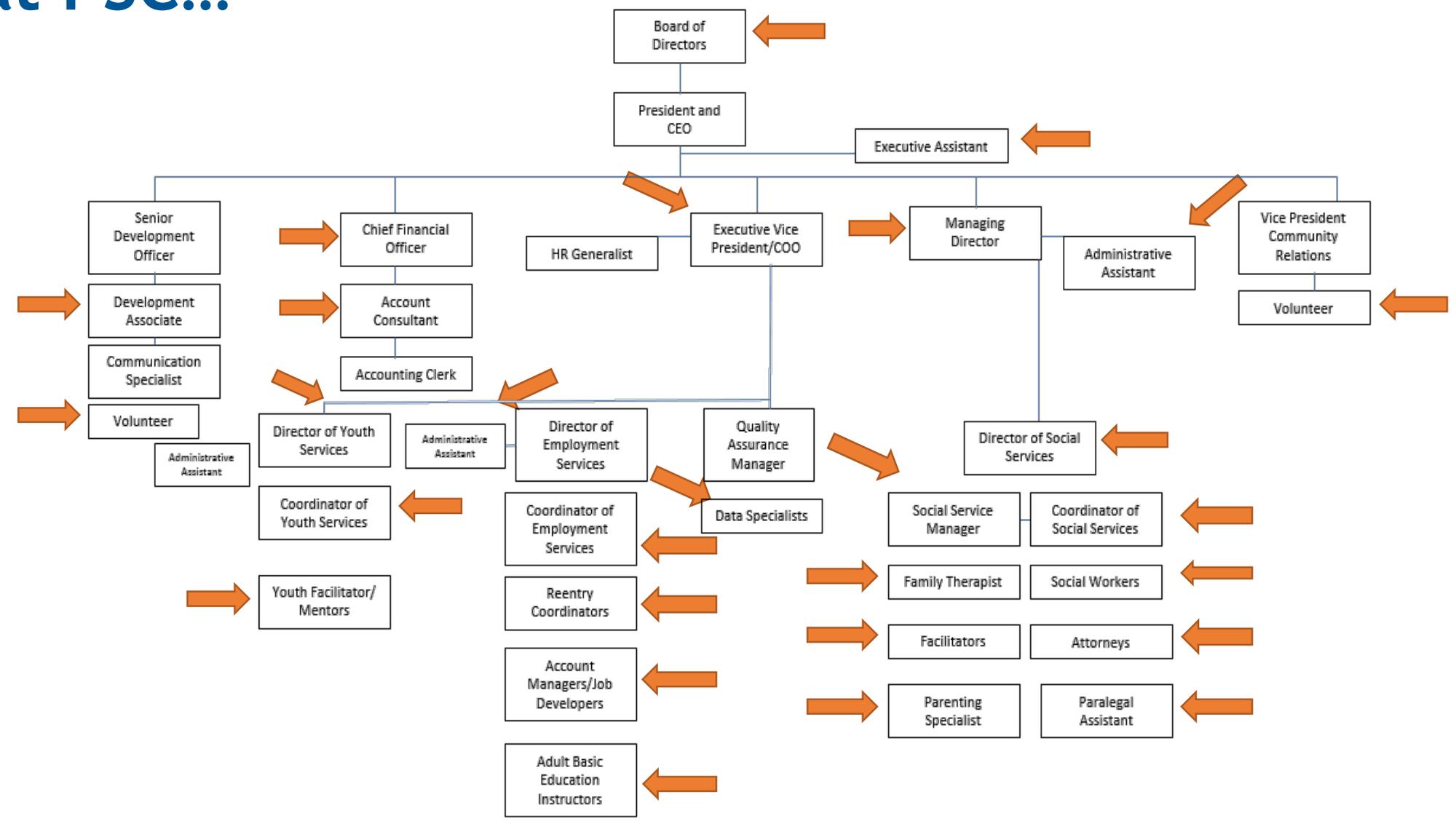
2015 - Executive VP/COO

FSC Staffing Structure



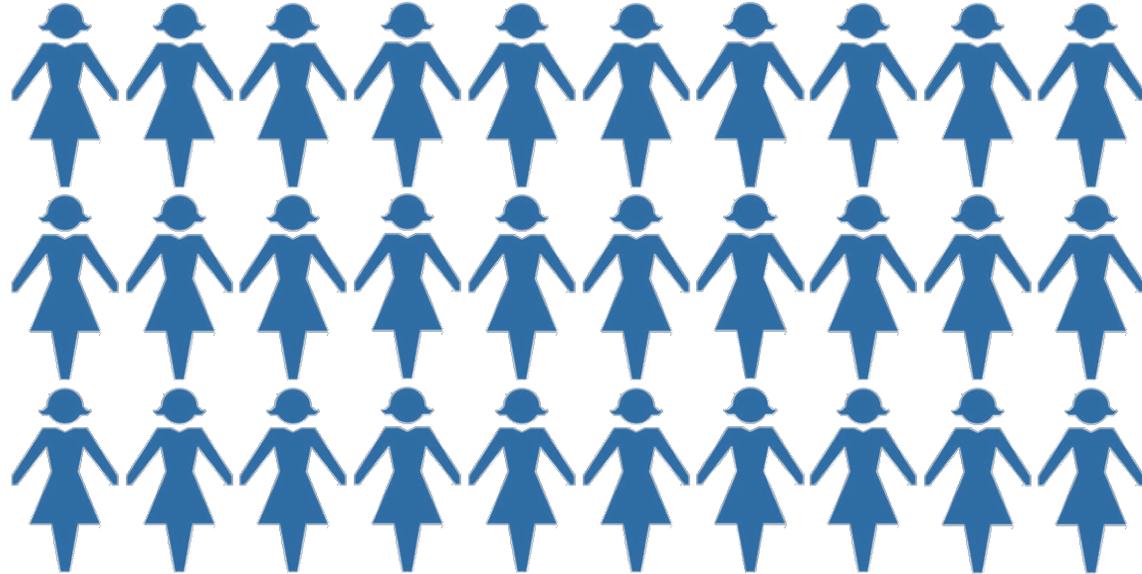


Description of Various Roles that Women Play at FSC...

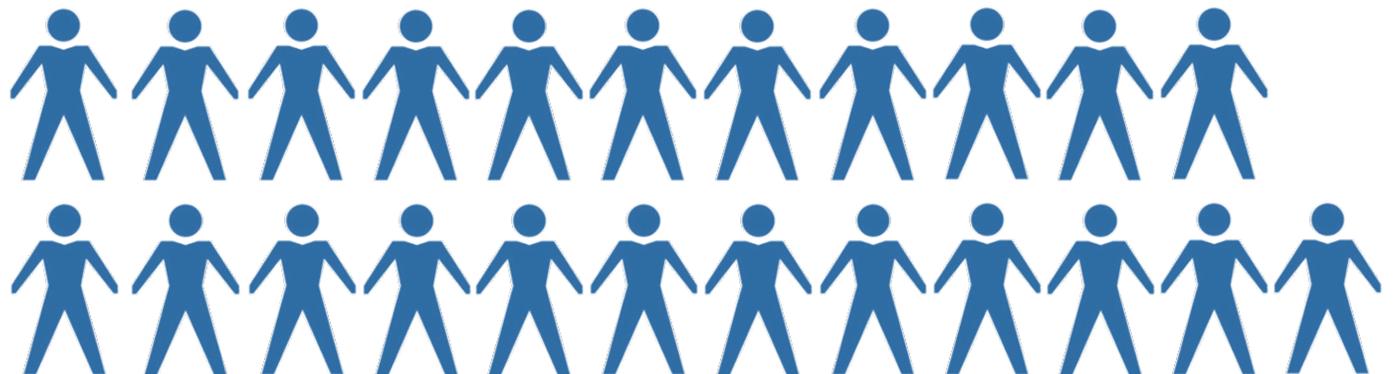


FSC's Employee Census

30
FEMALE



23
MALE





Some General Observations

- Facilitators of core fatherhood curriculum (focus on personal development) are all male.
 - Female staff facilitate other classes.
 - E.g., parenting skills, health and wellness.
- Legal team is all female attorneys.
 - Help fathers with paperwork, understanding of legal issues.
 - E.g., child support, custody, visitation.
- Social workers are male and female.
 - Female therapists can help men see and acknowledge personal issues they may not share with male staff.



Some General Observations

The Bottom line:

- You can't always gauge how messages will be received based on the gender of the provider.
 - It's all about skill, empathy, and ability to communicate with men from diverse backgrounds.
 - Male/female teams can increase program effectiveness.
 - It's all about working together to help our clients.



Practical Tips for Female Fatherhood Staff

Maintain professional boundaries

- Be clear about roles.
- Expect respect from your clients.
- Be aware of how you dress, how you present yourself.



Establish credibility as facilitator or case manager

- Show that you care and can help (resources, connections, advocacy).

Demonstrate honesty and empathy

- We are about the business of treating trauma
... not punishing poverty!



Contact Information

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Q & A



Please enter any questions in the Q&A box at the bottom-right of your screen.



Contact Us

- NRFC: Help@FatherhoodGov.Info
 - Comments, questions, suggestions for future webinar topics, information or resources that you recommend.
- Today's presenters:
 - Linda Mellgren: LindaMellgrenDC@gmail.com
 - Kenneth Braswell: fathersincorporated@gmail.com
 - Cheri Tillis: ctillis@fatherssupport.org



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