

Continue

Convening and Connecting Organizations to Facilitate Fatherhood Conversations

- Convene meetings
- Creating dialogue, strategy/planning, being open to old/new ideas
- Strategic planning meetings
- Convene stakeholders to share dialogue, develop strategies, share best practices, network
- Take this type of process into a 2nd and 3rd iteration – take to a deeper level by prioritizing and setting a course of action
- Relevant meetings like today
- To have a mechanism in place that serve as the “connector” of the fatherhood conversation
- Meetings like this to hear from the field to craft a plan of action at the national level – Conference for the field
- Organizational partnering
- Building collaborations with networks to get fathers access to the range of services they need
- Engage with organizations that did not receive grants
- Helping new programs understand the history and mission of the field
- Being open to people who didn't get grants
- Effect on decentralizing (i.e. the FPRN approach)

Elevating the Importance of Fatherhood

- Promoting fatherhood
- Elevate/uplift the importance of fathers
- Creating awareness on importance of fatherhood
- Promote fathers as uniquely valuable in families

Funding and Showing “What Works”

- Funding evidence-based programs and practices
- Fund and evaluate direct-service programs to identify what works/doesn't work and best practices
- Funding model and cutting edge programs
- Fund growing, successful programs
- Funding effective programs
- Collect data showing impact on families of dad attending programs and improving outcomes for kids
- Doing the right research
- Program expansion

Running Media Campaigns

- Ad campaigns linked to state programs
- Diverse campaigns (i.e. Montana Meth)
- Media campaigns
- National Ad campaign to impact culture
- Media and public service announcements

Supporting Work in the Field

- Faith based programs
- Work in prisons
- Fatherhood programming
- Integration of relationships, parenting and employment components
- Working to expect/equip all family – serve programs/systems to serve fathers/the full family
- Identifying multiple ways to secure funding streams
- Engaging men programs in Texas
- Doing what works for the community
- Addressing fathers differently as men with different needs – “All fathers are not the same”

Providing Leadership and Professional Development

- Leadership academy in OFA grant program (nurturing leaders)
- Professional development
- ACF's advocacy of fatherhood
- Your focus on showing Congress our values and the value men bring to family and society

Stop

Siloes and Inefficiencies

- Being silo-based
- Stove piping (silos)
- Silo based
- Staying in silos
- Silos (be collaborative)
- Duplicating services (when possible)
- Duplicative research
- Doing what doesn't work

"Heavy-handed" Child Support Enforcement Practices

- Heavy-handed child support enforcement activities (e.g. licensure, revoke professional, travel bans)
- Child support – heavy-handed enforcement practices
- Focus on enforcement keeps families apart

Limiting Program Evaluations to Randomized Controlled Trials

- Globalizing evaluation to the extent you do
- Randomized evaluations (program group versus control group)
- Randomized control trials
- RCTs

Systems, Social Attitudes, and Policies that Devalue Dads

- Mass incarceration
- Incarcerations (instead invest in education)
- Policies that disenfranchise dads
 - *Address what Natasha Cabrera raised where "families" is only used when dad is included*
- Thinking of nuclear families as the norm
- Thinking this is only for/about poor/vulnerable fathers and communities
- Framing as fathers only not mothers
- Accepting society's and some system view that diminish the important role of fathers
- Seeing fathers as a piece (primary)
- Maternal gatekeeping

Funding Barriers

- Pitting programs against each other for funding initiatives
- Large grants
- Large grant applications (30 pages or more)
- Funding only-direct service programs
- Having a narrow view of father funding
- Funding by ACF of organizations without a fatherhood model
- Funding organizations that are not engaged in the broader fatherhood community
- Putting all the federal responsibility on ACF and their programs, especially HMRF grants

Additional

- Do not give up "pushing the envelope"

Scale

Effective Partnerships and Collaborative Efforts

- Partnerships with women-specific organizations
- Collaboration
- Multiple sites where fatherhood is important and services are needed to close the accessibility gap
- Fathering classes within hospital systems

"What Works"

- Establish a standard fatherhood practice for colleges and universities
- Evidence based approaches that get outcomes we desire
- Promising practices + staff training
- Best Practices (when applicable) (Not all models will work in all areas due to the difference in rural vs urban and cultural differences)
- Successful programs
 - I.e. Fathers support centers; family formation program
- Clearinghouse research
- Program models that work in every fatherhood program
- Standardization of program components and practices
- 3FA Program
 - Philosophy, policy, practice, procedures, and protocols
- Consistent commonsense policy, practices, and procedures that uplift children and families by supporting fathers
- Integrating new research with current materials and approaches
 - (Self regulation, Executive function(brain science), Trauma informed care, Toxic masculinity, Career pathways

Sustainability Efforts

- Program management skills for practitioners
 - Leadership development
 - Agency and Staff Management (good policy and procedures)
 - Evaluation management practices for program managers
- Teach successful providers how to scale their work
- Strategies that stabilize programs beyond grant funding
- Number of organizations and agencies that include fatherhood as part of their mission
- Campaigns that promote the imagery of responsible fatherhood

State-level Fatherhood Initiatives

- State Initiatives
- State-level collaboration w/ funding (replicate Ohio)
- States capacity to develop a home for fatherhood in state budget

Technology-based Tools and Information-sharing Platforms

- Leverage a unified core resource platform
- Program content through Instagram with a consistent idea
- Technology based solutions that engage dads in a wider scale

Funding and Policy Frameworks

- Cap on all grants
- Use child support cooperation requirement to engage and serve fathers
- More federal flexibility w/ allowable uses of child support dollars (now some states apply for waivers)
- EMS, insurance, and child support funding
- Cooperative Agreements

Additional

- Creating the lasting family connections curriculum series

Build Upon

Communication and Messaging

- Overall NRFC media campaign
- Communicate fathers as part of the family
- Ad campaign – recognized leaders, businesses annually (like smart marriage did)
- Narrative that kids do better with an involved father
- Refine language around why we need to engage fathers – two-gen approach to poverty must include fathers

Best Practices Across the Field

- Effective partnerships and collaborations
- Focus on strength-based approaches and best practices
- Best practices currently in the field
- Development of models for service delivery
- Success of organizations with comprehensive services to dads and fund them to ensure greater sustainability after ACF funding ends
- Clearinghouse for father-friendly agencies
- Other models of systems and culture change
- Partnerships with other systems – especially existing service delivery systems like substance abuse treatment workforce development etc.

Leading Voices in the Field

- The continued evolution of the field
- Developing next generation of leaders – identify leaders from current grantees and other sources
- Champions within programs or offices
- Relationships with states and agencies (Department of Education, Health and Human Services, Department of Justice Office of the Attorney
- Engaging local and state legislatures

Approaches to Funding

- Relationship developing between ACF/OFA and foundations
- Multiple funding strategies that have been creative
- Engagement with national funders
- Align and link systems and funding streams
- Fund more direct services fatherhood programs in more states/cities

Efforts to Demonstrate Outcomes of Father Engagement

- Research on social return on investment – future cost savings
- Child outcomes when father is engaged and empowered
- Track outcomes along a continuum of lesser to greater
- Analyzing policy that focuses on children's overall wellbeing
- Enhance research and evaluation with participatory action model
- Revisit child support reporting measures

Coordination Across ACF

- ACF IM by creating agency-wide measurable objectives that are reported on
- ACF IM to encourage broader agency support of fathers
- Model that Wade developed for ACF-wide engagement around an issue, including funding

Programming Efforts

- Father engagement requirements and encouragements in legislation
- Access and visitation edification
- Current parenting program with specific emphasis on fathers
- More father inclusive and trainings on implicit bias across the social service sector (front-line social workers who are mostly female)

Opportunities to Convene Stakeholders

- Outreach efforts to engage ACF and other programs
- Transforming event program content into mobile/social platform versions
- Events that convene people in the room here today

Start New

Develop and Train Practitioners and Providers

- Start training local program managers in how to work effectively with evaluators to demonstrate results
- Start training program for directors on how to capture and replicate their successful approaches
- Inter-disciplinary degree program
- Education/curriculum on diversity of fatherhood actions and how fathers can be include
- Child support education training
- Encourage doctors to have dads at visits
- Standards of licensure (e.g. NASW, CSWE, BBHS etc.)
- Funding to support agency mentoring for smaller organizations
- Develop and update tools for the field (i.e. curriculum adapted for populations and low-income dads)

Build System Capabilities in States

- State fatherhood commissions capacity
- Challenging state systems to be more intentional with discussions/actions surrounding the inclusion temperament
- Return standards state by state
- Organizational development

Provide Leadership at the Federal Level

- Coordinate at the federal level to set broad federal goals and strategic plan
- Senior leadership at ACF drive an agency-wide fatherhood strategy that is not OFA grant focused
- Increase role of ACF regional oversight with performance measures to ensure fidelity
- Create ACF Regional Fatherhood Program Manager position

Use Innovative Funding Approaches

- Innovative funding models
- Employ legislation waivers
- Look at health insurance options for fatherhood work
- Fund states to institutionalize in communities to create multi-sector initiatives

Use Data to Understand What's Working and Why

- Better measurement of success and outcomes
- Do a managed roll-out of a few programs that have proven scalability and evaluate it for specific outcomes to provide proof of efficacy across the board
- Longitudinal studies with children who have had a father brought back into their lives

Bring People Together: Convene and Partner

- Have more meetings like this so that we can hear what is working/not working
- Start inviting others who did not get the grant for learning from the field and be prepared for the next cycle
- Keep programs that have not been funded in the loop
- Reach out to the corporate community
- National policy network
- Efforts to engage moms particularly around restricting maternal gate-keeping
- Including women's testimonials
- Tie together silo-operated programs that focus on children and families (will being and betterment) by recognizing the essential and critical role of the father

Be Visible

- Build bank of imagery/photography the field can use that represents fatherhood
- Elevate the public discussion on essential fathers

Policy: Paid Paternity Leave

Additional

- Funding programs with historical track record
- Leverage technology
- Local foundations should support funding