



Introduction to the Alameda County Fathers Corps

An Effective Systems Change & Capacity Building Initiative

Agenda

- Welcome and Introduction
- Icebreaker
- Fathers Make a Difference
- Introduction to the Alameda County Fathers Corps
- Video: The Fathers Corps Is...
- What works... What's hard?
- Ensuring Father-Friendly Environments
- If money wasn't an issue...

Ice Breaker

1-2 words or a short phrase that best describes Fatherhood for you.

<https://www.menti.com/zznrxjibk9>



Fathers Make a Difference

- Father involvement is related to positive cognitive, developmental, and socio-behavioral child outcomes, such as improved weight gain in preterm infants, improved breastfeeding rates, higher receptive language skills, and higher academic achievement. *Source: Garfield, C. F., & Isacco, A. (2006). Fathers and the well-child visit, Pediatrics, 117, 637-645.*
- Children with more involved fathers experience fewer behavioral problems and scored higher on reading achievement. *Source: Howard, K. S., Burke Lefever, J. E., Borkowski, J.G., & Whitman, T. L. (2006). Fathers' influence in the lives of children with adolescent mothers. Journal of Family Psychology, 20, 468- 476*

Fathers Make a Difference

- Preschoolers with actively involved fathers have stronger verbal skills. *Radin, N., 1982, "Primary Caregiving and Role-Sharing Fathers," in Non- Traditional Families: Parenting and Child Development, edited by M. Lamb, Hillsdale, NJ: Erlbaum, pp. 173–204.*
- Children with actively involved fathers display less behavior problems in school. *Amato, P.R., and Rivera, F., 1999, "Paternal Involvement and Children's Behavior Problems," Journal of Marriage and the Family, 61, 375–384.*
- Girls with strong relationships with their fathers do better in mathematics. *Radin, N., and Russell, G., 1983, "Increased Father Participation and Child Development Outcomes," in Fatherhood and Family Policy, edited by M.E. Lamb and A. Sagi, Hillside, N.J.: Lawrence Erlbaum, pp. 191–218.*
- Boys with actively involved fathers tend to get better grades and perform better on achievement tests. *Biller, H.B. 1993, Fathers and Families: Paternal Factors in Child Development, Westport, CT: Auburn House.*

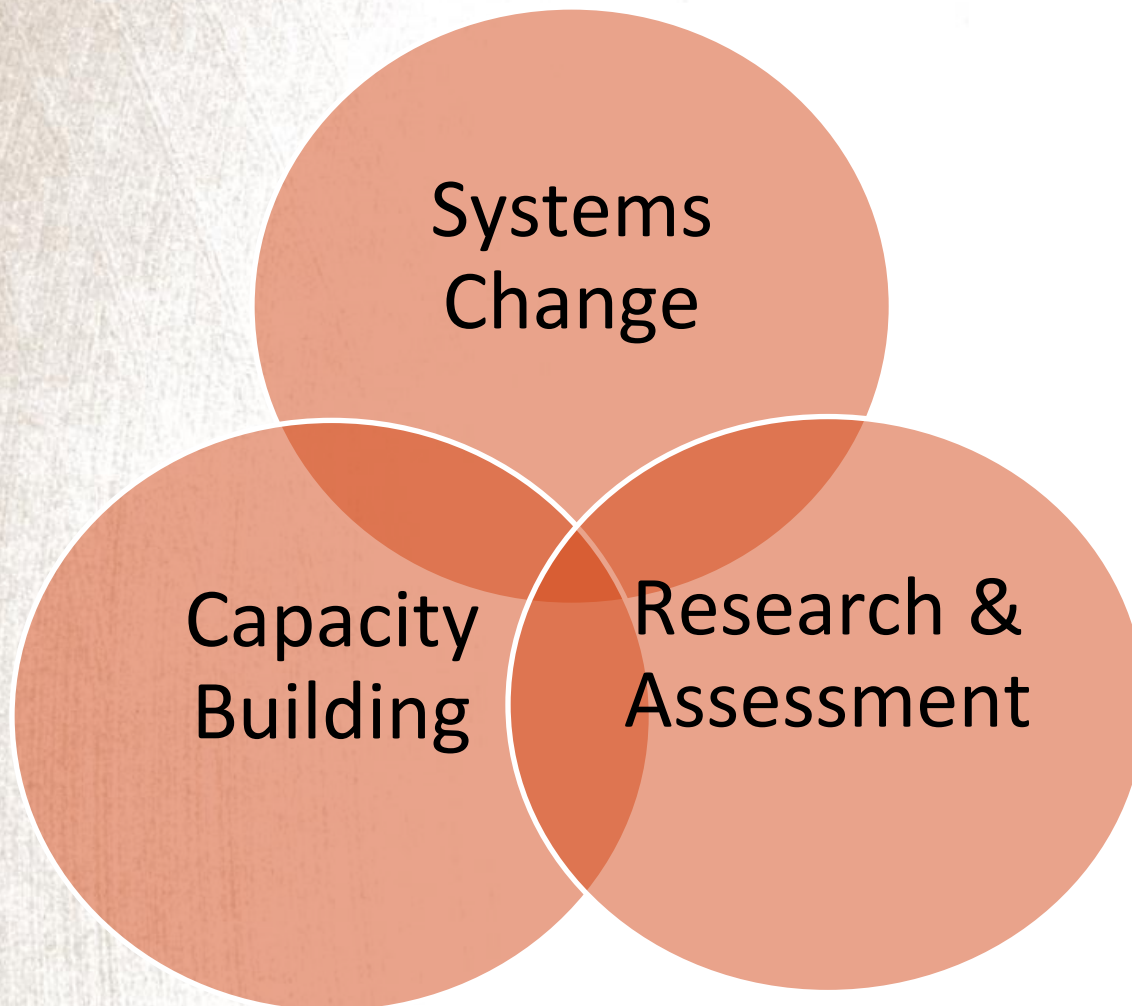


Fathers Corps Overview

- Established in 2013
- Collaborative effort — First 5 Alameda County and Alameda County's Health Care Services and Social Services Agencies
- Began with learning community for male service providers

3/18/2021

Categories of Work





Capacity Building

- Father-Friendly Provider Network
- County-wide Father Friendly Principles trainings and TA
- Fatherhood Partnership
- Dad-scussions, Conversations with Fathers

Fatherhood Partnership



- Builds the capacity of participating agencies to offer father-specific, virtual, parenting education and support groups
- Creating Father-centered services
- Supports organizations with program development

Fatherhood Partnership Video



<https://www.youtube.com/watch?app=desktop&v=rinOpgq-eDI&feature=youtu.be>

Research and Assessment

- Father Friendly Organizational Self-Assessment Tool
- Father-Friendly Principles Implementation Tool
- Voices of Fathers and the Providers who Serve Them



Highlighting the True Narrative of Fatherhood

- The Diversity of Fatherhood Photo Bank
- Fathers are engaged and those who are not, want to be
- Our social and family support systems do not support Fathers and at times create barriers to fathers being engaged



Systems Change

Father-Friendly Principles adopted by the Alameda County BOS

Included Father-Friendly Principles implementation activities into 15 Health Care Agency contracts – 3 Years

Probation identified Fatherhood as a top 10 strategy / making \$250K available to CBOs for Fatherhood activities

Public systems partner with First 5 to fund the Fatherhood Summit

3/18/2021



FATHER-FRIENDLY PRINCIPLES

For Agencies & Organizations Serving Families

INCLUDE NEEDS OF FATHERS

Fathers, and the needs of fathers, are included in the structure and delivery model of all family services in agencies and organizations.

PROVIDE FATHER-FRIENDLY SERVICES

Agencies and organizations are open, supportive, helpful and inclusive towards the needs of fathers and further the goal of increasing fathers' involvement in their children's lives.

PORTRAY POSITIVE FATHER IMAGES

Materials, illustrations, posters, brochures and other collateral include positive, diverse images of fathers. Facilities provide father-friendly environments consistent with the needs of men and fathers.

CREATE POSITIONS THAT SERVE FATHERS

Agencies and organizations create positions that serve fathers and actively recruit men to fill those positions in order to better address the needs of fathers.

TRAIN STAFF ON FATHERHOOD ISSUES

Agencies and organizations working with families strive to provide training for all staff on working with men and on fatherhood issues.

EXPECT FATHER PARTICIPATION

Agencies and organizations develop program policies with a clear expectation that fathers should and will participate.

DESIGN PROGRAMS FOR FATHERS

Agencies and organizations make every effort to create the image that programs are designed for fathers as well as for mothers and children.

The Fathers Corps Is..



<https://www.youtube.com/watch?v=NnjPCfZqEM8&t=14s>

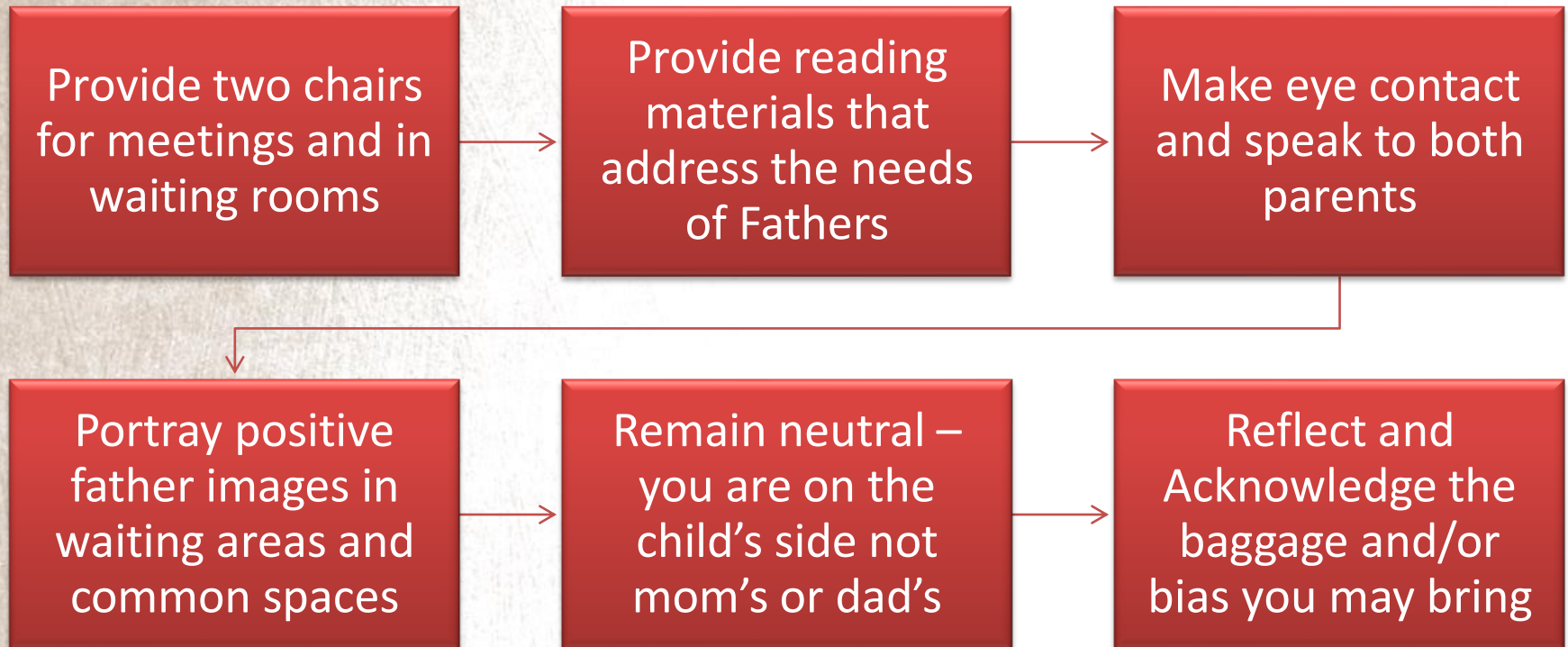
Breakout

- What successes have you had with engaging and/or supporting Fathers/Father-figures
- What challenges have you experienced in your efforts to engage and/or support Fathers/Father-figures

Report Out

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STRATEGIES FOR ENSURING FATHER-FRIENDLY ENVIRONMENTS



Strategies for Ensuring Father-Friendly Environments

Assume

- Assume fathers are involved and want information about their child

Coach

- Coach staff on greeting and communicating with fathers/father-figures

Provide

- Provide written communication and/or information to both parents

Develop

- Develop reliable sources for referrals of fathers

Adopt and implement

- Adopt and implement the Father-Friendly Principles

Offer

- Offer Father-Specific Programming



Breakout

- If funding or staffing wasn't an issue, what Fatherhood programming would you like to implement? Why?

Report Out

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Questions?



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Thank you!