

Welcome to the Dad Allies Provider Learning Series

Expecting Male Involvement Shifting Mindsets – Part 1

February 15, 2024

Washington
Fatherhood
Council



Fathers and Parenting

We
know
that:

Child and family well-being improve when fathers are positively engaged in their children's lives.

Fathers play a unique and important role in children's development.

Fathers should have support and resources to become the fathers they aspire to be.





Present and Powerful
Fathers and Male Caregivers

Receive With The Mind
Determine With The Spirit
Give With The Emotions
Hold With The Body



How are we contributing to Indigenous erasure in plain sight?

How can we continue to empower and support Indigenous journalism and storytelling?

How do we support destructive and extractive practices of Indigenous culture, land, resources, and souls?

How can we diversify your source of education and entertainment?

In which ways are you not just acknowledging the lands we are on but showing up now just on Indigenous People's Day but the other 365 days of the year?

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Quiz

This racialized group of fathers are most likely to bathe, dress, change, or help their child with the toilet every day?

Close to __% percent of all births to Black mothers are nonmarital, giving rise to the stereotype that Black fathers are largely absent.

__-in-ten (__%) co-resident fathers report reading to their children under age 5 at least several times a week in the four weeks prior to being interviewed.

Unmarried dads = fatherless children

Q: 20 years from now,
what do you hope
your children say
about you as a
father/man in their
lives?





Jay-Z's (2017) *Adnis* *Viewer Discretion Advised*



What It Means To Be **A Man**





Paul Castaway



Leonard Allen Cure





Handwritten signature and initials

50

THE
THE CASE FOR NATIONAL ACTION
NEGRO
FAMILY

OFFICE OF POLICY PLANNING AND RESEARCH
UNITED STATES DEPARTMENT OF LABOR

MARCH, 1965

The Vicious Cycle of Narrative and Policy

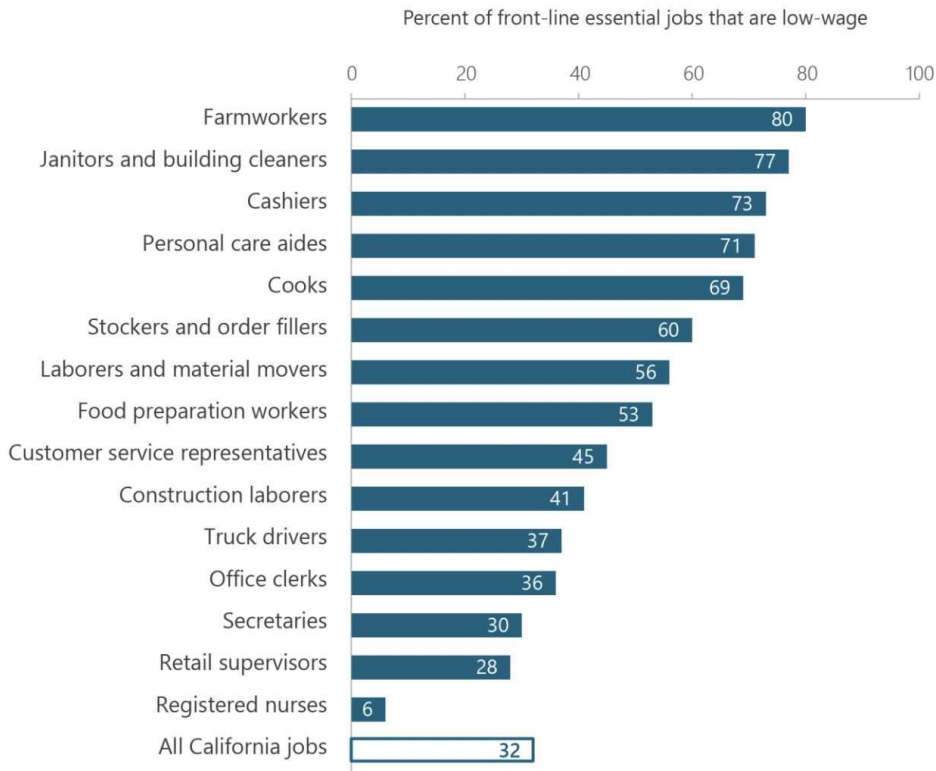
How do you believe that the creation of such narratives of the despondent Black father could actually help shape and mold some of our policies and practices in these categories?

And how do these policies and practices, help sustain the narratives we say about Black fathers?

What does it look like when these narratives and policies are applied to:

- Wage and hour standards
- Unemployment benefits
- Reemployment services
- Occupational safety and health

Figure 2: Low wages in front-line essential jobs, top 15 occupations, California, 2018



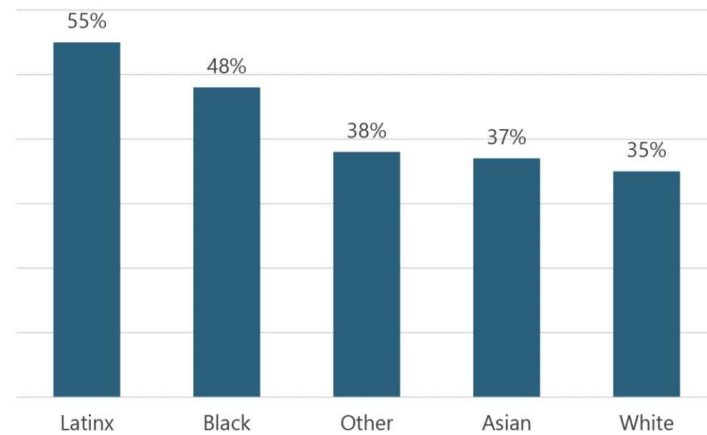
Source: Authors' analysis of IPUMS American Community Survey, 2018 and EPI Current Population Survey Outgoing Rotation Groups, 2018. See Data and Methods for details on analysis.



Race and ethnicity

Figure 3 shows the percent of workers in California employed in front-line essential jobs broken down by race/ethnicity. Overall, Latinx workers have the highest rate of employment in these jobs (55 percent), followed by Black workers (48 percent). As a result, both groups likely face greater risk of exposure to the coronavirus in the workplace than other race/ethnic groups.

Figure 3: Percent of workers employed in front-line essential jobs, by race and ethnicity, California 2018



Source: Authors' analysis of IPUMS American Community Survey, 2018. See Data and Methods for details.



Washington

Washington's Earnings Disparity Relative to White Workers

Race or Ethnicity	Number of Workers	Share of Workers	Average Weekly Earnings	Earnings per Dollar
White	2,470,524	67.84%	\$1,140.89	\$1.00
Black	133,462	3.66%	\$916.07	\$0.80
Native American/American Indian	55,370	1.52%	\$848.37	\$0.74
Asian-Pacific Islander	404,934	11.12%	\$1,234.79	\$1.08
Hispanic/Latino	471,971	12.96%	\$756.73	\$0.66
Multiracial	105,507	2.90%	\$965.71	\$0.85

Idaho

Idaho's Earnings Disparity Relative to White Workers

Race or Ethnicity	Number of Workers	Share of Workers	Average Weekly Earnings	Earnings per Dollar
White	684,127	81.50%	\$889.54	\$1.00
Black	6,228	0.74%	\$945.90	\$1.06
Native American/American Indian	4,971	0.59%	\$812.14	\$0.91
Asian-Pacific Islander	18,607	2.22%	\$807.23	\$0.91
Hispanic/Latino	115,557	13.77%	\$665.73	\$0.75
Multiracial	9,904	1.18%	\$739.41	\$0.83

Oregon

Oregon's Earnings Disparity Relative to White Workers

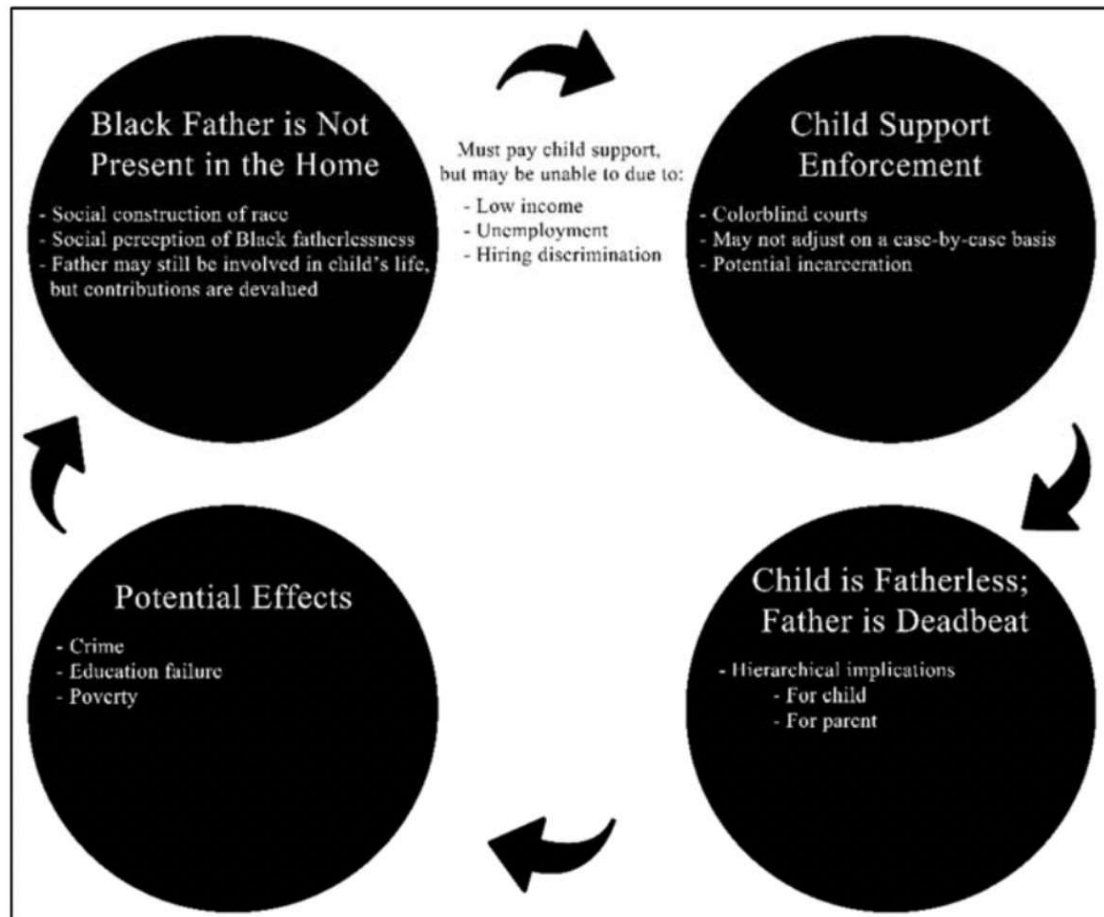
Race or Ethnicity	Number of Workers	Share of Workers	Average Weekly Earnings	Earnings per Dollar
White	1,513,589	75.30%	\$1,008.29	\$1.00
Black	40,018	1.99%	\$926.36	\$0.92
Native American/American Indian	17,827	0.89%	\$678.90	\$0.67
Asian-Pacific Islander	106,715	5.31%	\$1,104.37	\$1.10
Hispanic/Latino	268,059	13.34%	\$676.11	\$0.67
Multiracial	63,771	3.17%	\$766.93	\$0.76

California

California's Earnings Disparity Relative to White Workers

Race or Ethnicity	Number of Workers	Share of Workers	Average Weekly Earnings	Earnings per Dollar
White	7,240,981	39.14%	\$1,261.06	\$1.00
Black	952,214	5.15%	\$910.49	\$0.72
Native American/American Indian	95,855	0.52%	\$882.38	\$0.70
Asian-Pacific Islander	3,063,127	16.56%	\$1,278.07	\$1.01
Hispanic/Latino	6,834,567	36.94%	\$781.74	\$0.62
Multiracial	314,115	1.70%	\$1,065.88	\$0.85

Figure 1: The Cycle of Fatherlessness



Reflection Questions

What are the ways the men in your lives support their families?

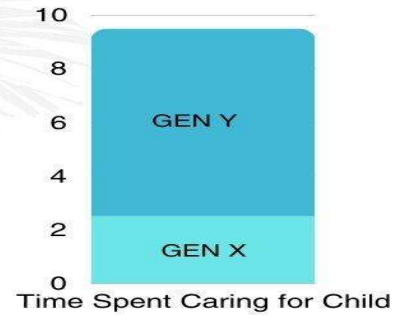
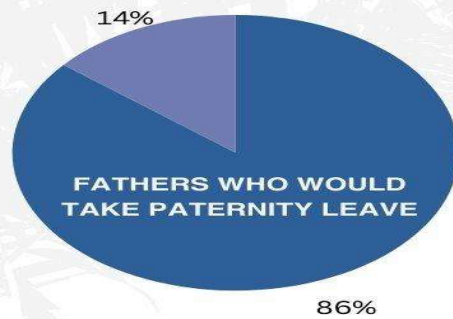
Wonder with the males you interact with outloud about all they ways they care for their child to allow them to see themselves as present and powerful male caregivers.

How does the racialization of masculinity in your policies, attitudes, and programs, sets to undermine, undo, or belittle, BIPOC success?

How do you think the narrative of absent BIPOC fathers affects how you set up policies, rules, and regulations in your work around employment, wages, what they can or cannot do, salary, or their ability to nurture their child?

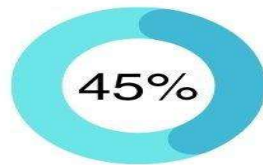
Fatherhood

TRENDS



17.8 MILLION CHILDREN, NEARLY 1 IN 4, LIVE WITHOUT A BIOLOGICAL, STEP, OR ADOPTIVE FATHER IN THE HOME.

CHILDREN WITH MALE/FATHER PRESENCE...



LESS LIKELY TO REPEAT A GRADE



LESS LIKELY TO BE SUSPENDED OR EXPELLED



LESS LIKELY TO SPEND TIME IN JAIL



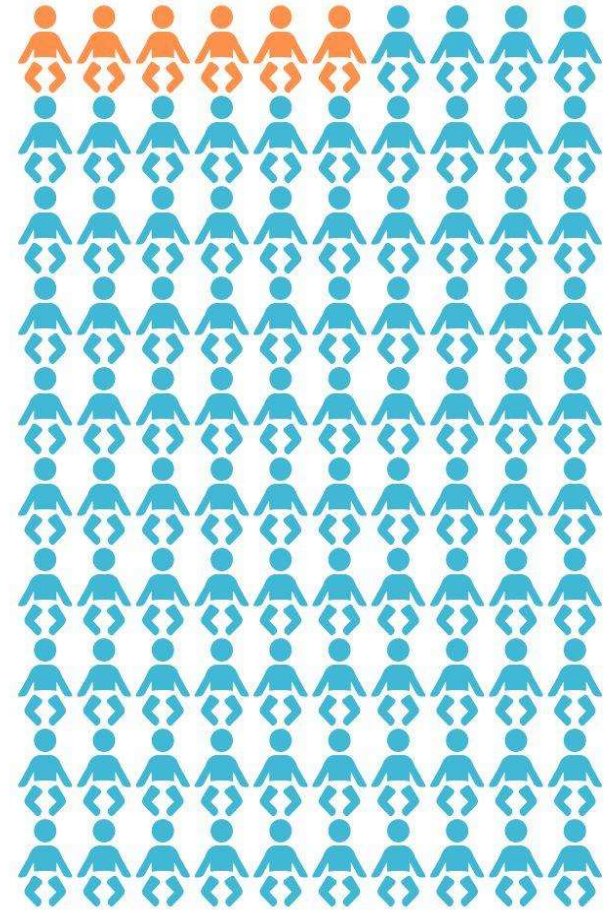
Invite and include in professional development

Father-focused events

Inviting fathers/men to volunteer

Hiring more male staff

Only 6 in 100
children in the US will
have a male
preschool teacher



Time for Reflection...

What are the talents and gifts fathers/men have in your school or setting that can be incorporated?

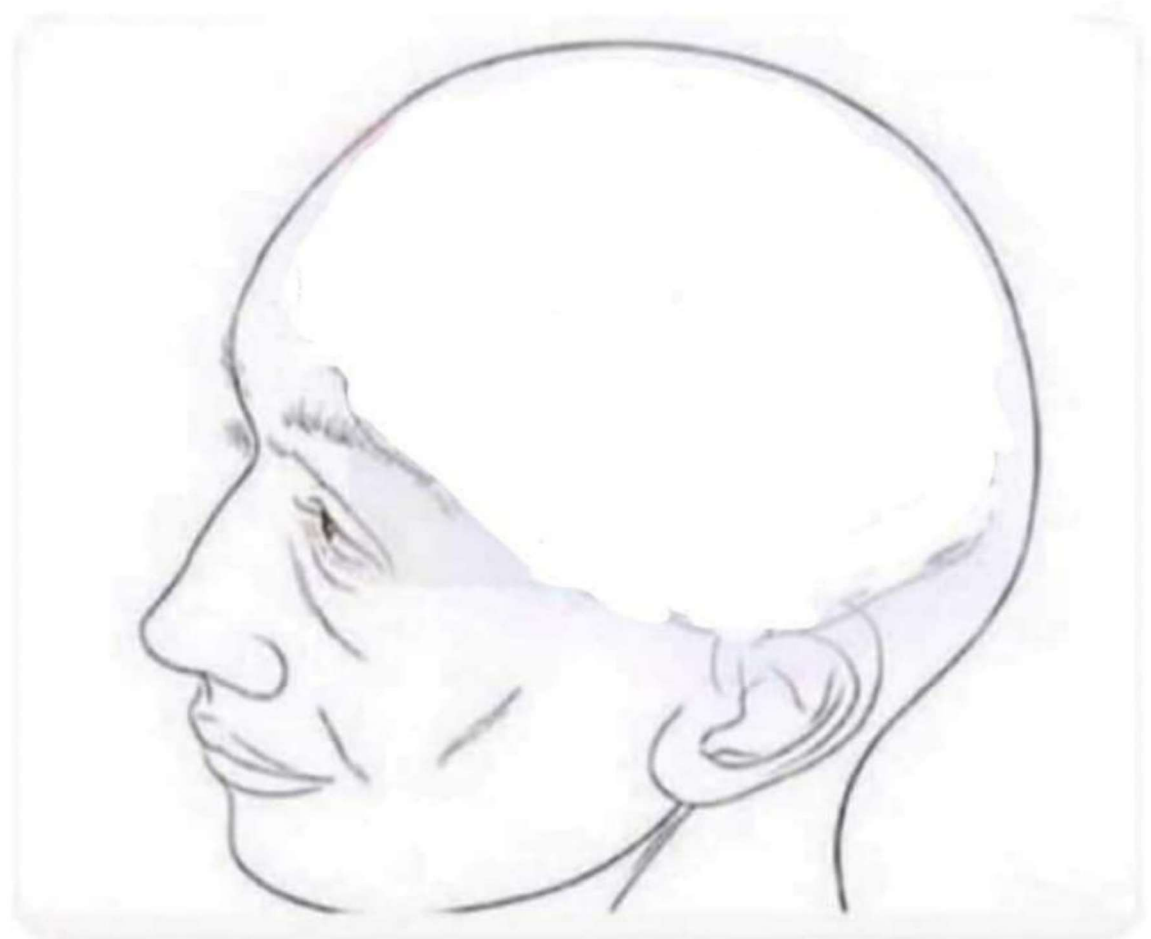
What barriers keep you from expecting male involvement?

How will you nurture father/male involvement?

Question?
Thoughts?
Comments?

Type it into the chat!

Why you so quiet? What's on your mind?



Society & Culture Regarding Fathers of Color



While I am *not* a Father, Fatherhood stays on my mind

I entered this space through my research on:

- Black Boy Joy
- The plurality of Black boyhoods
- Black children's material and imagined social spaces/world
- **Social inheritance***
- Adultification and the loss Black childhood innocence
- Black masculinities

*social inheritance meaning social values and cultural orientations

*The bulk of this parental socialization process occurs during childhood and adolescence





Amir at 5



Amir at 17



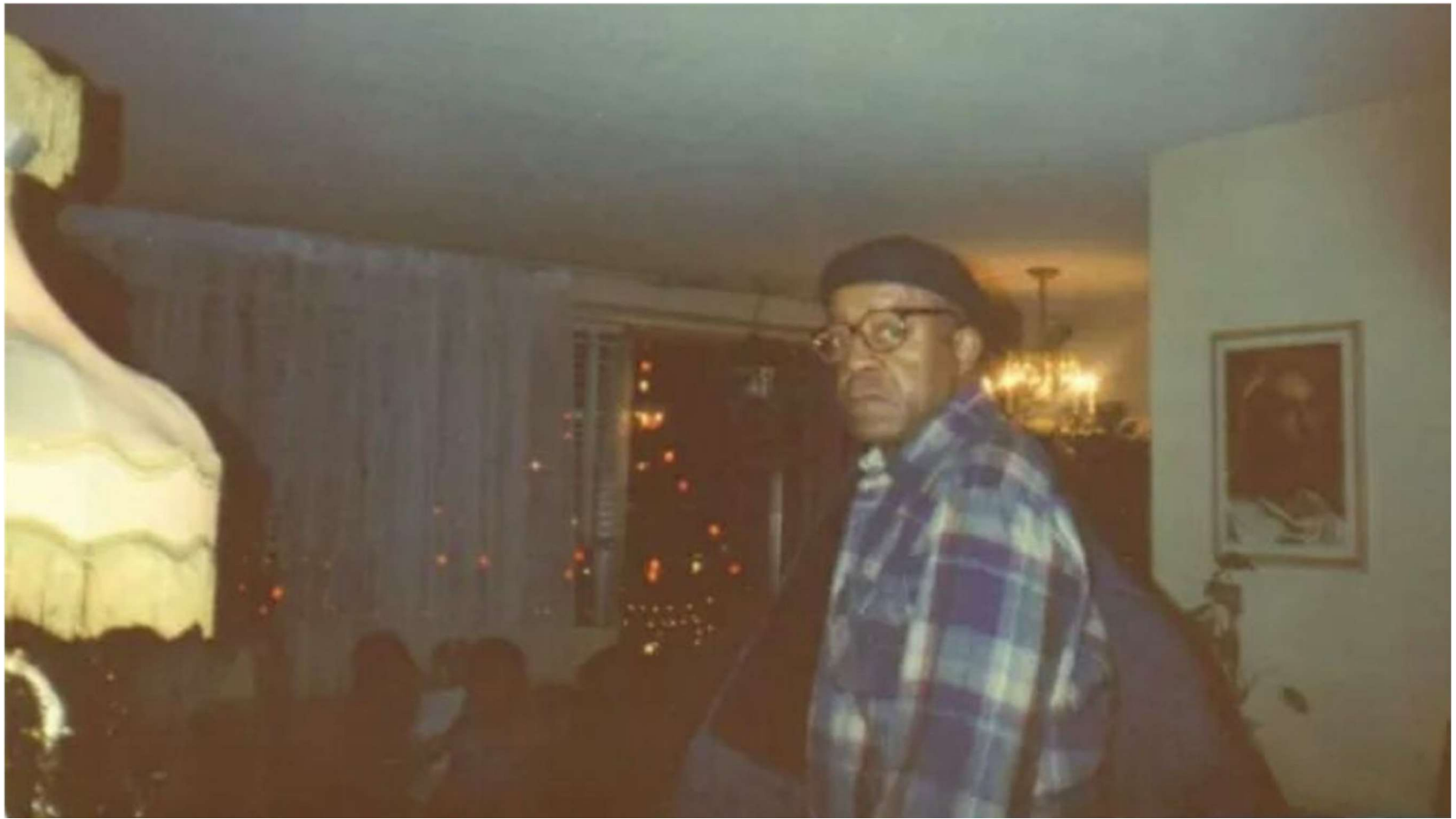
Amir at 25



Amir at 28



Amir at 31

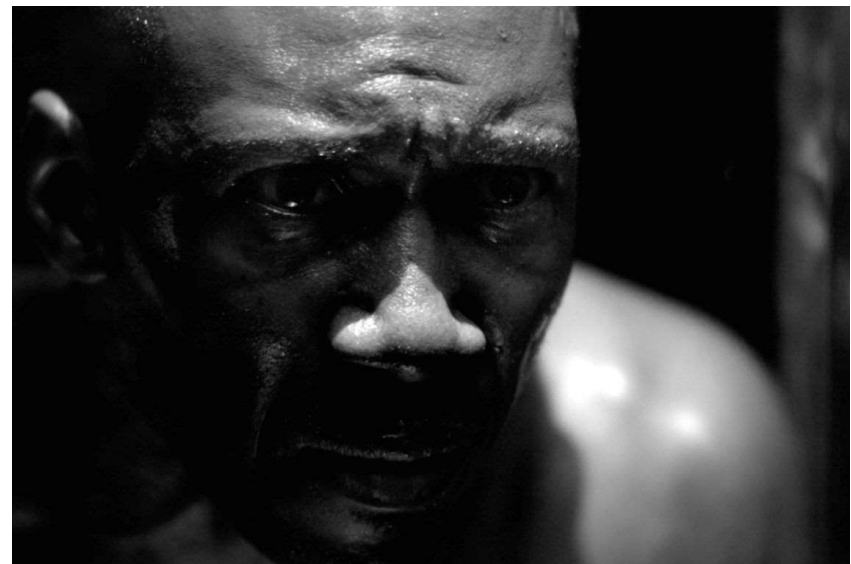


Cleveland Gilmore

Jay-Z's (2017) *Adnis*

**Who would've thought I'd be the
dad I never had**

Be the husband I've become,
usually nothing come from that
**I forgive you as I live through
the beautiful present of the past**
I'm just thankful that I get all these
gifts to unwrap



Social worlds, inheritance, and the transmission of masculinity



Like Father, Like _____

Questions That Stay With Me:

1. What social worlds do children of color inherit?
2. What social worlds have fathers of color inherited?
3. What is passed on from intergenerationally?
4. How do societal imaginations of fathers of color affect fatherhood?

Fathers are a crucial socializing agent in a child's life



The Quality of Being

Amiri Baraka (1967) said:

“The quality of being is what soul is, or what a soul is. What is the quality of your being? Quality here meaning, what does it possess? What a being doesn’t possess, by default, also determines the quality of being.” –Apple Core #5 The Burton Greene Affair



Quality of Being...



Questions to Consider:

1. What is the quality of being of (young) fathers of color?
2. What do they possess?
3. What are they dispossessed of/from?
4. How does the continuous unfolding nature of racism impact the quality of being of (young) fathers of color as men and caregivers?

Why does this matter?



Fatherhood & Mattering

Defining Mattering

- “Mattering is a social-psychological concept concerned with the ways an individual develops thoughts and feelings that direct behaviors given the influences of the presence (actual or imagined) of others in society” (Carey, 2019, p. 370)
- Young men of color men *infer* their mattering from the social institutions that they partake in



Marginal & Partial Mattering

- Carey (2019) defines marginal mattering as a non-mattering, a “type of base-line, minimal recognition that implies their insignificance” (p. 376).
- The least regard is offered, as shallow acts of engagement demonstrate that their lives do not matter.
- This type of mattering stems from young men of color bodies being foreclosed by socio-cultural markers that project them as *illegible* (Neal, 2013) and criminal .
- With partial mattering, young men of color significance is based on how others “selectively value certain talents and attributes they embody in ways that leave racist systems unchallenged” (Carey, 2019, p. 378).
- Loathed in certain contexts; applauded and emulated in others. Young men of color can matter, but only partially as **civic leaders, talented athletes, entertainers, and academic hero.**

Q: Do (young) fathers of color matter? And if so, where?



Carey (2019) said...

- Young men of color “appear to be disposable in US society, considering police shootings, mass incarceration, disproportionate health disparities, and the continual struggle for access to quality education” (Carey, 2019, p. 371)

What Young Fathers Of Color Are Up Against

- Mythology of the “absent father” (see the *Moynihan Report (1965)*)
- Income/wage inequities
- Developmental Crossroads (childhood to adulthood)
- Higher rates of unemployment
- Access to affordable housing
- Incarceration & recidivism
- Policing
- Racism and “weathering”
- The “controlling images” (Collins, 1990) of men of color in media
- Access to affordable physical and mental health services
- Access to a quality education
- Adultification
- The “narrowing of masculinity”
- Despite what is parroted by pundits and politicians, it is crucial to understand that **individual effort/choice cannot always overcome racial disparities and structural barriers**
- This is why removing structural barriers is important to the success of families

Stigma and discrimination around fathers' cultural and racial identities

Fathers and program staff in the CHaRMED* study and experts in AIAN fatherhood programs described the harm caused to fathers of color as a result of stigma and racial discrimination. **Several fathers expressed concern about the world in which their children are growing up, citing fears around racism, bias, discrimination, policing, and involvement with the justice system.** As one father said, **“we succumb to [systemic oppression] every day just to live our lives. I don’t wear a hood in public. I don’t wear a do-rag in public. I don’t want to be pulled over.”**

Some fathers also described having a strong desire for their children to have a high-quality education, but noted that systemic inequities, such as poorly funded schools, can impact these opportunities.

*Coparenting and Healthy Relationship and Marriage Education for Dads (CHaRMED)

[We] don’t deserve racism and discrimination. So, if we’re going to go into these topics, **if we’re going to talk about the things that systematically are a challenge, naturally, some of these challenges are just being Black in America, the trauma that people before me and even I have had to endure on a day-to-day basis and just to be expected to live every day with a positive attitude and go through [life with] consistent productivity and just be an effective worker.** It’s mindblowing to see how you can ask somebody to do these things when they have such psychological damages just from existing as an American, that the terror and the injustice that you feel just for being Black and the distinct pain that you feel just for being Black in public are the challenges in and of itself. - **Father**

Citation: Wilson, April, Vazzano, Andrea Griffith, Isabel, Karberg, Liz, Around Him, Deana, Scott, Mindy E. (2022). Understanding fathers' experiences of stigma and discrimination to better support delivery of healthy relationship education in fatherhood programs. OPRE Report #2022-136, Washington, DC: Office of Planning, Research, and Evaluation, Administration for Children and Families, U.S. Department of Health and Human Services.

Stigma and discrimination around fathers' roles in society

Some fathers and staff in the CHaRMED study perceived a **broad societal preference for mothers over fathers, which led some fathers to feel frustrated and powerless**. Both fathers and staff spoke about the challenges of navigating a “mother-based society,” which often views fathers as secondary caretakers for their children. For example, one staff member noted the resistance some fathers face when attempting to play a greater role in their children’s lives: **“A father engaged in the school system, they look at you like you’re crazy if you go up there as a dad and want to know about your kids. ‘You’re not the mom.’ So?**

I think we as society are a little bit more judgmental about fathers, or fathers’ lack of involvement, for a lot of different reasons, some valid, some definitely not valid. **And so those type of things, I think, obviously play into the coparenting realm because... [the mom is] already two laps ahead of the father. And so, in the way things are set up, fathers are always trying to catch up or prove themselves. – Program Staff**

Citation: Wilson, April, Vazzano, Andrea Griffith, Isabel, Karberg, Liz, Around Him, Deana, Scott, Mindy E. (2022). Understanding fathers' experiences of stigma and discrimination to better support delivery of healthy relationship education in fatherhood programs. OPRE Report #2022-136, Washington, DC: Office of Planning, Research, and Evaluation, Administration for Children and Families, U.S. Department of Health and Human Services.

Cultural and societal expectations of fathers

A few fathers and staff spoke about the stigma fathers can experience when they do not conform to cultural or societal expectations around what it means to be a “real man.” Specifically, they described how fathers are often seen as the person responsible for protecting and providing for the family and how any deviation from this is seen as weakness. One father from a program that serves predominantly Latino fathers discussed this in the context of machismo, where “the father is expected to be the person that’s in charge of his family, and the woman is expected to be the one that takes care of the kids.” These fixed ideas of a father’s role, and the corresponding stigma against not conforming, can deter fathers from displaying any vulnerability or need for help.

For example, a few program staff described how many fathers in their programs face mental health issues that often go unaddressed, an observation consistent with research suggesting that masculine norms and mental health-related stigma are significant barriers to men receiving appropriate treatment. 16 As one father said, “you tell somebody you’re going to therapy, and they look at you like...you’re crazy.” Staff also noted that when fathers are not taught to be open and vulnerable, they can experience communication challenges in their relationships.

Citation: Wilson, April, Vazzano, Andrea Griffith, Isabel, Karberg, Liz, Around Him, Deana, Scott, Mindy E. (2022). Understanding fathers' experiences of stigma and discrimination to better support delivery of healthy relationship education in fatherhood programs. OPRE Report #2022-136, Washington, DC: Office of Planning, Research, and Evaluation, Administration for Children and Families, U.S. Department of Health and Human Services.

Stigma and discrimination around incarceration

Many fathers spoke about the role stigma and discrimination has played in their ability to secure stable housing, spend time with their children, and obtain employment opportunities after release. As one father said, **“housing, just bottom line, is super hard for anybody with a felony”** and spending time with their children in-person can be especially difficult for those living in transitional housing. **Previously incarcerated fathers often face myriad barriers when seeking housing options, including background checks, denial of fair housing law protections, eviction and housing forfeiture, and denial of rental or sale. These barriers are known to increase housing insecurity and recidivism.**

We have fathers that are close to being homeless...and we have a lot of justice-involved fathers...most of the time, the limitations and challenges [they face] can be based on income because of their criminal histories. There are job markets that they tend to be stuck in and don't know how to break out of that job market. So, we have to really work with them on establishing new skill sets, how to market yourself, how to present yourself, how to help people get past their fear of being a risky individual, how to help people overcome those negative risk experiences that you bring to the table.
– Program Staff

Citation: Wilson, April, Vazzano, Andrea Griffith, Isabel, Karberg, Liz, Around Him, Deana, Scott, Mindy E. (2022). Understanding fathers' experiences of stigma and discrimination to better support delivery of healthy relationship education in fatherhood programs. OPRE Report #2022-136, Washington, DC: Office of Planning, Research, and Evaluation, Administration for Children and Families, U.S. Department of Health and Human Services.

What Do Young Fathers of Color Need?



Recommendations For Providers

- Enhance [racial equity](#) and [cultural responsiveness](#) in fatherhood programs
- [Help fathers navigate various systems](#), which are often characterized by [systemic inequities](#)
- Promote fathers' [mental health](#) and [well-being](#)
- [Support fathers](#) who have [been incarcerated](#)
- [Engage fathers](#) with [diverse family structures](#)

Citation: Wilson, April, Vazzano, Andrea Griffith, Isabel, Karberg, Liz, Around Him, Deana, Scott, Mindy E. (2022). Understanding fathers' experiences of stigma and discrimination to better support delivery of healthy relationship education in fatherhood programs. OPRE Report #2022-136, Washington, DC: Office of Planning, Research, and Evaluation, Administration for Children and Families, U.S. Department of Health and Human Services.

Reflection Questions For Providers

1. What do you see when you encounter a (young) father of color?
2. How might your biases shape the social contexts that you imagine them in?
3. How does societal imaginations, fears, and anxieties affect fathers of color ability to be a powerful caregiver?
4. How does historical and contemporary oppression and marginalization within communities of color affect fatherhood?
5. How might your relationship with your father or male figure affect your working relationship with young fathers of color?
6. What space or spaces are you providing young fathers of color to discuss challenges and new approaches towards fatherhood?
7. How will you advocate for more public funding at the local, state, and federal level?
8. How are you using the latest research on young adult brain development to better support young fathers of color?

“We Teach What
We Value.”

Dr. Gloria Ladson-Billings



It Is In Your Hands: Toni Morrison (1993) Nobel Prize Lecture



- One day the woman is visited by some young people who seem to be bent on disproving her clairvoyance and showing her up for the fraud they believe she is. Their plan is simple: they enter her house and ask the one question the answer to which rides solely on her difference from them, a difference they regard as a profound disability: her blindness. They stand before her, and one of them says, “Old woman, I hold in my hand a bird. Tell me whether it is living or dead.”
- She does not answer, and the question is repeated. “Is the bird I am holding living or dead?”
- Still she doesn’t answer. She is blind and cannot see her visitors, let alone what is in their hands. She does not know their color, gender or homeland. She only knows their motive.
- The old woman’s silence is so long, the young people have trouble holding their laughter.
- Finally she speaks and her voice is soft but stern. “I don’t know”, she says. “I don’t know whether the bird you are holding is dead or alive, but what I do know is that it is in your hands. ***It is in your hands.***”
- Her answer can be taken to mean: if it is dead, you have either found it that way or you have killed it. If it is alive, you can still kill it.
Whether it is to stay alive, it is your decision. Whatever the case, it is your responsibility.

Q & A Time



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