

*Where does an idea come from?*

*What is thought and how does one suddenly appear in our heads?*

*Have you ever considered the ways in which you nurture ghosts of your roots?*

**HISTORY**

**INTERNAL**

Bias

Privilege

Internalized  
Racism

**POWER  
AND  
ECONOMICS**

**EXTERNAL**

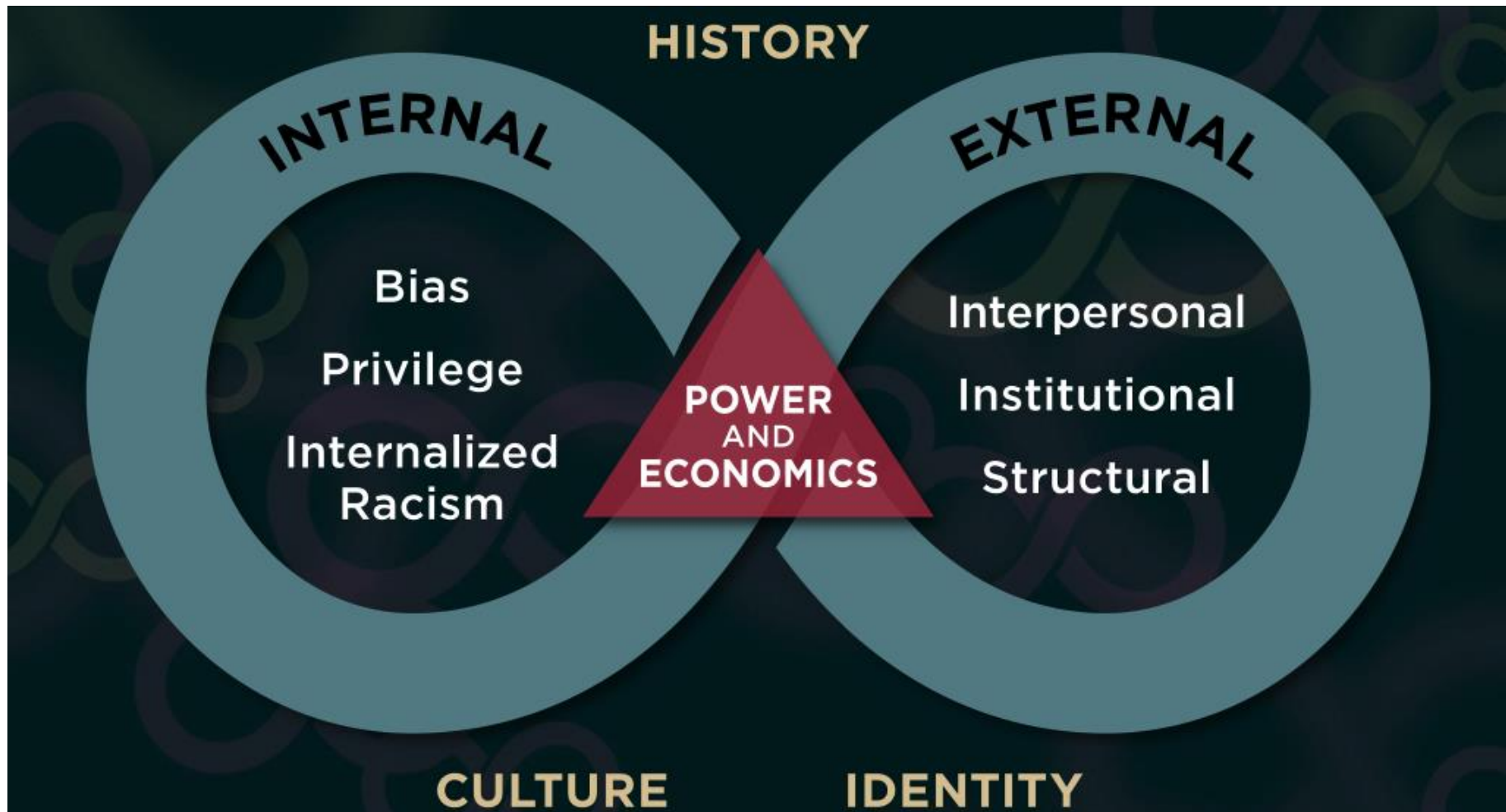
Interpersonal

Institutional

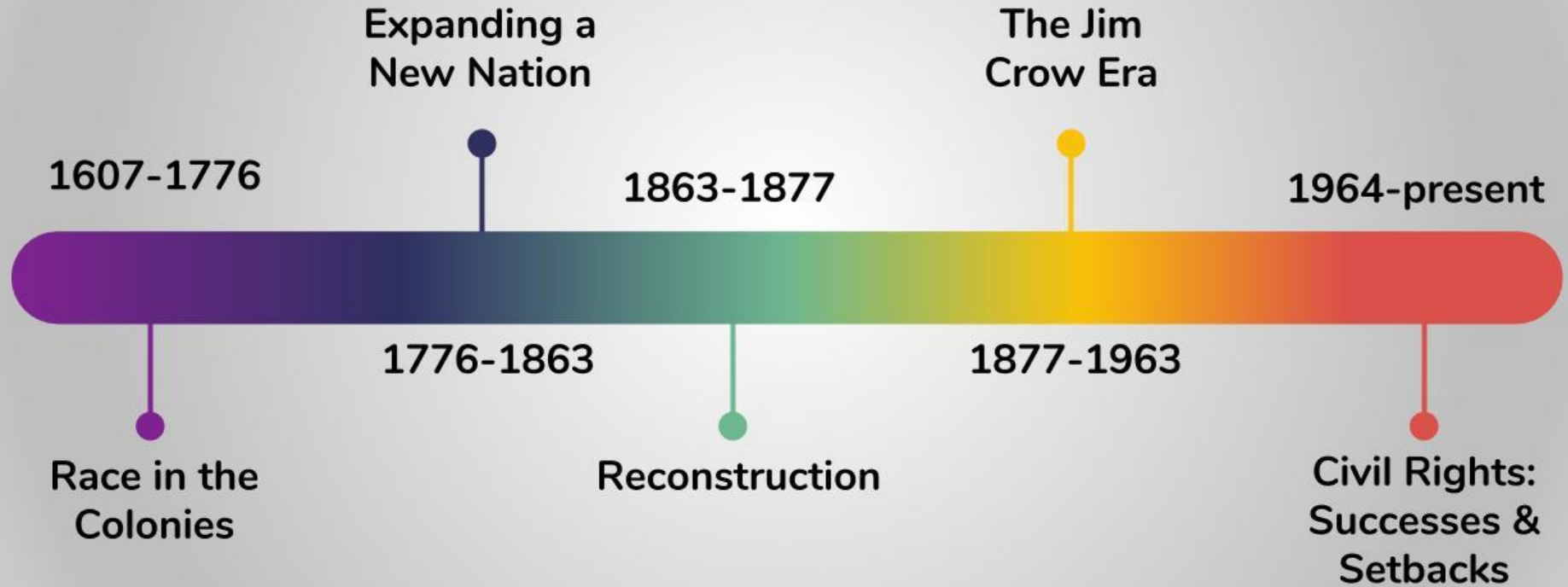
Structural

**CULTURE**

**IDENTITY**



# A HISTORY OF RACE AND RACISM IN THE UNITED STATES



# *The Evolution of an Idea!!*

The myth made real

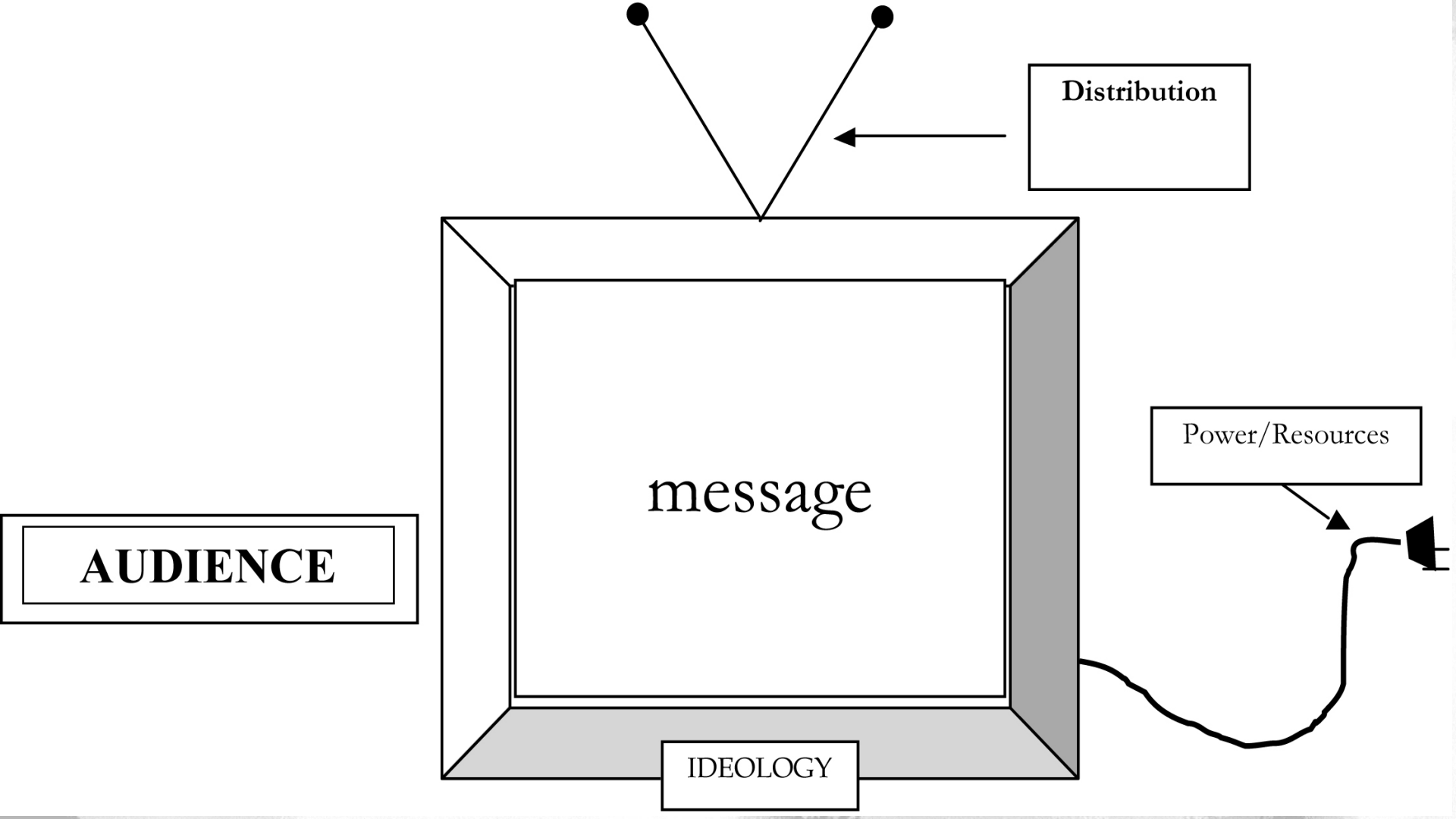
- *Framing*
- *Ideology*
- *Messages*
- *Distribution*
- *Power*











“Like all systems, systems of oppression,  
inequality, and inequity are by design.  
Therefore, they can be redesigned.”

Antionette Carroll

*Where do we begin to  
re-shape our father  
frame?*



Shifting systems begins with shifting the *mindsets* and behaviors of the people working within the system. To authentically engage, build trusted relationships, and design with families, these five principles should guide this shift.



CONTEXT

COMPASSION

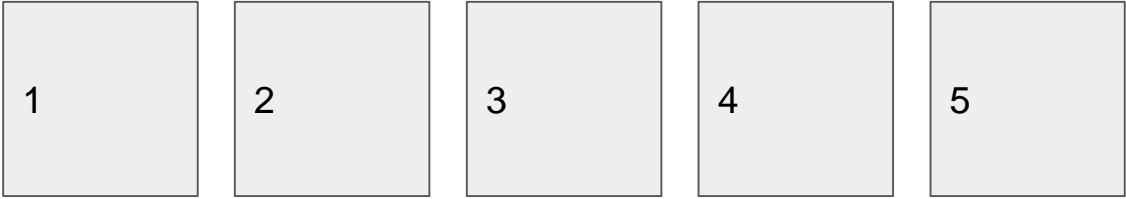
CHANGE

CONSISTENCY

COLLABORATION

# Anatomy of content (What this is) (Sitemap)

Principles



Focus Areas



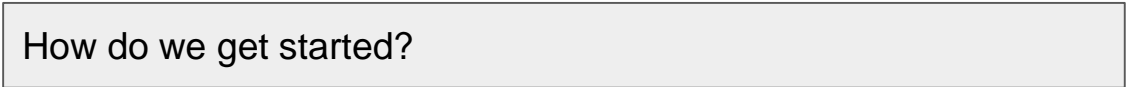
Current State



Future State



Starting Point



You can go through these one by one, you can pick just one principle that resonates the most with you and go deep in that area, or you can pick a focus area and jump straight to the worksheets.



## CONTEXT

This work does not exist in isolation. Contextual leadership reckons with the histories of harm and trauma perpetuated by the system while simultaneously building toward reimagined futures.

*Dear Leaders,*

Are you actively making a  
commitment to offer truth  
& reconciliation?



# CONTEXT

**Truth and reconciliation** requires leaning into this work from a place of humility and acknowledgement of harm done. It means reflecting on your role in the system, and using that as a starting point for change.

As leaders we  
begin by...

## FOCUS AREA 1

Identifying and deepening our understanding of interpersonal, institutional, and cultural biases that currently exist in the system

## FOCUS AREA 2

Resourcing our organization with anti-racism resources and learning opportunities specific to decision points with fathers

## FOCUS AREA 3

Beginning meetings IN communities with an **apology** for the harm perpetuated by the system



## COMPASSION

Compassion leads with putting people first. Compassionate leaders model racial trauma-informed and healing-informed behaviors with themselves and their staff, and treat children and their parents (INCLUDING FATHERS) with the dignity and respect that every family deserves.

*Dear Leaders,*  
Are you actively making a  
commitment to prioritize  
psychological safety  
and wellbeing?

# COMPASSION

**Prioritizing psychological safety and wellbeing** means iterating on engagement internally and externally to support the human and emotional needs of yourself, your staff, and the fathers you build with.

As leaders we  
begin by...

## FOCUS AREA 1

Expanding learning opportunities for racial oppression/trauma-healing practices with families

## FOCUS AREA 2

Supporting staff and fathers and communities on their psychological safety and wellbeing

## FOCUS AREA 3

Modeling asset-based language, rather than deficit-based language when referring to fathers





## CHANGE

Systems change begins with the change embodied by individuals. Change-oriented leaders reflect on the power they hold as individuals and the areas they need to grow to nurture their teams and their community.

*Dear Leaders,*

Are you actively making a  
commitment to growth &  
self-transformation?

# CHANGE

Growth & self-transformation embraces that you are on a journey, and this work will require personal and professional development in ways you may not have anticipated.

As leaders we  
begin by...

## FOCUS AREA 1

Receiving feedback  
on your leadership  
growth areas directly  
from people impacted  
by the system

## FOCUS AREA 2

Bravely reflecting on  
how we are minimizing  
violence and harm in the  
system or playing a role  
in perpetuating it

## FOCUS AREA 3

Analyzing existing data  
from the fathers we serve  
to improve design of  
future engagements



## **CONSISTENCY**

Showing up is not a one-time commitment, or a few-time commitment. Consistent leaders are brave in the face of discomfort, and affirm their commitment by taking action despite challenges that stand in their way.

*Dear Leaders,*

Are you actively making a  
commitment to follow-up  
& follow-through?



# CONSISTENCY

Follow-up & follow-through is about talking less and doing more. It's showing up for and with fathers by being in constant dialogue, and regularly responding to expressed needs by taking action.

As leaders we  
begin by...

## FOCUS AREA 1

Following-up with  
personalized gratitude  
for fathers after  
sharing their expertise

## FOCUS AREA 2

Following-up with  
communities to share  
how actions have been  
taken in response to  
their expressed needs

## FOCUS AREA 3

Incentivizing and  
tracking best  
practices for follow-  
up internally



## ***COLLABORATION***

Shared progress is built upon a foundation of trust. Collaborative leaders strive to build relationships of mutuality and solidarity with their teams, families, and those impacted by the system to move the work forward.

*Dear Leaders,*  
Are you actively making a  
commitment to share  
power with people with  
lived experts?



# COLLABORATION

Sharing power requires creating ways to actively amplify and design with people with lived experts and communities—without tokenizing them. It's about ensuring fathers explicitly influence decision-making in your organization.

As leaders we  
begin by...

## FOCUS AREA 1

Building  
transparent  
relationships  
with fathers

## FOCUS AREA 2

Making decisions  
based on what  
fathers tell us  
they need

## FOCUS AREA 3

Sharing decision-  
making power with  
families

*How do  
we begin?*

# Understanding your role and the power you have

Some resources that exist to help you:

- *Liberatory Design Guide : Noti*
- *ECCD All that power activity*

## What to NOTICE

- **Identity:** Who am I/we? Who are our users?
- **Power:** How are we respectively situated (relative to opportunity, institutional power)?
- **Context:** What is our situation, our equity challenges?
- **Partnership:** Given the above, how can we create a partnership that is liberating for all in the process?
- **Intention:** ... So that what we design generates increased equity



*Change starts with asking ourselves the right questions.*



## Reflect on the current state

- Work with our community (staff and/or fathers) to take stock of where we are  
How are we doing in regards to the previously mentioned focus areas? • How are we currently modeling these mindsets and behaviors?



## Design a future vision

- Work with our community to vision where we are headed  
How will we interact differently with fathers? • What should the experience feel like? • What values will drive the impact we hope to create?



## Co-create a starting point

- Work with our community to identify a tangible first step  
How will we see this through? • Who must be involved? • How are we holding ourselves accountable?

## A) Reflect on the current state

Work with our community to take stock of where we are

[To ensure that we are eradicating racism and building real partnerships with fathers!]

What actions are we currently taking to prioritize this?

What might need to change in order to make this a priority?

What must we keep doing?



What must we stop doing?



What's our biggest roadblock?



## B) Design a future vision

Work with our community to vision where we are headed

[If fathers were designing with us, what impact would that have on our approaches shift?]



It feels

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It sounds

---



It smells

---



It tastes

---



It looks

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We commit to \_\_\_\_\_

In the future, fathers/men and staff will describe this as \_\_\_\_\_, \_\_\_\_\_, and \_\_\_\_\_.

This will strengthen our organization/community by

\_\_\_\_\_  
\_\_\_\_\_.

and strengthen families by

\_\_\_\_\_  
\_\_\_\_\_.



## C) Co-create a starting point

Work with our community to identify a tangible first step

[We are committed to reaching our aspiration.]

*e.g. Reflecting with staff and families on their psychological safety and wellbeing*

What is a small first step we will take to get there?

How will we know if we're making progress?

Who needs to make this their priority?



How are we held accountable to this?  
Who is holding us accountable?



When are our next two touchpoints?

