

Assessment Guide Implementation Plan

List 3 to 5 changes that you would like to see implemented in your workplace that would promote/enhance father inclusion.

List 3 to 5 services that you would like to see implemented in your community that would promote father involvement.

List 2 specific ideas or topics that you would like to see researched about fatherhood.

List 2 to 4 state statutes that could be enacted that would enhance father involvement.

Assessment Guide on Father Inclusive Practices

The Assessment Guide on Father Inclusive Practices serves as a tool that allows management and staff of social service organizations and public and private agencies to assess their capacity to attract and serve fathers and men in families effectively.

Utilizing a scoring system of 1 (never) to 5 (consistently), indicate the readiness and/or capacity of your agency to recruit and serve fathers and men.

Organizational Philosophy

- _____ The provision of services to fathers is clearly stated in your agency's mission statement.
- _____ A commitment to serving fathers is reflected in its budget priorities, fund allocation and management priorities.
- _____ All staff are expected to share the responsibility for for inviting and engaging fathers in programs and activities.
- _____ The agency clearly promotes the importance of fathers in programs and services, but NOT at expense of women or mothers.

Physical Environment

- _____ Offers positive portrayals of men and children in photos, posters, bulletin boards and display materials.
- _____ Reading materials (magazines, books, literature) in the common areas are directed toward fathers/men and are readily available and accessible.
- _____ Space is provided for fathers with resources for them to socialize, seek information, and to calm or sooth their child while waiting for services.
- _____ A diaper (nappies) changing deck is provided in the men's room.

Program Content

- _____ Respect for paternal parenting approaches are held in equal regard with maternal parenting approaches.
- _____ Curricula and materials are utilized that reflect the diversity of fathers to be served.
- _____ Special events that celebrate fatherhood and strengthen father-child relationships are scheduled throughout the program year.
- _____ Parenting groups and classes have been designed and implemented based upon male psychology and paternal instincts.

Staff Orientation and Training

- _____ The agency conducts periodic staff training to upgrade new personnel on attitudes and values that are respectful of fathers as clients.

- _____ Staff is sensitive to common barriers that limit father involvement.
- _____ Staff avoids language that is divisive and stereotyping by gender, race, and culture. (e.g. Staff avoid comments such as fathers are "babysitting" for their children.
- _____ Male and female staff work as a team.

Policies and Procedures

- _____ Services focus on assets of fathers, not their deficits.
- _____ Policies and procedures that inadvertently limit father involvement have been eliminated.
- _____ Intake forms, applications and surveys are gender neutral.
- _____ Fathers/men are invited to participate in meaningful conversation when staff contact clients by telephone or in person.

Marketing Strategies

- _____ Agency's marketing plan includes serving fathers and promotes their full involvement.
- _____ Fathers are portrayed positively in agency's marketing materials.
- _____ Program literature uses language that attracts and appeals to fathers/men.
- _____ Marketing materials are regularly placed in locations that fathers/men frequent.

Outreach Efforts

- _____ Outreach staff reflect the clients that they are attempting to recruit.
- _____ Outreach workers visit locations that fathers frequent--auto body shops, gyms, sports bars, basketball courts, churches, bait shops, sporting events, job banks, halfway houses, barber shops, parks, stadiums, ball diamonds, bowling alleys, etc.
- _____ The program recruits knowledgeable men to address issues sensitive to fathers and men in families-family violence, custody, co-parenting, sexual harassment, visitation, paternity establishment, child support, etc.