

Enhancing Organizational Father Friendliness

Organizational Support	The organization's mission, vision and values are inclusive of fathers	The Board of Directors is aware of fathers in their agency; board actions reflect a commitment to father engagement	Fathers are represented on the board, in parent leadership and on advisory councils	Literature and marketing materials include pictures of men with children and they highlight services available for fathers	Dedicated funding for serving fathers is consistent and ongoing	Fathers are represented at all levels of the organization, from board members and administrators to direct service staff and volunteers
Position & Reputation in the Community	Organization advocates with funders and policy makers to establish community-wide services and systems that are responsive to the needs of fathers	Organization educates and collaborates with community partners to promote father-friendly resources and supports	Organization participates in active outreach and has a visible presence at community events attended by fathers	Organization collaborates with other agencies in sponsoring father friendly activities and events within the community	Organization seeks feedback from fathers and encourages them to share information and resources with one another	Organization creates a media presence through publicity, public service announcements and sharing of newsworthy events related to fathers
Agency Policies & Procedures	Procedures have been assessed and modified as necessary to ensure that fathers are well represented in programs and services	Intake and other data collection methods are standardized to include both parents, regardless of their marital relationship	Program hours support the recruitment, engagement, and involvement of fathers in services aimed at family support and strengthening	Policies communicate a clear expectation for father involvement, with clear guidelines for exceptions and restrictions	Agency policy allows for services to be provided to both parents, regardless of how the other parent feels about that involvement	Personnel policies are friendly to both fathers and mothers

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Staffing & Human Resources	Men are represented on staff at all levels and fathers are recruited as program volunteers	Staff training includes information about working with men and prepares all staff members to engage and support fathers	Male and female staff members respect one another and work as a team to create a welcoming atmosphere for fathers	Specific staff members have been designated to work with fathers and they have time and resources to do outreach and recruitment	Staff members have opportunities to network with other organizations; to build relationships that will enhance knowledge of resources for fathers	Staff members have explored biases and are open and receptive to working with fathers
Program Services	Program philosophy clearly articulates the value of fathers and father figures in promoting positive outcomes for children	A needs assessment has been completed with input from fathers in order to plan effective programs and design activities that appeal to men	Work with mothers includes a focus on working cooperatively with fathers, and fathers are routinely included in setting goals for the family	Program services for fathers focus on assets and are clearly tied to fatherhood outcomes.	Information about community services for fathers has been collected and relationships have been forged with key people in these agencies	Staff members recognize and respect gender- driven differences in parenting and communication styles
Physical Environment	Fathers participate in assessing father friendliness and are invited to make suggestions for creating a welcoming space	Positive and diverse images of men and fathers are displayed throughout the agency	Books, journals, articles, videos and other materials directed toward fathers are available to look at or borrow	Men are present and it doesn't seem like a place just for women and children	There is a room or an area in the agency that has been designated and designed as a space for fathers to socialize and conduct activities	The physical environment has a general feel that is gender neutral and inviting to men/ fathers

Communication & Interaction	<p>Fathers who drop off and pick up children are greeted warmly</p>	<p>When mothers and fathers come together, communication is directed equally to both and not primarily to the mother</p>	<p>Written announcements, newsletters, etc. are addressed to both parents if they live together, and if they don't the communication is sent to both</p>	<p>Staff interact with fathers in a style that demonstrates respect, empathy and high expectation</p>	<p>The message is given to fathers that their role as active parents is critical to their children's development</p>	<p>Positive comments about men are expressed in both formal and informal settings</p>
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