



U.S. Department of Health and Human Services
Administration for Children and Families
Office of Family Assistance



NRFC Webinar Series

Outreach, Recruitment, and Retention for Responsible Fatherhood Programs: Lessons Learned

September 19, 2018

Presenter Responses to Additional Questions

Moderator:

- Nigel Vann, National Responsible Fatherhood Clearinghouse (NRFC).

Presenters:

- Angel L. Flores, Vista Community Clinic, San Diego, CA
- Neil Tift, Native American Fathers and Families Association, Mesa, AZ

This document addresses questions presented, but not fully addressed, during this NRFC Webinar. For questions addressed during the webinar, please refer to the Webinar Transcript. For more information contact NRFC via email at help@fatherhoodgov.info.

Submitted Questions:

1. A lot of the strategies I am hearing work well in urban environments where there is access to public transit and other infrastructure, but what do you do in rural areas where those resources are unavailable?

RESPONSE FROM NEIL

Try to recruit an indigenous leader from a local Head Start center, mental health clinic, school or community agency. Preferably, identify a leader who is a father and interested in promoting healthy fathering. You can also look to involve respected community leaders from the local volunteer fire department and fishing, hunting, or snowmobile clubs. Ask them for suggestions of other fathers who might be supportive. Ask for their help in organizing a simple dads' night out or a "gym night" activity for dads and their children in the elementary school with mini-Olympic contests such as shooting hoops, foot races, and 3-legged races.

RESPONSE FROM ANGEL

Our Dads' Club location is in the more rural area of San Diego where we do not have the greatest transportation system. To help dads with transportation issues, we have provided gas cards and our case managers also take the services to some dads through home visiting activities.

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2. Is it your experience that urban programs are more successful than rural programs due to limitations in resources, culture, and ethnic groups?

RESPONSE FROM NEIL

Yes, except on rural reservations. There you might organize dads' groups for a pow-wow, a sweat, a mini-rodeo, a grass dance, or other activities where fathers can pass on their cultural messages to their sons and daughters. Another idea is to sponsor a pancake breakfast for moms that is put on by dads and kids on a Saturday morning at a local church or school.

RESPONSE FROM ANGEL

In my experience, I do agree that there are more services in urban areas than rural but I think rural programs can be successful by providing a more direct home visiting style of service.

3. I am curious about the idea proposed by Neil that the situations don't have to be a zero-sum game. Can he say more about ways to avoid a zero-sum game when it comes to haves and have-nots in a parenting relationship (e.g. custody, child support, decision making, etc.). How do you reconcile that?

RESPONSE FROM NEIL

Offer activities that reflect a win-win approach. For example, non-competitive games and cooperative activities. Also, promote mediation over litigation for couples. Ask the parents, "Do you want to pay for your child's college education or for your attorney's child's college education?" Sponsor co-parenting classes, groups and activities; teach male-female communication; and provide workshops on building healthy relationships and maternal and paternal parenting styles. I'm happy to discuss other ideas for classes and activities – feel free to contact me at neilt@aznaffa.org.

4. Angel, you mentioned being flexible when it comes to time needed for case management. What options have worked for your program?

RESPONSE FROM ANGEL

Our case managers work on a flexible 8 a.m. to 8 p.m. schedule. If they are scheduled to meet participants later in the evening, then they come in later that day. The emphasis is on helping participants continue work towards their goal plan and provide opportunities for them to complete workshop content when they are faced with attendance challenges such as having to work during scheduled workshop times.

5. How have you used social media for marketing your program?

RESPONSE FROM ANGEL

We use Facebook and encourage program participation through our clinic website, but we recruit mostly through referrals from our partner agencies and presentations at community meetings. We also advertise our community events in the newspaper and place our marketing materials at various community sites.

6. Angel, out of curiosity how many employees do you have for this specific work?

RESPONSE FROM ANGEL

We have one Program Manager, one Program Supervisor, five Case Managers who are also certified to provide workshops one-on-one, one Workshop Facilitator who provides workshops at 4 to 5 sites a week, and four interns per semester to assist the facilitator and case managers.

7. Angel, can you please explain how you get dads involved in the phone screening? Is that something that needs to be done before they join the program?

RESPONSE FROM ANGEL

Yes, phone screenings are usually completed when we receive referrals with their contact information. Then a case manager will call the father to provide more information and conduct an initial phone screening. In the case of walk-ins, a case manager completes a similar screening in person if a father indicates interest in enrolling in the program.

And yes, we do complete a screening before completing the enrollment process. This is because we need to know whether we need to seek a release of information from agencies such as Child Welfare, Child Support or Probation. It also provides an opportunity to talk with a father about our bundle of available services, confirm his contact information, make a connection, listen to his challenges, and begin to motivate him. After enrollment, we will follow up by text message to let him know what the next step is.

8. Angel, do you spend any time helping fathers get more access to their children (i.e., shared parenting)?

RESPONSE FROM ANGEL

More than half of the fathers in our program are working towards more access to their children. We help them understand what Child Welfare Services or Family Court may require them to do. This can include helping them with housing, employment, or parenting skills, and possibly child supervision. Once they have completed any necessary steps, we refer them to the Family Law Facilitator for an appointment and go with them to begin the mediation process.

9. Angel, can you share some examples of the videos that your program uses to get the concept of what you do?

RESPONSE FROM ANGEL

- Let's Crawl: <https://www.fatherhood.gov/multimedia/videos/lets-crawl>
- Vacuum: <https://www.fatherhood.gov/multimedia/videos/vacuum>
- Rain: <https://www.fatherhood.gov/multimedia/videos/rain>
- Dad & Son Dance Off: <https://www.fatherhood.gov/multimedia/videos/dad-and-son-dance>
- Sing: <https://www.fatherhood.gov/multimedia/videos/sing>
- WWERoman Reigns: Tea Pot - <https://www.fatherhood.gov/multimedia/videos/wweroman-reigns-tea-pot>
- Hamper (Spanish): <https://www.fatherhood.gov/multimedia/videos/hamper-spanish>