



Working with Latino Dads

September 16, 2015



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National Responsible Fatherhood Clearinghouse

- DHHS/ACF Office of Family Assistance funded national resource to support fathers and families.
- Resources are available for dads, fatherhood programs, researchers, and policy makers.
- Visit the NRFC: www.fatherhood.gov
 - www.fatherhood.gov/toolkit for *Responsible Fatherhood Toolkit*.
 - www.fatherhood.gov/webinars for archives of all our webinars.
- Contact any of our staff: info@fatherhood.gov
- Encourage fathers or practitioners to contact our national call center toll-free at **1-877-4DAD411 (877-432-3411)**.
- Engage with us via social media:
Facebook: [Fatherhoodgov](https://www.facebook.com/Fatherhoodgov) Twitter: [@Fatherhoodgov](https://twitter.com/Fatherhoodgov)

Toll-free: 877-4DAD411 (877-432-3411) | Fax: 703-934-3740 | info@fatherhood.gov | www.fatherhood.gov

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Our Goals Today

Share information about:

- Ways in which working with Latino fathers may differ from work with other dads.
- Strategies that have proven successful in connecting with Latino fathers.
- General tips for programs that work with Latino fathers.
- Resources for more information.



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Today's Presenters

- Jerry Tello, National Compadres Network, Los Angeles, CA.
- Alicia La Hoz, Family Bridges, Chicago, IL.
- Jose Muñoz, Compadre y Compadre, The Children's Shelter, San Antonio, TX.



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Working with Latino Dads

Jerry Tello
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September 16, 2015



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El Hombre Noble

“El Hombre Noble is a man who Shows Up, Speaks Up, and Steps Up with Love, Respect, Trust, and Dignity to heal past wounds and share generational blessings with his children and those children that look to him for guidance.”

Jerry Tello



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Círculo de Hombres

In November of 1988, a group of Chicano, Latino, and Native men gathered for three days in Jolon, California in a circle of “*Amistad y Compadrazgo*” (friendship & extended kinship) to clarify our roles and responsibilities as *Hombres* and to rebalance the harmful experiences we sometimes bring to ourselves, women, children, family and community.

The “*Círculo*” has been gathering yearly ever since and now has “*Círculos*” and affiliates all across the country.



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National Compadres Network

- The National Compadres Network is a national effort whose focus is the reinforcement of positive involvement of Chicano/Latino Males in the lives of their families, communities and society.
- Based on the principles of “*Un Hombre Noble*” (A Noble Man), the mission of the National Compadres Network is to strengthen, rebalance, and redevelop the traditional Chicano/Latino “compadre” extended family system by encouraging, supporting and re-rooting the positive involvement of males in our families and community and preventing/reducing the incidence of alcohol, substance abuse, family/community violence and other oppressive behaviors.



Our Goals

- To acknowledge the many Chicano/Latino men who are positive and responsible fathers, family members, community members and leaders.
- To challenge and encourage all Latino men to actively participate in nurturing, guiding, and assisting in the development of their children, families, and communities in a positive way.
- To stand collectively against community and family violence.
- To assist in the development of resources and positive avenues that will allow men to appropriately deal with the “*cargas*” (barrier elements) such as drugs, alcohol, violence, etc., that deter them from being positive influences in the lives of their children and families.
- To encourage the collective responsibility for assisting young men in their development to be *Un Hombre Noble* (A Noble Man).
- To provide training, technical assistance and consultation to organizations and communities in assisting them to better provide services and address the needs of Latino males, their families and community.



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Specific Latino Male Issues

- Immigration
- War torn migrations
- Military deployments
- Incarceration
- Barrio/ghetto living
- Discrimination
- Unresolved Generational Trauma
- Lack of available services



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Psycho-Cultural Digression

- Confusion
- Anger
- Hate
- Self-hate
- Rage

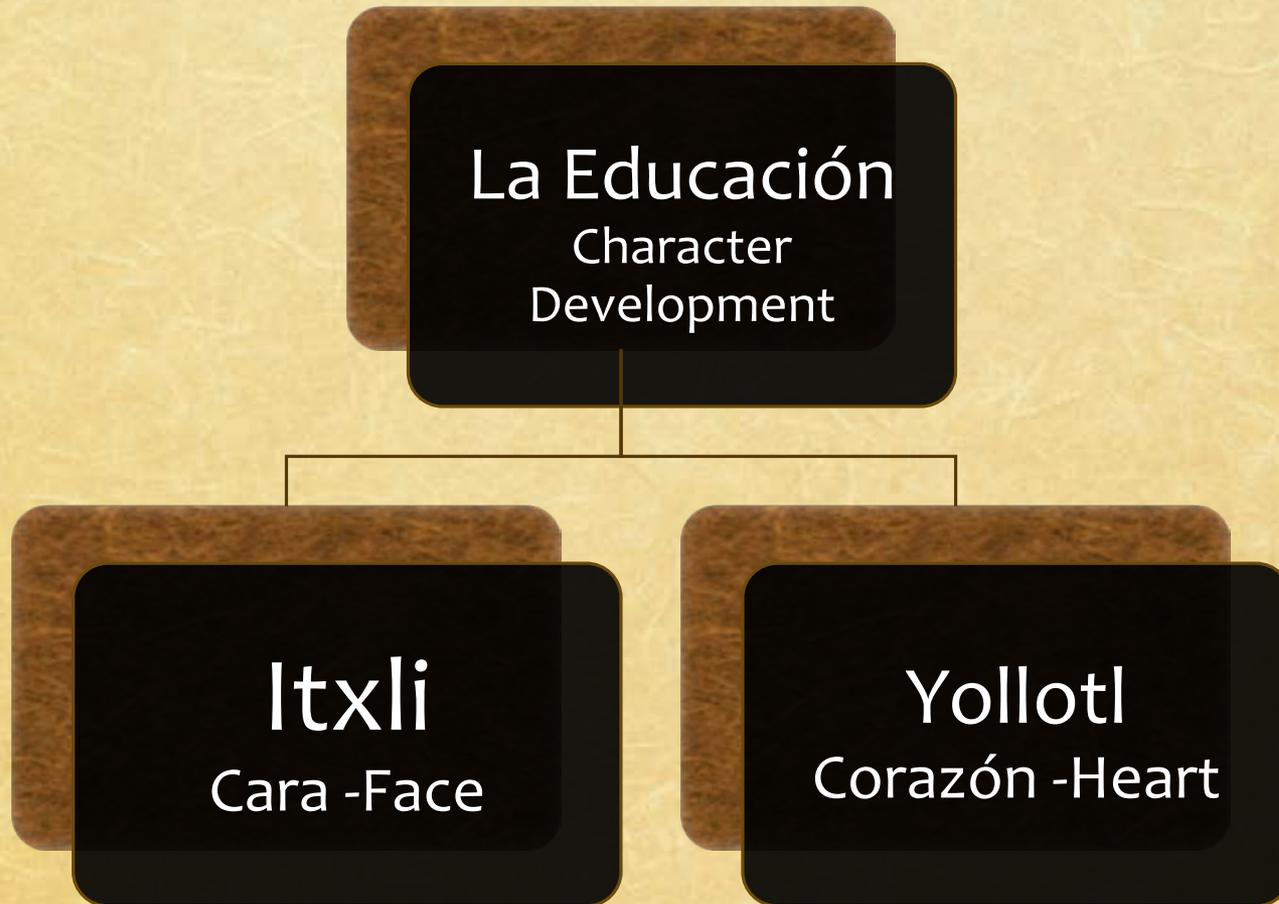


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Huehuehtlahtolli

(Teachings of the Ancestors)







Un Hombre Noble / A Noble Man

- Is a man of his word.
- Has a sense or responsibility for his own well-being and that of others in his circle.
- Rejects any form of abuse... physical, emotional, mental or spiritual, to himself or others.
- Takes time to reflect and include ceremony in his life.
- Is sensitive and understanding.
- Is like a mirror, reflecting support and clarity to one another.
- Lives these values honestly and with love.



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Family Resiliency Factors

- Strong sense of spirituality
- Positive ethnic identity connection
- Knowledge/understanding of one's ethnic family/community history
- Positive sense of Values
- Dignity (Dignidad)
- Respect (Respeto)
- Intuitive Bonding/Trust (Confianza)
- Love (Cariño)
- Elder, adult healer/teacher to help filter and carry painful, confusing life experiences
- Guidance through rites of passage
- Positive male, female, and peer group circles
- Extended family/community system
- Resources for physical, emotional, mental and spiritual needs
- Positive avenue for creative, expressive development
- Positive validation





Fatherhood Support Trainings

- Padres Con Cara y Corazon
(Fathers with Face and Heart)
- Hombres/Familias Que Cuentan
(Father/Family Literacy Program)
- Raising Children with P.R.I.D.E.
- Amor de Padre (A Father's Love)
- Mama's Love
- Joven Noble (Young Man Rites of Passage)
- El Hombre Noble Buscando Balance
(The Noble Man Searching for Balance)
- Fire and Water
- Men and Women of Honor



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Latino Fatherhood Tools

The National Latino Fatherhood and Family Institute has developed a Fatherhood Toolkit, brochures, and posters addressing unique Latino cultural issues for use by practitioners across the country.

Toolkit:

- Fatherhood Lessons

Posters:

- Fatherhood Lessons (Lessons to Live By)
- A Noble Man
- A True Macho
- Your True Work



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For more information:

www.NationalCompadresNetwork.org

www.JerryTello.com



Working with Latino Dads

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September 16, 2015



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Family Bridges

Our Purpose:

- Family Bridges believes that we all have a longing for relationship happiness. To that end, we are committed to empowering families, couples, individuals, students and children with relationship skills that will transform not only their lives and relationships, but their communities as well.



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Image of Latino Fathers



- What is your Image of Latino Fathers?
- What vision do you have for the Latino Fathers that you serve?
- How do you convey that vision?



Change Catalyst

1. Self-Awareness
2. Decision
3. Resources





Mobilizing Change

Self-Awareness

- *“It comes from our culture from far back, from our grandparents, from our parents, in the way we raise our children. I think it’s there that responsibility comes.”*

*Focus Group
Participant*



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Mobilizing Change

- Decision:

“I am going to listen, go to my son and ask for forgiveness for the mistake I made, and that is not going to make me have less authority with my son. Instead he is going to learn that when you make a mistake you have to learn to ask for forgiveness. That is what he will learn from his father.”

Focus Group Participant

- Engage in a Process of Change:

“You don’t learn everything at all once, it is a constant learning and I always bring this to the table, I think for me living with my wife, my spouse for 22 years is an eternal beginning, day by day we keep knowing each other because day by day we keep understanding those virtues, the talents that we have we keep discovering.”

Focus Group Participant





Adoption of a New Narrative

- Mastery Experiences
- Social Modeling
- Social Persuasion
- Physical and Emotional States



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Capturing Dads Hearts

- Verbal

Cir-cle (noun)

A round plane figure whose boundary (circumference) consists of points equidistant from a fixed center.

- Visual



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Que Gente, Mi Gente! Example

SCENE 45

¡QUÉ
GENTE!

MI
GENTE!

Family Bridges presents ¡Qué Gente, Mi Gente!

During the last episode of “¡Qué Gente, Mi Gente!”, Samantha and Columbo had a confrontation in the middle of the festival. Soon after being offended by Columbo, Jenny and Samantha leave. Now, Alex tries to talk to Columbo.



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Que Gente, Mi Gente! Example



Columbo, stop drinking and let's go.

Ay, Alex. I'm not drunk. I'm fine.... Waitress, two tequilas.



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Que Gente, Mi Gente! Example

Make that two waters,
please.

And I know you've
been dating Jenny. Why
are you denying being
the father of the baby?



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Que Gente, Mi Gente! Example

Alex, no woman is going to tie me down. Not with a kid. Not with threats. Not with anything.



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Que Gente, Mi Gente! Example

She's not that type of woman. She doesn't deserve you treating her that way.



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Que Gente, Mi Gente! Example

I can't deal with a pregnancy right now. You don't understand. I've been a problem child in my house since I was born.



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Que Gente, Mi Gente! Example

We all have issues
with our parents,
you're not the only
one.



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Que Gente, Mi Gente! Example

Why does the baby
have to be mine? It can
be anybody's. But no.
Because I'm the black
sheep, I always get
blamed for everything





Que Gente, Mi Gente! Example



You know what? I think it's better if we leave now.

No, no, no. The party is still going, Alex.
Hey, beautiful!



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Que Gente, Mi Gente! Example

REFLECTION

¡QUE
GENTE

MI
GENTE!

The rejection of a parent is something that can stay with someone for a lifetime. It can create insecurity which in turn can cause a lack of commitment and trust towards marriage. This is Dra. Alicia La Hoz.



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Que Gente, Mi Gente! Example

OUTRO

¡QUÉ
GENTE!

MI
GENTE!

Visit us online at QueGenteMiGente.com,
and tune in to this same station and time,
when Family Bridges brings you another
chapter of ¡Qué Gente, Mi Gente!



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Take Aways for Workshops

- Address the “shame narrative” that some fathers may have bought into.
- Inspire creation of a personal and family vision statement.
- Share stories of fathers with similar struggles and set-backs, and ways they have walked through the obstacles to achieve their goals.
- Respect the change process.



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Resources

- **Fatherhood Vignette from Family Bridges:**
<https://www.youtube.com/watch?v=5BQT8K0zOCQ>
- QueGenteMiGente.com
 - Mini-Audio-Drama Series, 2 Minutes each episode, 65 Episodes a season.
 - Season 1 focused on Parenting & Fatherhood.
 - Available for download. Each episode has a blog, which can also be downloaded as a resource.
- [Working with Latino Individuals, Couples, and Families: A Toolkit for Stakeholders.](#)
National Resource Center for Healthy Marriage and Families in partnership with Family Bridges.



Contact information

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Preventing Child Abuse by Strengthening Dads with Nurturing Skills

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About the Children's Shelter

- Nonprofit corporation nationally accredited by Council On Accreditation (COA).
- Serve 4,000+ vulnerable children & families each year.
- Since 1901, provided safe haven for children who suffer abuse, abandonment, and neglect in San Antonio and Bexar County.
- Emergency shelter and residential treatment for children in crisis.
- Helps children find permanent homes through foster care and adoption.
- Family strengthening programs teach nurturing parenting skills to vulnerable families.



the
children's
shelter

compadre
y compadre



Compadre y Compadre

- Program launched in 2008 through a grant from United Way of San Antonio & Bexar County.
- 1,500+ male caregivers have participated, 200+ have been retained and trained as mentors.

Demographics: 78% Latino, 22% other backgrounds

- 56% educational attainment (H.S. & above)
- 65% low-income (less than \$20K)
- 67% involvement with child protective services
- 425 goal served per year: Reached 450
- 110 enrolled in after care mentoring



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Working with Latino Males

We must:

- Understand the culture, language, religion and traditions.
- Understand the role Latino males play in the family structure.
- Offer all forms, surveys and curriculum in Spanish.
- Demonstrate respect.
- Help them understand the important role they play in their child's life (maternal vs. father role).



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Program Philosophy

To create an environment that is nurturing, positive, safe, and supportive for male caregivers of all ages.

- The Spanish word “*compadre*” refers to a bond created among males.
- Help guide fathers to connect their head and heart to become more open and nurturing.
- Nurturing is modeled among staff and clients.
- Safety is created through small group interactions.
- We believe in non-violent parenting through the development of empathy.
- We also believe in teaching how to discipline with dignity and respect by developing appropriate family roles and expectations of development.



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Program Design - 3 components:

1. Daddy Boot Camp - 2 weeks.
2. Nurturing Father's curriculum - 13 weeks
(developed by Mark Perlman, <http://nurturingfathers.com>)
3. Mentoring Program/Post-Services





Abriendo Puertas (Opening Doors)

- After graduation from the first two program components, fathers are eligible to participate in *Abriendo Puertas* curriculum sessions and become *Compadre Y Compadre*® Mentors.
- *Abriendo Puertas*:
 - Addresses school readiness and parents' roles as their child's first teacher.
 - Was created to help Latino families become stronger advocates for their children while strengthening their parenting skills.
 - Is the first evidence-based parent leadership and advocacy curriculum for Latino parents with children 0-5.



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Abriendo Puertas (Opening Doors)

Curriculum Goals

1. Increase confidence about parenting skills.
2. Increase knowledge about and access to health services.
3. Increase social support and social connections.
4. Increase community involvement.
5. Increase in child development.
6. Increase advocacy on behalf of young children.

More information on curriculum: www.ap-od.org



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Mentor Program

- Mentors or Compadres support incoming participants after they have completed the 15-week program.
- Mentors receive ongoing case management and parenting education.
- Mentors complete 4 community service projects each year.
- Mentors are trained to help facilitate sessions with the Mentor Coordinator.
- Mentors attend sessions with new participants to encourage and support their development.
- Mentors help prepare meals during classes and family fun nights.



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Closing Thoughts

- When possible, hire bilingual staff.
- Ensure staff receive cultural competency training each year.
- Conduct satisfaction surveys with clients and partners.
- Have flexible programming hours (evening and day).
- Have English and Spanish classes to meet client needs.
- Be open to engaging partners. Be willing to share resources, people, time, space, etc.
- Make time to celebrate successes, big and small.
- Recognize areas of improvement.
- Start a listserv to keep everyone informed of services.





Contact information

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