

# Abbreviated 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. This is the abbreviated edition. The full tool poses over 120 questions.

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.