



## FATHERS CORPS PARTICIPANT END OF YEAR SURVEY RESULTS – YEAR 2

---

### Fathers Corps

The Fathers Corps learning community--jointly sponsored by First 5 Alameda County, Alameda County Health Care Services Agency, and Alameda County Social Services Agency—is for male service providers working with families with young children in Alameda County. The Fathers Corps began in August 2013 with the intention of strengthening families by training and supporting male providers to engage fathers and support their involvement in children’s lives.

The goals of the Fathers Corps are:

- Fathers Corps participants will have an increased knowledge of environmental, nutritional, and social and emotional factors affecting the healthy development of children birth to 5 years and an increased awareness of father specific services
- Fathers Corps participants will support the integration of the Alameda County Father Friendly Principles into existing family service programs and community based agencies
- The Fathers Corps will expand the pool of male Father Engagement Specialists to serve as resources for Alameda County Public Health Home Visiting programs and other service programs targeting families in the County

The learning community meets once or twice each month, starting in September and ending in June.

### June 2015 End of Year Survey

To gather information about the impact of Fathers Corps participation on male service providers and to support continuous program improvement efforts and planning for Year 3, Fathers Corps participants were asked to complete an end-of-year online survey in June 2015.

When drafting the survey questions, the following were considered:

- Participants’ reasons for joining the Fathers Corps, gathered through surveys administered at the beginning of the year (Fall 2014)
- Key Fathers Corps training topics for 2014-15 (e.g., the role of fathers in supporting children’s social emotional development, fathers’ rights and responsibilities, approaches to child discipline)
- Feedback received from Fathers Corps participants during the January 2015 mid-year discussion about their experiences to date with the Fathers Corps, and what was working and what could be improved
- Strengthening Families protective factors, applied to providers (e.g., providers’ presumed need for social/peer support, connection to community resources, self-care/resiliency, etc.)

A total of 56 participants were invited to participate in the survey; this included those who had attended only 1 training during the year, as well as those who had attended 10 or 11 events. Twenty-six (46%) individuals completed the survey, 81% of whom had attended 3 or more trainings during the year.

Of the 26 survey respondents, 10 were from the first cohort (those who joined in 2013-14 and elected to continue in the second year) and 16 from the second cohort (those who joined in 2014-15)<sup>1</sup>. The survey results are summarized here, with differences between cohorts noted where applicable.

## Results

The first set of questions used a retrospective pre/post design. Average “post” ratings were higher for every item. The item with the lowest average “pre” rating was: “Your knowledge of, and ability to talk to fathers about, child support.” This was also the item with the largest positive change from “pre” to “post” (increased over 3 points). The items with the next largest changes were: “How connected you feel to other male providers in the community (increased 2.92 points) and “Your knowledge of community resources that support your work with fathers” (increased 2.65 points)<sup>2</sup>.

The item with the highest average “pre” rating was: “Your knowledge of the important role that fathers/father figures play in children’s growth and development, and how to talk to fathers about this.” It was also one of two items with the highest average “post” rating (6.50).

Item	N	Before Scale: 1=low 7 = high	Now Scale: 1=low 7 = high	Difference	NA
<b>1a. Your awareness of the development of infants and children under 5 years</b>	26	4.62	5.88	+1.26	
<b>1b. Your knowledge of community resources that support your work with fathers</b>	26	3.23	5.88	+2.65	
<b>1c. How connected you feel to other male providers in the community</b>	26	2.96	5.88	+2.92	
<b>1d. Your awareness of the importance of having father-friendly principles for programs and agencies (2<sup>nd</sup> cohort only)</b>	16	4.44	6.50	+2.06	
<b>1e. How supported you feel in your work with fathers of young children</b>	24	3.50	5.79	+2.29	I did/do not work with fathers n=2
<b>1f. Your ability to engage and retain fathers, or to support staff to do so</b>	22	3.55	5.65	+2.13	I did not attend the training n=4
<b>1g. Your knowledge of the important role</b>	20	4.75	6.50	+1.75	I did not

<sup>1</sup> Response rates for first and second cohort members were 38% and 53%, respectively.

<sup>2</sup> For most of the items, the average ratings of first and second cohort members were similar, although second cohort respondents tended to provide lower “pre” ratings compared to first cohort members, and the size of the gain was larger on several items for second cohort respondents.

that fathers/father figures play in children's growth and development, and how to talk to fathers about this					attend the training n=6
1h. Your knowledge of discipline (e.g., how it varies by culture and upbringing, how it differs from punishment, how a child's temperament figures into discipline choices)	21	4.10	6.38	+2.28	I did not attend the training n=5
1i. Your knowledge of ways to safely navigate encounters with law enforcement officers	19	4.05	6.26	+2.21	I did not attend the training n=7
1j. Your knowledge of how fathers can support their children's social emotional development	20	4.25	6.20	+1.95	I did not attend the training n=6
1k. Your knowledge of, and ability to talk to fathers about, child support	20	2.80	6.05	+3.25	I did not attend the training n=6
1l. Your knowledge of the services provided by the Alameda County Social Services Agency (SSA) and how to support fathers when they interact with SSA	18	3.44	5.94	+2.5	I did not attend the training n=8

The second set of questions asked providers to rate the effect of Fathers Corps participation on various aspects of their professional and personal lives. 81% of providers reported that Fathers Corps participation strengthened "a lot" their commitment to advocating on behalf of fathers/ male caregivers and 63% reported that the Fathers Corps had helped them "a lot" to be a more knowledgeable, skillful, and/or engaged provider or supervisor.

Item	N	Not at all	A little	Some	A lot	N.A.
2a. Has participating in the Fathers Corps helped reduce the stress in your work life?	24	2 (8%)	1 (4%)	11 (46%)	10 (42%)	My work is not stressful n=2
2b. Has participating in the Fathers Corps helped you to be a more knowledgeable, skillful, and/or engaged provider or supervisor?	24	0	0	9 (37%)	15 (63%)	I am not working as a provider or supervisor n=2
2c. Has participating in the Fathers Corps helped you to be a better father, grandparent, or caregiver?	24	1 (4%)	1 (4%)	6 (25%)	16 (67%)	I am not a father, grandparent, or primary caregiver. n=2

<b>2d. Has participating in the Fathers Corps strengthened your commitment to advocating on behalf of fathers/male caregivers?</b>	26	0	1 (4%)	4 (15%)	21 (81%)	
--	----	---	--------	---------	----------	--

**3a. Has participating in the Fathers Corps helped you to start a new program or service for fathers? (26 responses)**

Four respondents reported that they have started a new program or service for fathers and 12 said that services were in the planning stages.

	<b>N</b>	<b>Yes</b>	<b>In Planning Stages</b>	<b>No</b>
<b>First Cohort</b>	10	3	4	3
<b>Second Cohort</b>	16	1	8	7
<b>Total</b>	26	4 (15%)	12 (46%)	10 (39%)

**3b. If you answered “yes” or “in the planning stages,” please describe the new program or service for fathers. (15 responses)**

New or planned services include a parenting group for fathers, a Dad’s Club, a fatherhood support group, and a regular gathering of fathers and children at a farmer’s market.

**First Cohort**

**New Program/Services**

- *DAD's Club within the Burckhalter Elementary School*
- *Fathers Group twice a month; increased connections to community and county resources (i.e. Child Support Office) and successful proposal for expanded fatherhood services at agency starting 7/1/15*
- *Parenting groups oriented only for fathers*

**Planning Stages**

- *We already have a fatherhood support group. We are in the process of expand[ing] on it. As it stands now the fathers that attend are part of CPS. We are working on how to include fathers from the community.*
- *I was invited to participate on a new Alameda County Social Services Agency (SSA) Fatherhood Advisory Council that is developing recommendations designed to make the SSA a more male/father-friendly agency. I anticipate that our recommendations will include new programs and services that are specific to males/fathers.*
- *I am helping other Male CBO's however I can, - sharing funding information & volunteering with them*

**Second Cohort**

**New Program/Service**

- *I have developed a weekly gathering for primarily African American fathers, where we meet every Saturday at the Farmers Market on Lakeshore, we all bring our children and just discuss our week and engage our children. I call it Daddy-Daughter Day and we have been doing this for about 1 year.*

**Planning Stages**

- *Peer Support Group and Community/Neighborhood Ambassadors*

- *Focusing on fathers in the community under the age of 24*
- *I'd like to use Father Corps networks to reach out to fathers in the communities we already serve. Additionally, if my supervisor is interested, I'd like to convene specific early family literacy workshops targeted to fathers.*
- *In the planning stages, not quite sure exactly what it will be, how long, etc. but will consist of a series of workshops targeting fathers*
- *By being able to collaborate with other programs doing the same type of fatherhood work, has motivated me to continue upon the quest of empowering underserve[d] population of fathers.*
- *Teaching agreement matters not solutions*

**Other**

- *Workshop for single Black Mothers raising Black Boys*
- *N/A*

**4. Describe some ways you have benefitted from participating in the Fathers Corps. (21 responses)**

Respondents noted a variety of ways they have benefitted from participation in the Fathers Corps including increased skills and knowledge, enhanced networking and support, connection to resources, enhanced understanding of the challenges faced by fathers, and greater commitment to supporting fathers and children.

**First Cohort**

- *Just the overall knowledge and skill and training I have received has done wonders in every aspect of my life. Things I can use in my community to enhance it.*
- *I have learned new information about the importance of fathers in the lives of their children. I have also had the opportunity to meet and establish working relationships with representatives of many Alameda County providers that serve fathers/males. My participation in the Fathers Corps has also given me the opportunity to help promote the importance of making [my agency] a more father/male-friendly agency.*
- *Great, fun and professional environment for family service providers that I have developed stronger relationships with, including partnerships in many different ways*
- *I have brought back information to the Agency and advocated for more inclusion of father friendly services. Although this has not changed the Agency programmatically, it has raised my status as a voice of authority on father issues.*
- *Increase network of men working with parents and/or in the area of early childhood.*
- *Learned about other male programs which I can refer clients to, & update on new educational tools.*
- *I have refined and increased my understanding of father techniques, impact of father figures on early childhood development, learned about ASQ scales, custody and paternity considerations, nutrition, and the challenges facing teen fathers. I also have heard from many fathers that what I was perceiving is a widespread perception regarding the lack of inclusion of fathers from parenting their children.*
- *I have a good resource bank for father to reference*
- *Connecting with other male service providers.*

**Second Cohort**

- *Having more information to answer more questions and better help someone else.*
- *Receiving important information about resources for father in the community.*

- *Skills and knowledge in all areas*
- *Listening habits have improved greatly*
- *I can address issues related to young fathers in the community.*
- *Fathers Corps helped me to become more committed to supporting fathers and their children.*
- *Collaborating with other programs. Gaining various insight from guest speakers in particular Reggie Lyles.*
- *The thing I benefitted from the most is seeing all the service providers in one room. It was a wonderful feeling of empowerment because most service providers tend to be women and focus on women.*
- *Making connections with other Father service providers. Gaining information on other Fathers resources.*
- *The ongoing monthly workshops, being in the company of male social service agencies providers.*
- *Connecting and networking with other Male Service Providers, learning and engaging an array of topics that benefit my services to fathers and parents, being in a space where father-friendly principles are implemented and adopted*
- *Connections with other providers*

**5. What, if anything, is different about the way you approach your work now, as a consequence of participating in the Fathers Corps? (18 responses)**

Fourteen respondents reported a change in how they approach their work. Respondents reported feeling more confident, more knowledgeable, more sensitive to the needs of fathers, better equipped to support fathers, and more engaged in advocacy.

**First Cohort**

- *More calm because I am more confident*
- *The father[s] know that I am knowledgeable about the resource or service in or throughout the county.*
- *My participation in the Fathers Corps has made me more cognizant of the importance of considering fathers/males in whatever services/tasks I/our agency may be undertaking. And when I use the term considering, I mean weighing if it's applicable to the males/fathers we serve or will impact them; if so in what way, and what that could mean.*
- *Greater awareness about the need to be welcoming [and] supportive of fathers involvement in services*
- *Very much more expanded the exposure and work that I do at the agency and bringing along my staff with me to advocate within the organization and for fathers and families. Still lots more work to do.*
- *In the past, I could be relatively dismissive of fathers who did not participate in their child's life, but now I see it as a "must address" issue*
- *I have a much greater sense of the needs of a wide range of men who are fathers and what they need to be engaged in their children's lives. I also conduct online research regarding men and male parenting related topics to educate myself and advocate.*

**Second Cohort**

- *I always think of fathers when considering programs or services that address family*
- *Working in an environment dominated by female presence, I am now looking at ways*

- that males, fathers in particular, can participate more in preschool programs*
- *I now have a better understanding of the difficulties and challenges that fathers face in their relationships with their children. I'm less judgmental of fathers and more understanding of the difficulties that all of life's circumstances offer (e.g., child support, access to healthy food, encounters with law enforcement, etc.).*
- *I have a better knowledge of how to help address their issues and steer them in the right program*
- *Now I have a set of new tools from my tool bag of experience/ wisdom and new resources or networks I could reach out to.*
- *Singing the praises of Father Corp. and spreading the news about my through training and preparation.*
- *The way I view the Oakland Police Department, and the advise I give my clients on protecting themselves when being pulled over*
- *NA/Nothing is different (4 responses)*

**6. First Cohort only: Do you think there is an added benefit to participating in the Fathers Corps for two years (versus one year only)? (10 responses)**

100% of the first cohort respondents answered “yes” to this question. Among the added benefits mentioned by the providers were opportunities to deepen knowledge about fatherhood and best practices, to strengthen connections with other providers, and to continue to learn about community services and resources.

**Comments (8 responses)**

- *Ongoing exposure to new best practices in the field, the opportunity to meet new people in the same field and access to new resources*
- *There are many fatherhood topics that need and deserve attention if we are to become strong Father Corps advocates. Also, many topics are first exposure (ex. ASQ scales) and are worthy of repetition.*
- *Meet new providers*
- *More awareness [of] services*
- *Schedule doesn't always allow [me] to attend all workshop[s] and the topics have varied across both years. The relationships have also expanded into my second year as well.*
- *It seems to have strengthened connections and concepts.*
- *It enhanced the knowledge and network*
- *Brotherhood with the men attending - Leaderships listens to men*

**7. To support the implementation of Father Friendly Principles in your program/department/agency, have any of the following occurred? Select all that apply (26 responses)**

Twenty out of the 26 respondents reported activities that support familiarity with and adoption of Father Friendly Principles at their program, department, or agency.

<b>Activity</b>	<b># From First Cohort</b>	<b># From Second Cohort</b>	<b>Total #</b>
The Father Friendly Principles have been posted at my agency	9	9	18 (69%)

The Father Friendly Principles have been presented at a staff meeting	8	5	13 (50%)
Staff have had a chance to brainstorm about how the Father Friendly Principles could be implemented at my agency	2	3	5 (19%)
The Father Friendly Principles have been presented to agency leadership	9	6	15 (58%)
The Father Friendly Principles have been formally adopted by my agency	3	4	7 (27%)
My agency has not implemented the Father Friendly Principles	1	5	6 (23%)

## Comments

### First Cohort

- *My intent is to raise some of the topics that are unchecked at future meetings of [my agency's fatherhood advisory group]*
- *FFPs are anticipated to influence program contract negotiations*
- *Still in planning stages*

### Second Cohort

- *In the process and planning stages to be presented at a staff PD, where we will brainstorm how these principles could be implemented at our agency as well as adopted*
- *We have not formally discussed the principles, though I am confident that they will be largely agreed upon*
- *Posted in my office*
- *Will discuss after last meeting.*
- *I joined late and didn't see the Father Friendly Principles*

## 8. Is your agency doing anything new or different as a result of your participation in the Fathers Corps? (26 responses)

Eighteen respondents reported activities at their agencies that involve the implementation of Father Friendly Principles.

Activity	# From First Cohort	# From Second Cohort	Total #
Provided training to staff on working with fathers	6	3	9 (37%)
Increased outreach to fathers	7	8	15 (58%)
Made changes to the physical environment to be more father friendly	5	3	8 (31%)
Made programmatic changes to be more inclusive of fathers	4	2	6 (23%)
Applied for funding for a father related program or service	3	2	5 (19%)
Hired male staff	3	3	6 (23%)
No changes to agency	1	7	8 (31%)

## Comments

### First Cohort

- *[My agency] has posted the FC Father-Friendly Principles at its various sites and the agency website does appear to have more pictures that includes males. Some of the*



*other topics above--such as staff training--are supposed to be in the works but I have not seen anything in writing. Some of the topics were also included in recommendations myself and several other colleagues presented to our agency director more than one year ago. I hope to revisit those not addressed at future meetings of [our advisory group].*

### **Second Cohort**

- *NA/Not yet (2 responses)*

## **9. Describe any new networking or collaborations that have resulted from your participation in the Fathers Corps. (17 responses)**

Twelve respondents indicated that they had new networking or collaborative relationships. Examples of networking and collaboration included connecting clients to services, service coordination, sharing information about resources, and program development.

### **First Cohort**

- *We are collaborating with a fatherhood support group in SF.*
- *I have had the opportunity to (for the first time) work with First 5 Alameda County staff and to renew my collaboration with the Alameda County Public Health Dept. The Fathers Corps also presented the opportunity for me to renew my collaboration with the Regional Technical Training Center (RTTC) and to arrange for RTTC and Bay Area Business Roundtable CEO Bernard Ashcraft to partner with the Fathers Corps to bring information about free job training opportunities to Fathers Corps' members and in turn, the males/fathers they work with.*
- *ACPHD Boot Camp for New Dads, participation in ACSSA Fatherhood 101 Panel, probation referrals for agency fathers group*
- *Referral of specific services for fathers and coordination of services with other agencies (Head Start Program and Brighter Beginnings)*
- *With Alameda County public health*
- *I have met a number of father oriented service providers and been approached about father services at my church. So far this initiative has not moved forward due to the program designers dealing with 'Live Scan' requirements.*
- *Met many new men that are working with men, get ideas from them*
- *None, other than to network or ask specific questions to other providers when at a fathers corps training*
- *None at this time*

### **Second Cohort**

- *Workshops with Brighter Beginnings*
- *I am now in contact with Al Chavez of Alameda County Social Services in order to access clients' income for verification purposes.*
- *I have several new contacts that I can go to help me locate services for fathers.*
- *Networking with other father programs directors and staff*
- *Various programs*
- *None/not yet (3 responses)*

## **10a. One goal of the Fathers Corps is to increase the number of programs/services for fathers listed in the online Early Childhood Resource Directory. Have you entered information into**

**the Directory? (26 responses)**

Response	# From First Cohort	# From Second Cohort	Total #
Yes	6	5	11 (42%)
Not sure	2	3	5 (19%)
No	2	8	10 (39%)

**10b. If you answered, “no,” why not? (11 responses)**

The most common reason respondents gave for why information had not been entered into the Directory was because their agency did not currently offer services focused on fatherhood. A couple of respondents plan to enter the information, and a couple expressed difficulty with posting or “applying” the information.

**First Cohort**

- *[My agency] provides many services to families and individuals but most of our clients are women and children. There are currently no programs that are specific to males but we hope to change that very soon. However, given that, I believe the information on our website and in informational/promotional materials will need to be rewritten with males/fathers in mind before its uploaded to the online resource directory. I would love to have the opportunity to take on that task but have just not had the time to do so.*
- *I am still trying to get the way of posting resources*
- *No excuse... intention always been there, just haven't completed this yet*

**Second Cohort**

- *I will do it soon*
- *I had difficulty applying my information*
- *Work in progress*
- *Programs are still in the planning phase*
- *We do not have a formal father's program yet for our program. We will discuss after the last meeting for the next program year.*
- *The agency I work for does not provide services that are solely intended for Fathers*
- *As far as I know, our organization does not have any programs or services specifically for fathers.*
- *Not a part of [our] agency yet*

**11a. Here is a list of trainings provided [during year 1 and year 2]. Please select THE TOP FIVE (First Cohort) /UP TO THREE (Second Cohort) trainings that have been the most valuable or helpful to you (had the biggest impact on your thinking or your work) (26 responses)**

Responses to this question are challenging to interpret since some respondents selected more trainings than instructed and one person selected trainings he would have liked to attend.

Training Title	# From First Cohort	# From Second Cohort
How Fathers Influence Children as They Grow	6	8
Personal Safety and Law Enforcement Encounters	3	8
Fathers’ Rights and Responsibilities: Child Support 101	4	6

Parenting as a Team, Strategies for Successful Co-Parenting	1	6
Exploring Different Approaches to Discipline	4	5
Navigating the Alameda County Social Services Agency Eligibility and Employment Services Systems	0	5
Working with Teen Parents	3	5
The Important Role of Fathers in Supporting the Social-Emotional Development of their Children	5	4
Nutrition and Wellness	4	4
Meeting Fathers Where They Are	5	--
Child Development 101 and Temperament	5	--
Impact of Trauma on Child Development	5	
A Father's Role in Raising Children in Violent or Unsafe Environments	4	--
Ages and Stages Questionnaires (ASQ and ASQ-SE)	2	--
Strengthening Families Framework	2	--
Supporting Male Caregivers Dealing with Stress, Anxiety, and Depression/ Intro to the Edinburgh	1	--
Making Relationships Work	0	--

**11b. Please explain why you picked these trainings. In what ways were they valuable? What impact did they have on your thinking or your work? (26 responses)**

**First Cohort**

- *They had a direct impact in my work and in my community*
- *I selected these as my top five because of the information presented. In many cases I learned new information that helped me when discussing the importance of fathers in the lives of their children and families and making a case for the important work the Fathers Corps and its member agencies do.*
- *Supported what I am already doing and provided new ways to approach various situations from these perspectives... also helped me frame this to bring back to the workplace with other managers (peers) and case managers (direct service staff)*
- *They gave me info that I did not already have or to look at the father friendly issues in a different light, e.g., meeting father where they are at: even though I do this always for families I work w/, it was good to get some fresh perspectives on working w/ the issues involved. The law enforcement one: virtually all new info for me. I valued seeing L/E from a different cultural lens. Many of the other topics I had knowledge of already.*
- *These are rich topics and the presentation/conversation with presenters and other participants was rich and useful.*
- *They were informative and provided me with new information that was applicable to my work.*
- *If you know about child dev & temperament you will be able to help almost any child...*
- *The areas identified relate closely to the child/father demographics that have touched my life and/or that I believe are most in need of support. By focusing on the theory and details of child development and barriers to parenting as well as acquiring parenting skills, these topics stand to make significant improvement in the life prospect for children and their parents. They have raised my awareness, increased my sensitivity and stimulated my efforts to support fathers in my community.*

- *These are trainings that the father I engage with suggested*
- *I learned a lot in these meetings*

**Second Cohort**

- *The discipline panel changed my views as a white male about the context of the use of discipline by African American fathers. The workshop on law enforcement encounters helped me to better understand the lived experiences of African Americans and other people of color in relation to law enforcement. Parenting as a team helped me to better understand the challenges that fathers face in trying to raise their children, either with their partners or separated from them.*
- *I had very little knowledge of the subject. The providers were extremely knowledgeable with the course and made it easy to understand. I can relate the material back to my co-workers and my clients*
- *As a new father myself, I found these trainings very informative and was able to see more ways on how to better support my children's growth. The materials were also shared with program staff to share with parents*
- *These 3 trainings impact the clients I see the most*
- *The information was very helpful, in many cases I have used the information with my clients [7 trainings selected]*
- *Gained more powerful and useful information that I could use at work as well as to share to fathers I know [Personal Safety, Fathers' Rights, Navigating Social Services]*
- *They were the more relevant ones for my personal knowledge*
- *Overall good information and information that I can use [6 trainings selected]*
- *I support fathers [to] navigate through social services to [be] reunified with children*
- *Just very useful info [4 trainings selected]*
- *It appears to be education needed for all today*
- *It was great to have someone with the expertise the speaker had share that information*

**Attended Limited Number of Trainings**

- *I only attended the workshop about working with Teen Parents. The most valuable aspect of this workshop was the group discussion with the other service providers. It provided a lot of insight in terms of how to approach specific situations and how to interpret them differently.*
- *These are the only 2 I have attended*
- *I only learned about the trainings at the end so wasn't able to attend earlier*
- *I chose these trainings because I would love had attended them*

**12a. Do you plan to participate in the Fathers Corps next year? (26 responses)**

<b>Response</b>	<b># of First Cohort</b>	<b># of Second Cohort</b>	<b>Total</b>
No	1	3	4 (15%)
Maybe	2	2	4 (15%)
Yes	7	11	18 (70%)

**12b. If you answered, "no," why not? (5 responses)**

### First Cohort

- *My Agency is not putting priorities in specifically father related services as they deal mostly w/ CPS and children in the home. The finances aren't being focused in any other direction. I don't work specifically w/ fathers unless they happen to be involved in some ways w/ a family. I feel I have advanced to the point where I need to put more effort into running my small...program and focus my training needs on birth to five and trauma and developmental issues.*

### Second Cohort

- *Because my case load has increased*
- *I have a new assignment that takes too much of my time*
- *Too difficult to leave work for the classes*
- *I would like to but it depends on my supervisor's interest*

### 13. How could the Fathers Corps be improved? (15 responses)

Thirteen of the 15 respondents offered various suggestions for improvement including having more male subject matter experts as presenters; ensuring training content is not eclipsed by discussion; providing training materials in advance of the training; expanding outreach, training, and advocacy; creating an information tree or bank with contact information for Fathers Corps members; and offering training on conflict resolution and the needs of the re-entry population.

#### First Cohort

- *By being given a larger budget/securing more grant funds that would permit it to hire more staff and expand its training and fatherhood/male advocacy services*
- *I would like to see the men in the group allow trainers to present their material, take in the new information and ask questions in a non-disruptive way. I feel like so many trainings were side-tracked by the men's personal views and experiences. It seems like the men really wanted to talk about things. Perhaps setting up the trainings so that there could be a discussion/feedback session afterwards. I feel like we didn't always get the full training b/c of the discussions. Things had to be rushed or cut or condensed. I want the discussion, but not at the sake of the training content.*
- *Building an online resource for fathers, bring more male subject matter experts into the seminars. Focus on the programmatic service needs of re-entry population. Focus on conflict resolution strategies for children AND for parents. Identify and share best practices of father friendly service provider agencies.*
- *I [It?] could provide trainings to agencies in fathering and or father engagement*
- *The retreat was great! Definitely have another one. Actually release copies of the Fatherhood 101 DVDs so that we can use them 😊*
- *More meetings maybe in the evenings with daycare*

#### Second Cohort

- *Handouts/ slides passed out prior to meeting. Collar shirts not T-shirts provided. Information Tree/ Bank of all members and their respective agency. Not having the graduation on a Thursday. Sticking to 1 Friday a month, rather some months were doubled up*
- *The meetings should be recorded for members who miss some of the meetings*
- *New topics, more outreach*

- *Put the word out in the community about what Father Corps is all about and how it can help new and old fathers*
- *More participation by Fathers Corp members*
- *Keeping current events of Oakland forthcoming*
- *The sign-up process could be easier. I lost my information and ended up emailing Lea to sign me up for each session.*
- *Keep going doing fine*
- *I can't really give much input on this since I only attended one workshop.*

#### **14. Do you have any other comments? (11 responses)**

Five of the 11 respondents expressed appreciation for the Fathers Corps, and two suggestions were made (see below).

##### **First Cohort**

- *Congrats to the Fathers Corps leadership and members on a fantastic second year! I'm looking forward to Year #3*
- *Hip hip hizzah!*
- *Not at this time (2 responses)*

##### **Second Cohort**

- *Bring a Family lawyer, or Judge to talk about court proceedings*
- *Father Corps Retreat should end with a Warriors game or As game or even Giants game, Raiders game*
- *Thank you for everything and I am really excited for the next Fathers Corps*
- *I love Fathers Corps!*
- *This was an outstanding, awarding, and informative training. The Fathers Corp should be well funded and apart of The Alameda Social Service Network.*
- *Great job Gary and Kevin. Father's Care*
- *No.*

#### **Summary**

Respondents expressed a high level of satisfaction with the Father Corps and gave several examples of how participation in the Fathers Corps had affected them professionally and personally. One participant commented: "The...knowledge and skill and training I have received has done wonders in every aspect of my life." Another said: "I have a much greater sense of the needs of a wide range of men who are fathers and what they need to be engaged in their children's lives." 100% of respondents who joined the Fathers Corps during its first year feel there was added benefit to participating for a second year. More than two-thirds of the providers surveyed plan to participate next year.

Respondents reported that their sense of connection to other male providers in the community had increased, along with their knowledge of community resources, and their understanding of public systems such as child support and social services. 81% of survey respondents reported that their commitment to advocating on behalf of fathers/male caregivers was strengthened "a lot" by their participation in the Fathers Corps, and 63% reported that it helped them "a lot" to be a more knowledgeable, skillful, and/or engaged provider or supervisor.

Approximately one-half of the respondents reported changes in how they approach their work.

Respondents reported feeling more confident, more knowledgeable, more sensitive to the needs of fathers, better equipped to support fathers, and more engaged in advocacy.

58% reported that the Father Friendly Principles had been presented to their agency leadership and 27% reported that the Principles had been formally adopted by their agency. Activities that supported the implementation of Father Friendly Principles included increased outreach to fathers (58%), changes to the physical environment (31%) and hiring male staff (23%).

Participants' suggestions for improvement included having more male subject matter experts as presenters; ensuring training content is not eclipsed by discussion; providing training materials in advance of the training; expanding outreach, training, and advocacy; creating an information tree or bank with contact information for Fathers Corps members; and offering training on conflict resolution and the needs of the re-entry population.