

# ALAMEDA COUNTY FATHERS CORPS



Established in 2013, the Alameda County Fathers Corps (ACFC) is a collaborative effort of First 5 Alameda County, Alameda County's Health Care Services Agency and Social Services Agency. The ACFC promotes and supports fathers and father figures to be meaningfully engaged with their children and families, and advocates for family service providers to provide father friendly services and to assist fathers in strengthening their parenting skills. The ACFC also works to eliminate barriers to fathers being involved in the lives of their children through its systems and policy change efforts.

A key component of the ACFC is the learning community for male service providers. Learning community members participate in a 9 month training series; graduates of the program can become Father Engagement Specialists, Mentors, or Ambassadors, depending on their length of tenure and leadership role. ACFC members are called upon by other community service providers to provide father-specific support as needed.



**“Through the work of the Fathers Corps, many lives are and will be changed in a very positive way.”**

—FATHERS CORPS MEMBER

## ACFC PARTICIPANTS ARE FROM THE FOLLOWING PROGRAMS AND AGENCIES

- 4 C's of Alameda County
- A Better Way, Inc.
- Alameda County Community Development Agency, Healthy Homes Department
- Alameda County Department of Child Support Services
- Alameda County Health Care Services Agency
  - Center for Healthy Schools and Communities
  - Public Health Department, Family Health Services Division, Fatherhood Initiative
  - REACH Ashland Youth Center
- Alameda County Office of Education
- Alameda County Probation Department
- Alameda County Social Services Agency
- Alameda Family Services
- Alameda Head Start
- Berkeley Unified School District
- Brighter Beginnings
- Building Futures with Women and Children
- California Institute of Integral Studies
- Centerforce
- Children's Home Society of CA
- CIIS, Private Practice
- City of Fremont Youth & Family Services
- City of Oakland Head Start
- Family Support Services of the Bay Area (FSSBA)
- LifeLong West Berkeley Family Practice
- Marcus Foster Educational Institute, Role of Men
- Positive Communication Practices
- Save Our Children
- Tandem
- Through the Looking Glass
- UCSF Benioff Children's Hospital Oakland
- United Way of the Bay Area
- Urban Parenting in America
- Village-Connect
- Youth Alive

# FATHERS CORPS ACTIVITIES AND ACCOMPLISHMENTS

## 2013-2016

### BUILDING CAPACITY

#### Convene Learning Community for Male Service Providers

80 male providers from 40 agencies/programs participated to date

Graduated 49 Father Engagement Specialists and 15 Father Engagement Mentors

92% of those surveyed reported that the Fathers Corps helped them to be a more knowledgeable, skillful and/or engaged provider or supervisor.

#### Provide Fatherhood Training Series Open to All Providers

6 trainings provided, attended by 187 unique providers

#### Provide Father Friendly Principles Training

14 trainings provided to public systems and community based organizations

### ASSESSMENT OF NEEDS AND BARRIERS

#### Focus Groups and Interviews with Disengaged Fathers

22 African American fathers and 9 Latino fathers participated

#### Administer Survey to Alameda County Service Providers

Survey completed by 111 providers

#### Father Friendly Organization Self-Assessment Tool Developed

### CHANGING THE SYSTEM

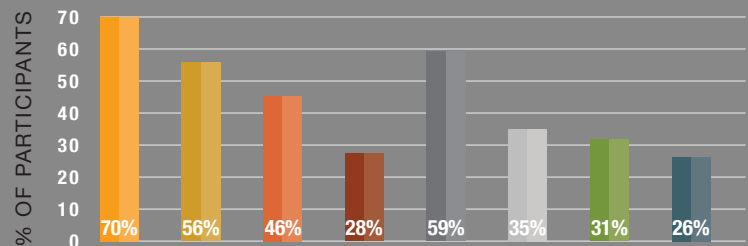
Alameda County Board of Supervisors adopted the Father Friendly Principles

Ongoing coordination of county-wide Father Friendly Principles implementation campaign

Ongoing coordination of efforts with other Boys and Men of Color initiatives

In 2014, the ACFC identified and adopted 7 Father Friendly Principles (FFP). The FFP provide concrete steps agencies/programs can take to ensure their services are inclusive and supportive of fathers. The ACFC encouraged learning community participants to introduce and take steps towards implementing the FFP at their agencies.

### FATHERS CORPS PARTICIPANTS REPORTED ON AGENCY ACTIVITIES TO PROMOTE FATHER FRIENDLY SERVICES



- POSTED FFP AT AGENCY
- PRESENTED FFP TO LEADERSHIP
- PRESENTED FFP TO STAFF
- FORMALLY ADOPTED FFP
- INCREASED OUTREACH TO FATHERS
- PROVIDED TRAINING TO STAFF ON WORKING WITH FATHERS
- CHANGED ENVIRONMENT
- HIRED MALE STAFF

### PROGRAMMATIC AND POLICY RECOMMENDATIONS TO ADDRESS BARRIERS TO FATHER ENGAGEMENT

- ▶ **OFFER** family and father-specific services after hours to accommodate the work schedules of fathers
- ▶ **TRAIN** family service providers on how to engage fathers and father figures in a father-friendly manner that welcomes full participation, and increase the number of male staff within family service organizations at all strategic levels
- ▶ **ENSURE** family service program models funded by and contracted out with County funds include a fatherhood component and are effectively engaging and supporting the needs of fathers/father figures
- ▶ **CREATE** an Inter-Agency Fathers and Families Council to monitor proposed and existing policies and practices within the family court system, Social Services Agency, Health Care Services Agency and Probation

For complete list, visit [frist5alameda.org/alameda-county-fathers-corps](http://frist5alameda.org/alameda-county-fathers-corps)

#### FOR MORE INFORMATION CONTACT:

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#### WITH SUPPORT FROM:

