

**AFRICAN AMERICAN
FATHERS:**

“the forgotten parent”



AGENDA

AM: Overview/background, Videos, Discussions, Activity, Fathers & Data, Historical & Current Issues, Cultural Body, Role Play.

PM: Gallery Walk, Videos, Discussions; Realities/Myths, Struggles/Resilience, Scenarios, Activities, Paradigm Shifts, Introduction to the AA Male/Father, What you can do, Evaluations.



ICEBREAKER

*Positive
Assumptions*



INTRODUCTIONS

- 📄 Name
- 📄 Position
- 📄 Tenure
- 📄 Where raised

PURPOSE

- 📄 Explore: Impacts of the absent African American fathers & CWS practices
- 📄 Consider: Historical biases of CWS & their impact on African American fathers & families
- 📄 Learn: New ideas and trends
- 📄 Support: Affirming trends & practices in CWS working with Black fathers
- 📄 Reinforce: What has worked for involving Black fathers

Why this Training

- 📄 How this came about
- 📄 Author's experience with developing curriculum & learned realities
- 📄 Approach to training

VIDEO

How do they think CWS perceives them as fathers?

AMERICAN FATHERS

- 📺 Father's Day
- 📺 Mr. MOM
- 📺 Single Fathers

INVOLVING FATHERS

(Source: U.S. Dept. of HHS; Urban Institute, 2006)

- 📺 New interest with CWS
- 📺 Benefits
- 📺 Research findings
- 📺 Results

ACTIVITY

WHAT SPECIFIC PRACTICES/
POLICIES ARE CURRENTLY IN
PLACE TO INCLUDE FATHERS?

- Practices
- Policies

AFRICAN AMERICAN FATHERS AND MEN


Data that impact daily living
of African American fathers
and men

HISTORICAL ROOTS

- Look for issues that impact present
day Black families and fathers
- Discussion
- Substitute Father

VIDEO/ACTIVITY

- Video (Claudine)
- (Discussion) How do Black men contribute to their own plight and self-sabotage?



VIDEO/ACTIVITY

- Video (Claudine)
- (Small Group Discussion) In what ways do past/current CWS practices/policies mimic the impacts of slavery on the Black family & the African American father/male?
- Large group debrief



ROLE PLAY

- In their shoes
- Discussion

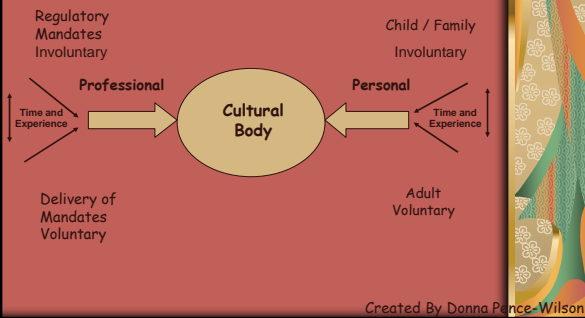


VIDEO/FACTORS

- ❶ Past: Internal CWS dynamics on Black fathers, taught mothers survival without & the unimportance of Black men
- ❷ Current: Mothers & children accept the absence of Black fathers as norm

CULTURAL BODY DIAGRAM

(Source: Donna Pence-Wilson 2006)



FACTORS

- ❶ Societal:
 - ❶ disproportional outcomes in education system, legal system
 - ❷ limited gainful employment for black men,
 - ❸ institutional, structural & individual racism,
 - ❹ societal assumptions (stereotyping) the black family & father/man,
 - ❺ black male self-esteem is always in question,
 - ❻ minimizing/emasculatation of the black male/father by both black/larger society,
 - ❼ black male self-identity challenges

FACTORS

- Family:
 - diminished role of the black father,
 - new meaning or application of the bread winner,
 - devaluation of fathers and fatherhood,
 - mothers over compensate with their sons for the absence of the father;
 - mothers raise their daughters & love their sons,
 - increased domestic violence (internal rage),
 - self medication for escape,
 - alternative means of income to compensate for poverty

GROUP ACTIVITY

- Absenteeism (reasons)
- Discussion
- Impacts (on children)
- Video
- Discussion

GALLERY WALK

Experiences about African American fathers/men.

MYTHS

- 📺 Earl Ofari Hutchinson's group
- 📺 YouTube
- 🗣️ Discussion



VIDEO

Pursuit of Happiness

- 📺 Not with my son
- 📺 The Toilet of Despair
- 📺 I am a "PARENT" with a child
- 🗣️ Discussion




STRUGGLES/RESILIENCE

- 🗣️ STRUGGLES:
 - 📌 Million Man March,
 - 📌 Homicides (gangs/police),
 - 📌 Male identity defined by others
 - 📌 Health constantly in jeopardy; emotional/mental
 - 📌 Targets on head, back & chest
 - 📌 Blamed for Black social issues
 - 📌 Overcoming assumptions from others & black women (who raise them)




RESILIENCE

- 📺 Video (Claudine) discussion
- 📺 Video (So. Central) discussion
- 📊 Data (Black fathers)
- 🗣️ Other considerations




**ACTIVITY, SCENARIO, ASSUMED
ROLE**

- 🗣️ Discuss: What are the reasons Black fathers are not involved in the parenting of their children?
- 📝 Make a list
- 🗣️ Discuss how CWS influences non involvement of the fathers



FAMILY SCENARIOS

- 📖 Read scenarios. Make a plan to get more info from mother
- 🗣️ Develop an approach to the father to involve him
- 🗣️ Make a decision to take action. Consider safety, permanence & well being in your decision making/actions
- 🗣️ Share one reason why it is important for the child to have father in his or her life



PARADIGM SHIFTS

- **CWS:** Program/Policy/Procedures; culturally appropriate Afro-centric, father inclusion case planning, advocacy
- **JUDICIAL:** Paternity/Child Support/Mothers; early father id, assist fathers (jobs, training), build trust w/mother
- **SOCIETAL:** Institutional/Systemic; acknowledge plight, historical biases, environment navigation
- **OPERATIONAL:** Father Focused Systems; give information, research program resources
- **INDIVIDUAL:** Personal Biases; challenge learned behavior/beliefs, challenge questionable practice, policies
- **APPLICATION:** Trust/Respectful Approach; hear the father w/out judgment, defaults to mother, community cultural collaborations

EFFORTS

Admn/Organizational Resources	Policies/Practices Affecting process	Characteristics of Program Participants
Identify → Locate		
Involve		
investigation	substantiation (adjudicatory hearing)	placement (disposition hearing)
		periodic permanency reviews hearing
POTENTIAL OUTCOMES		
For Child <small>Reduced time in foster care</small>	For Father <small>Develop ties to children</small>	For Agency <small>Less court cost</small>

10 PROMISING PROGRAM PRACTICES

(Source: National Responsible Fatherhood Clearinghouse, Child Trends, 2006)

- Teaching methods & materials that are culturally appropriate
- Staff members who believe in the program & have relevant training & coaching
- High staff – participant ratio
- One-on-one relationships between staff & participants
- Clear, specific program goals

PROMISING PRACTICES (con't)

- ❏ Theory based approaches that have influenced parenting behaviors in other contexts
- ❏ Varied teaching methods that focus on fathers as individuals
- ❏ Sufficient time to complete important core program activities
- ❏ Incentives to engage fathers & families
- ❏ Curricula replicated with fidelity



INTRODUCING THE AFRICAN AMERICAN FATHER

- ❏ Consider a new vision
- ❏ Take social action
- ❏ Keep an open heart and mind



OPPORTUNITY FOR CHANGE: IT'S ON YOU

- ❏ What contributory factors have CWS patterns added to the long term practices within your organization that minimize the involvement of African American Fathers?
- ❏ What do you believe needs to be done (changes) to increase the involvement of African American Fathers?
- ❏ What can you as an individual worker do (action) to begin to change the current practices to include the Black father/male?



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"the forgotten parent"**

Changing personal and professional paradigms by involving the African American Father can increase the Safety of the child, maintain the Permanency of the child and strengthen the Well Being of the child, the family, the community and our nation.

REMEMBER THE FORGOTTEN PARENT
"THE AFRICAN AMERICAN FATHER"
Thank you!!!!