

Working with Fathers

Agency Father-Friendliness Questionnaire

1. Does your agency's public restroom have a changing table in the men's room or a gender-neutral family bathroom?
Yes | No
2. Is the quality and consistency of father engagement routinely part of staff performance evaluation?
Yes | No
3. Do your outreach materials (brochures, lobby posters, website, etc.) depict fathers?
Yes | No
4. Are all your forms formatted in such a way that either a father or mother could fill them out?
Yes | No
5. Have you been trained how to communicate with and involve fathers who are incarcerated?
Yes | No
6. Are you and your co-workers formally prepared (i.e., trained, provided written materials, etc.) to explain father-specific aspects of the child welfare system and court processes?
Yes | No
7. Does your agency keep an updated list of father-friendly resources (organizations, services, support groups, etc.) for your community?
Yes | No
8. Have you been trained to talk with mothers about the importance of father-child relationships?
Yes | No
9. Is it your agency's policy to contact both parents when the need for decisions arises?
Yes | No
10. Are there toys and books that feature fathers and children in your family visitation or waiting room space?
Yes | No

Have you seen any leaders in father friendliness at your agency or elsewhere? How could you tell they were leaders?

What practices or policies have you seen in child welfare or community agencies that seems to work well for fathers or help you successfully work with fathers?

Working with Fathers Action Plan

Improving or expanding my skills		
Actions	By when	With whom

Improving or expanding my resources and support		
Actions	By when	With whom

Working with Fathers Action Plan

Ongoing plans

Big Dreams

Leadership activities

Working with Fathers Action Plan

Working with Fathers Self-Assessment

Please answer each of the following True/False questions honestly based on your child welfare practice up until now. You will not be required to share your answers unless you choose to do so.

1. What is the current state of the skills you need to navigate meaningful conversations with fathers and paternal family members?
I don't have these skills | I am unsure of my skill level | I have room to grow in this area |
I have many of these skills | I am proficient with these skills
2. I strive to provide children with some connection to "non-custodial" fathers even if they are incarcerated.
True | False
3. I know which resources and services in my community are father friendly.
True | False
4. I tell children whose fathers are not involved in their lives that they should adjust and move on to avoid prolonging their pain.
True | False
5. I consistently seek to understand stereotypes and biases that I may have about fathers, men, and masculinity and examine how those effect my work with fathers.
True | False
6. I believe that a mother's role and continued presence in a child's life is more important than a father's for the healthy development of their child(ren).
True | False
7. I educate the fathers I work with regarding the child welfare system, goals, expectations, and their legal rights.
True | False
8. I make it a point to schedule child and family team meetings when both maternal and paternal representatives can attend.
True | False
9. List the top three things that limit you from working more effectively with fathers.
10. Think back to the conversation this morning about the important things we learned from our fathers and male role models. How does this relationship influence your current work with fathers?