

The background features a gradient from green at the top to blue at the bottom. It is overlaid with various circular and semi-circular patterns, some resembling gauges or scales with numerical markings (e.g., 150, 160, 170, 180, 190, 200, 210, 220, 230, 240, 250, 260).

Engaging **Fathers** More Effectively

Developed by Dan Griffin, MA
Presented by Harrison Crawford, LPC, LISAC

ABOUT HARRISON



OBJECTIVES

- Why is engaging fathers in Child Welfare and other services important?
- Why is there a need for gender responsive approaches to supporting fathers and providing services?
- What are some strategies for engaging fathers? (*Might not be what you expect...*)

KEEP IN MIND

- Think of a father you have worked with in the past year: Based on what you hear today what would you have done differently to support him?
- If you could make one change to your program to better support fathers what would it be?
- If you could change one policy impacting fathers what would it be?
- What is ONE action you commit to take to improve how you engage with fathers?



CAUTION

WHY IS ENGAGING FATHERS IMPORTANT?



THE COSTS OF FATHER ABSENCE

Children of father-absent homes are:

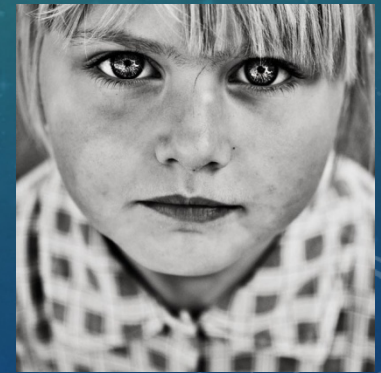
- Five times more likely to live in **poverty**
- Three times more likely to **fail in school**
- Two times more likely to develop **emotional** or **behavioral problems**
- Two times more likely to abuse **drugs**
- Two times more likely to be **abused and neglected**
- Two times more likely to become involved in **crime**
- Three times more likely to commit **suicide**

* Source: *Father Facts, 5th Edition, 2007*

THE BENEFITS OF FATHER INVOLVEMENT

Children with involved fathers display:

- Better **cognitive outcomes**, even as infants
- **Higher self-esteem** and less depression as teenagers
- **Higher grades**, test scores, and overall academic achievement
- Lower levels of **alcohol** and **other drug** use
- Higher levels of empathy and other **pro-social behavior**



BENEFITS FOR CWS SOCIAL WORKERS

- Broadens available family members and **resources**
- Engages paternal relatives as possible **permanency options**
- **Positive** well-being **outcomes** for child
- Promotes family and cultural **connection**



BENEFITS FOR MOTHERS

- Overall positive outcomes for children's **well-being**
- **Partnership** with father and paternal family
- Increase in mother's **patience**, **flexibility** and **emotional responsiveness** toward child
- Successful co-parenting conveys **important messages** to child; **commitment** to family modeled for children



BENEFITS FOR FATHERS

- Opportunity to be **involved** in their child's life
- **Access to services**, particularly for addiction, mental health, and trauma
- Opportunity to **connect** with father's groups, men's centers, and mentoring groups
- Opportunity to **challenge** their own **judgments** and **beliefs** about the system



BARRIERS TO FATHERS SEEKING HELP

- Admitting to a problem
- Lack of emotional awareness and/or fluency
- Difficulty in asking for help and depending on others
- Perception of treatment/therapy as “feminine”
- Being perceived as “weak”
- Fear of intimacy and vulnerability
- Sexualization of females and homophobia
- Scarcity of treatment approaches for men and fathers
- Fear of being involved in the system

An underwater scene with a dense field of bubbles and light rays filtering through the water, creating a blue and white color palette.

It Runs Deep

©
ISRE
2011

THE MAN RULES [®]

- Don't Cry
- Don't lose Control
- Don't ask for help
- Don't show emotion
- Don't be weak
- Don't back down
- Don't be vulnerable
- Be a protector
- Integrity
- Courage
- Responsibility
- Be a provider
- **DON'T BE A GIRL!**
- **DON'T BE GAY!!**

Have as much **SEX** as possible, whenever possible, with as many **HOT** and **DIFFERENT** chicks as possible, with as **BIG** **of a DICK** as possible



SAFETY

SHAME

“...the messages and expectations that bring us to our knees, are so organized by gender.”

- Brene Brown

MAN RULES®

- Don't Cry
- Don't ask for help
- Don't show emotion
- Don't be vulnerable
- Be a sexual superman
- Don't show weakness
- Always be in Control
- Integrity
- Responsibility

THERAPY/RECOVERY

- Cry/Grieve
- Ask for help
- Express emotion
- Be vulnerable
- Learn intimacy
- Admit powerlessness
- Let go of control
- Integrity
- Responsibility





IT'S **US**, NOT
THEM

@authordgriffin

dan@dangriffin.com

An underwater scene with a dense field of bubbles and light rays filtering through the water, creating a blue and white color palette. The bubbles are of various sizes and are scattered throughout the frame, with a higher concentration on the left side. Light rays are visible as bright, diagonal streaks of light, suggesting a sunlit surface.

It Runs Deep

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GENDER-RESPONSIVE TREATMENT

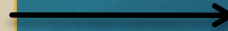
THE CWS ENVIRONMENT

Source: Covington, S.S., & Bloom, B.E. (2006). Gender-responsive treatment and services in correctional settings. In E. Leeder (Ed.), *Inside and out: Women, prison, and therapy*. Binghamton, NY: Haworth.
@authordgriffin dan@dangriffin.com

ABSENT FATHER MYTHS

MYTH

- A threat, a liability, potentially violent
- Always abusive towards children
- Uncooperative
- Unable to take responsibility
- Uncommitted to family life



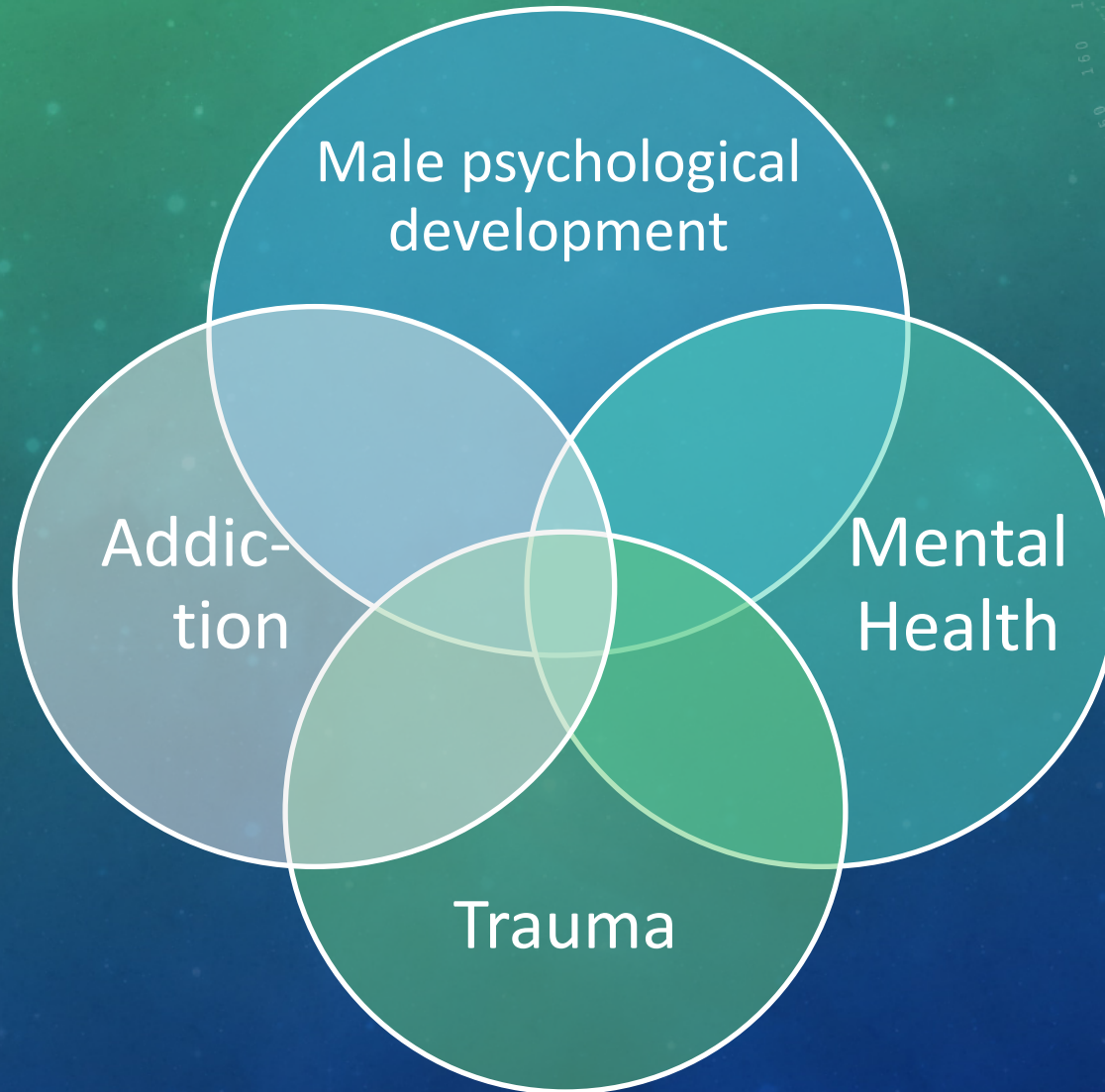
STRATEGY

- Assume a desire to be involved
- Restore the father in the child's life
- Individualize each case
- Suspend judgments
- Make room for expressions of anger

EMERGING PARADIGM: VALUES-BASED SERVICES



MEN'S INTEGRATED TREATMENT



WHERE DO YOU FIND
YOURSELF STRUGGLING
THE MOST WITH
ENGAGING FATHERS?

ARE YOU **FATHER-** **FRIENDLY?**

@authordgriffin

dan@dangriffin.com

ENGAGING FATHERS – STRATEGIES

- Agency walk through
- Exit surveys specifically designed for men/fathers
- Focus group of fathers who have been through your services/the system (esp. men in recovery.)
- Mentoring group for fathers
- Alumni groups for former clients



AGENCY ASSESSMENTS

- **GRE** offers consulting for improving services for men
 - Trauma-Informed
 - Gender-Responsive
 - General Improvement for Engaging Men
- “The Father Friendly Check-Up” for Child Welfare Organizations (National Fatherhood Initiative) – available at:

<https://www.fatherhood.org/ffcu>

Focus Groups for Fathers - Questions

1. During your involvement with Child Welfare System (CWS), do you agree that your use of alcohol and other drugs affected your family, and impaired your ability to parent your child(ren)? If yes, how so?
2. What role did your behavior have on the involvement of CWS?
3. What services and supports, if any, were provided by CWS that worked well for you (in dealing with your recovery)?
4. What would have been helpful to you (in your recovery) that was not provided by CWS?
5. How can CWS, court system and service providers improve on engaging families better?

A Grievous Wound

“Fathers want to be involved in their children’s lives, but because of past experiences with law enforcement, absenteeism, the requirements of programs and services offered to/for the mother and the children, fathers have somehow gotten the message that the children would be better off without them being involved in the children’s lives.”

- Father, Focus Group,
Minnesota, 2005



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RESOURCES

National Quality Improvement Center on
Non-Resident Fathers and the Child
Welfare System

www.fatherhoodqic.org

National Responsible Fatherhood
Clearinghouse

www.fatherhood.gov

National Responsible Fatherhood Capacity
Building Initiative

www.fatherhood.org/grant

Fathers and Families Coalition of America

www.azffc.org



MAKE IT PERSONAL

- Think of a father you have worked with in the past year: Based upon what you have heard today what would you have done differently to support him?
- If you could make one change to your program to better support fathers what would it be?
- If you could change one policy impacting fathers what would it be?
- What is ONE action you commit to take to improve how you engage with fathers?

REALLY MAKE IT PERSONAL

Write a letter to your father

You can't write the ***wrong***
letter, but you can write the
easy one



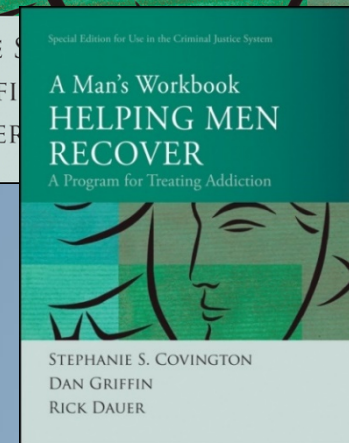
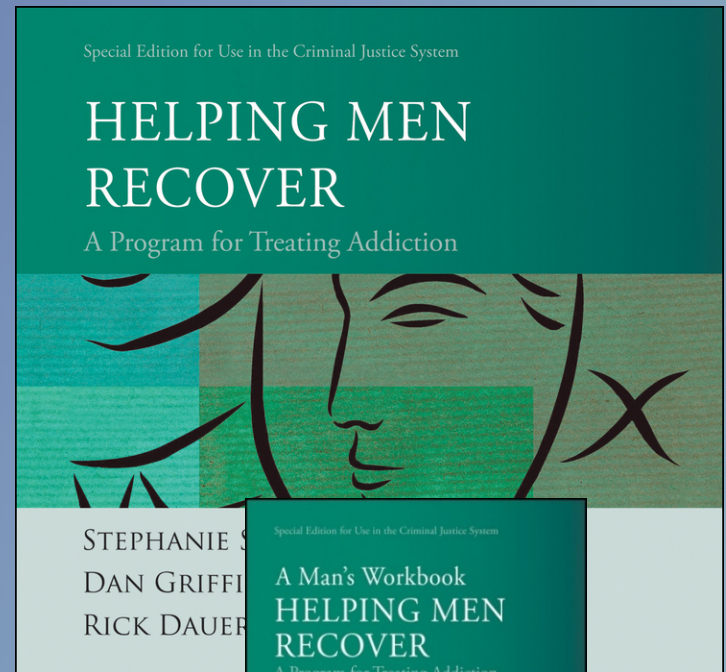
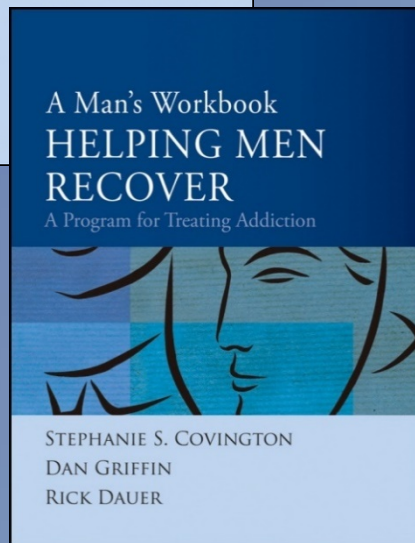
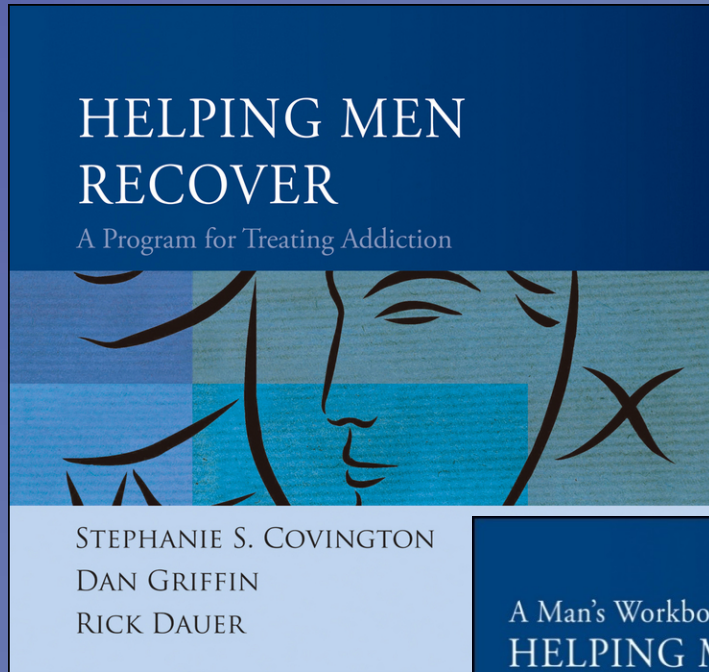
AMAZING DADS!

FINDING THE FATHER WITHIN

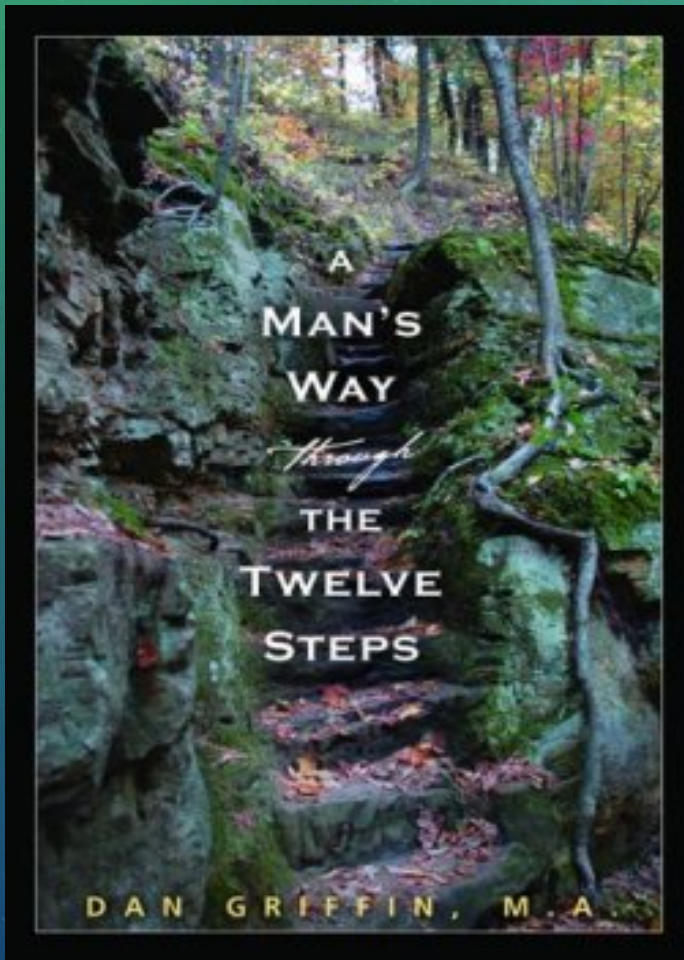
Amazing Dads!

- Introduction & Overview
- The Man Rules
- Emotional Regulation & Anger
- Family History
- Fathers
- Mothers
- Healthy Relationships
- Communication
- Let's Talk About Sex Pt 1
- Let's Talk About Sex Pt 2
- Discipline
- Finding Balance
- Play
- A Vision of Fatherhood

HELPING MEN RECOVER

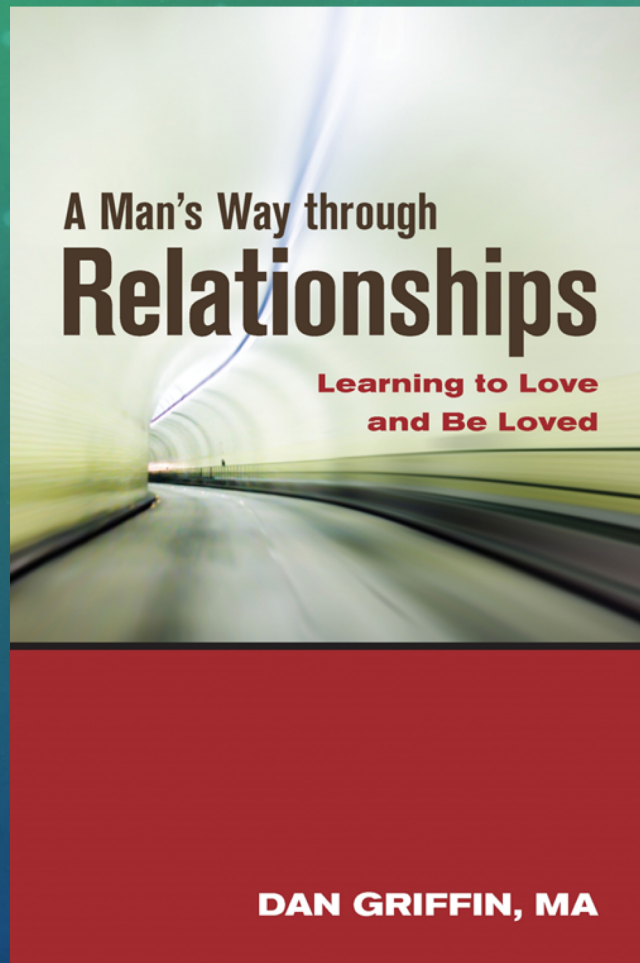


A MAN'S WAY THROUGH THE TWELVE STEPS



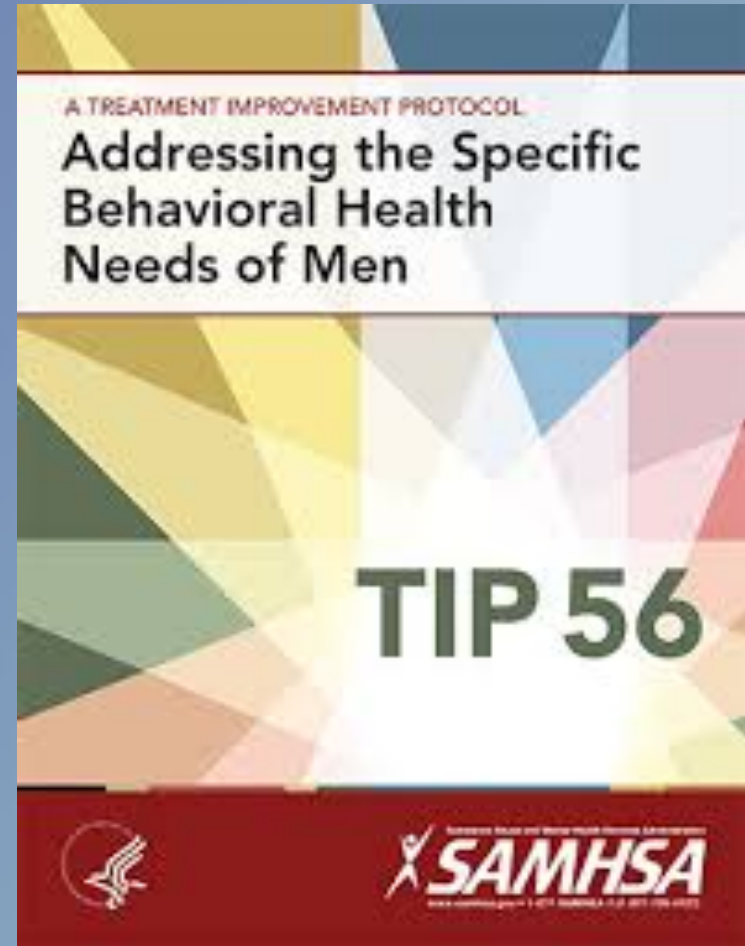
- Replicated masters research
- Similar structure to Dr. Covington's *"A Woman's Way Through the Twelve Steps"*
- Interviewed over 25 men
 - Ages 25 to 59
 - Periods of sobriety from 1 to 42 yrs
- First gender-responsive and trauma-informed book for men in recovery focused on men's unique issues and needs
- Core Issues
 - Emotional Awareness, Relationships, Grief, Anger, Violence, Abuse, and Trauma

A MAN'S WAY THROUGH RELATIONSHIPS: LEARNING TO LOVE AND BE LOVED (2014)



- Follow up to *A Man's Way through the Twelve Steps*
- First trauma-informed book focused solely on helping men navigate the joy and pain of relationships in the face of their internalized ideas about masculinity and what it means to be a man.
- *Into Action* exercises at the end of each chapter give reader the opportunity to immediately practice the ideas in each chapter.

THIS RESOURCE IS
AVAILABLE FREE
WWW.SAMHSA.GOV



THE MAN RULES PODCAST

Available on iTunes, Stitcher, and Google Play

www.themanrules.com



WHAT WOULD MEN TELL YOU IF THEY
WEREN'T TOO BUSY WATCHING TV

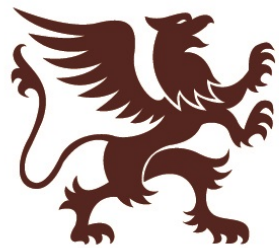


Allen Berger, Ph.D.

Dan Griffin, M.A.



CLICK TO ENLARGE



GRIFFIN **RECOVERY**

ENTERPRISES

*We cannot just change what men think,
we have to change what we think about men.*

CONTACT INFORMATION

Dan Griffin, MA

Griffin Recovery Enterprises

Our Services:

www.griffinrecoveryenterprises.com

info@griffinrecoveryenterprises.com

More About Dan & His Work:

www.dangriffin.com

dan@dangriffin.com