

# Welcome! 4th Annual Washington Fatherhood Summit

We will begin at 8:30

Thanks to our Generous Sponsors:



Thomas V. Giddens Jr.  
Foundation

Washington  
Fatherhood  
Council



# Welcome from the Washington Interagency Fatherhood Director

Anne Stone MA, MPA





## Announcements for May 25<sup>th</sup>, 2022

- We will be in the same ZOOM meeting for the entire meeting
- We will be wrapping up at 12:00

4th Annual  
Washington  
Fatherhood  
Summit  
“Strengthening  
Fathers, Families  
& Washington”

**Washington  
Fatherhood  
Council**



Welcome to Day 2!

Cheryl Strange  
Secretary  
Department Of Corrections



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# Dad Life

## Fathers Day Conference 2010

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# Fathers Panel

Moderator – Jeremiah Donier

- Tui Shelton
- Steven Thibert
- Dean Maraman
- Christian Paddock



# Table Group Reflections

You will be automatically assigned to a Table Group Discussion in a Zoom breakout room.

Facilitated conversations:

1. How might what you just heard affect your role with fathers as you go back to your job?
2. Anything you heard that concerned you?
3. Inspired you to act?





We are in Breakouts!



If you would like to be added to a table discussion let us know in the chat.

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Break 10:50 – 11:00

# Fatherhood Photo Contest Entries

(link provided in the Zoom Chat)

Fatherhood  
is  
Essential

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#Dadication

Durrell

Fatherhood

Involvement

Ad Council

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# Child sexual abuse and its impact on Adult male survivors: The silent epidemic

*Hassan A. Daniel, Founder and CEO of The Father Factory, Inc.*

*Joshua D. Sparrow, M.D., DFAACAP*

*Executive Director, Brazelton Touchpoints Center Associate  
Professor of Psychiatry, Harvard Medical School, part-time*

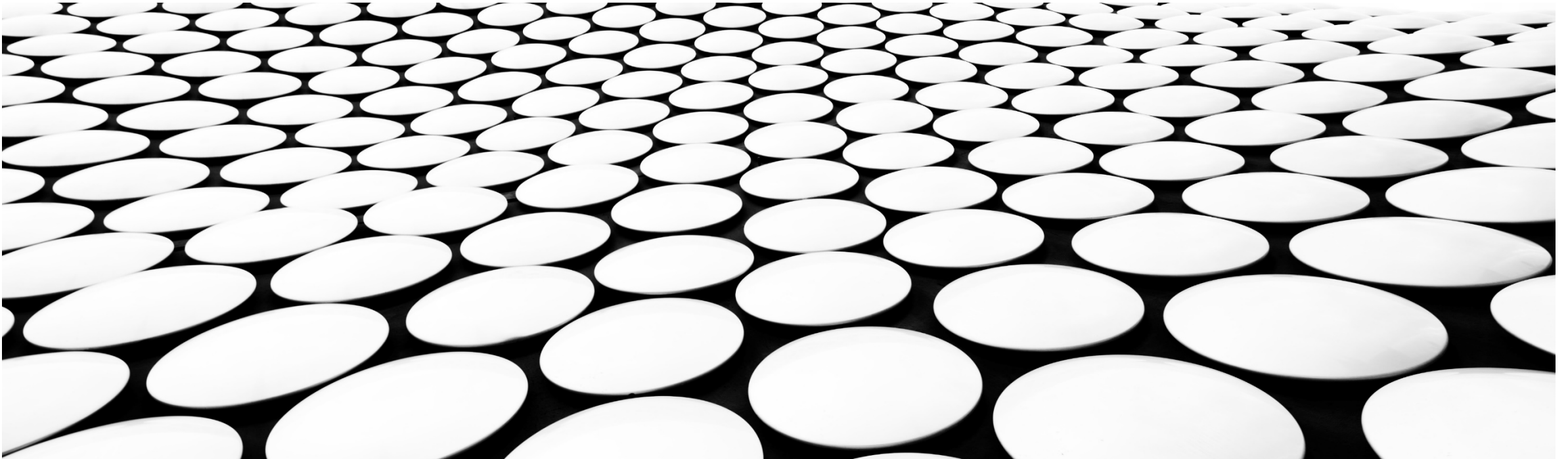
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Council**



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**MALE SURVIVORS**  
**OF**  
**CHILD SEXUAL ABUSE**  
**THE SILENT EPIDEMIC**

**THE FATHER FACTORY TALKS WITH THE WASHINGTON INTERAGENCY FATHERHOOD COUNCIL**





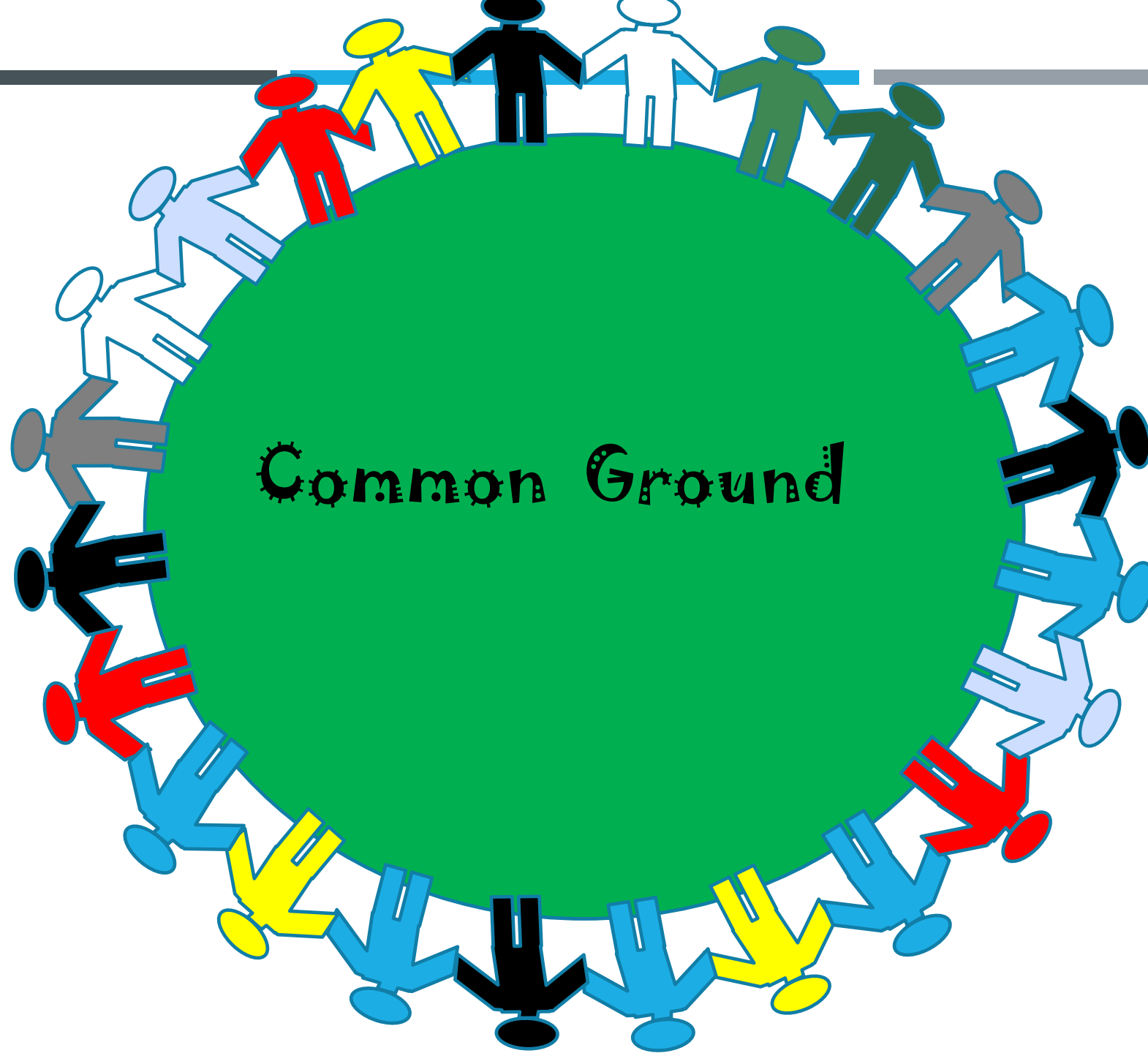
PURE INTENTIONS. HEALTHY EXPECTATIONS. REALISTIC GOALS.

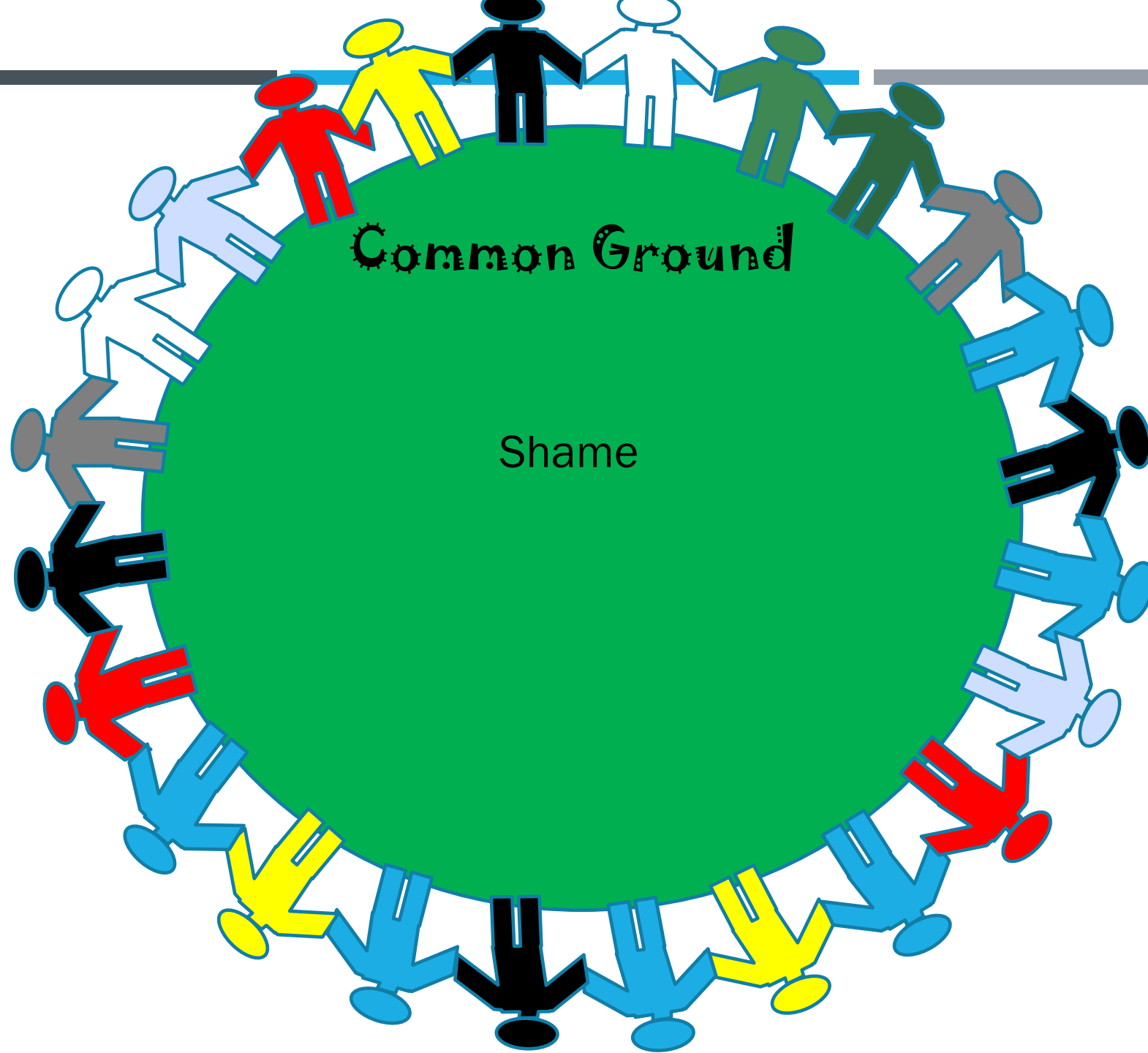
# The Father Factory

Healing Men of Childhood Sexual Trauma.

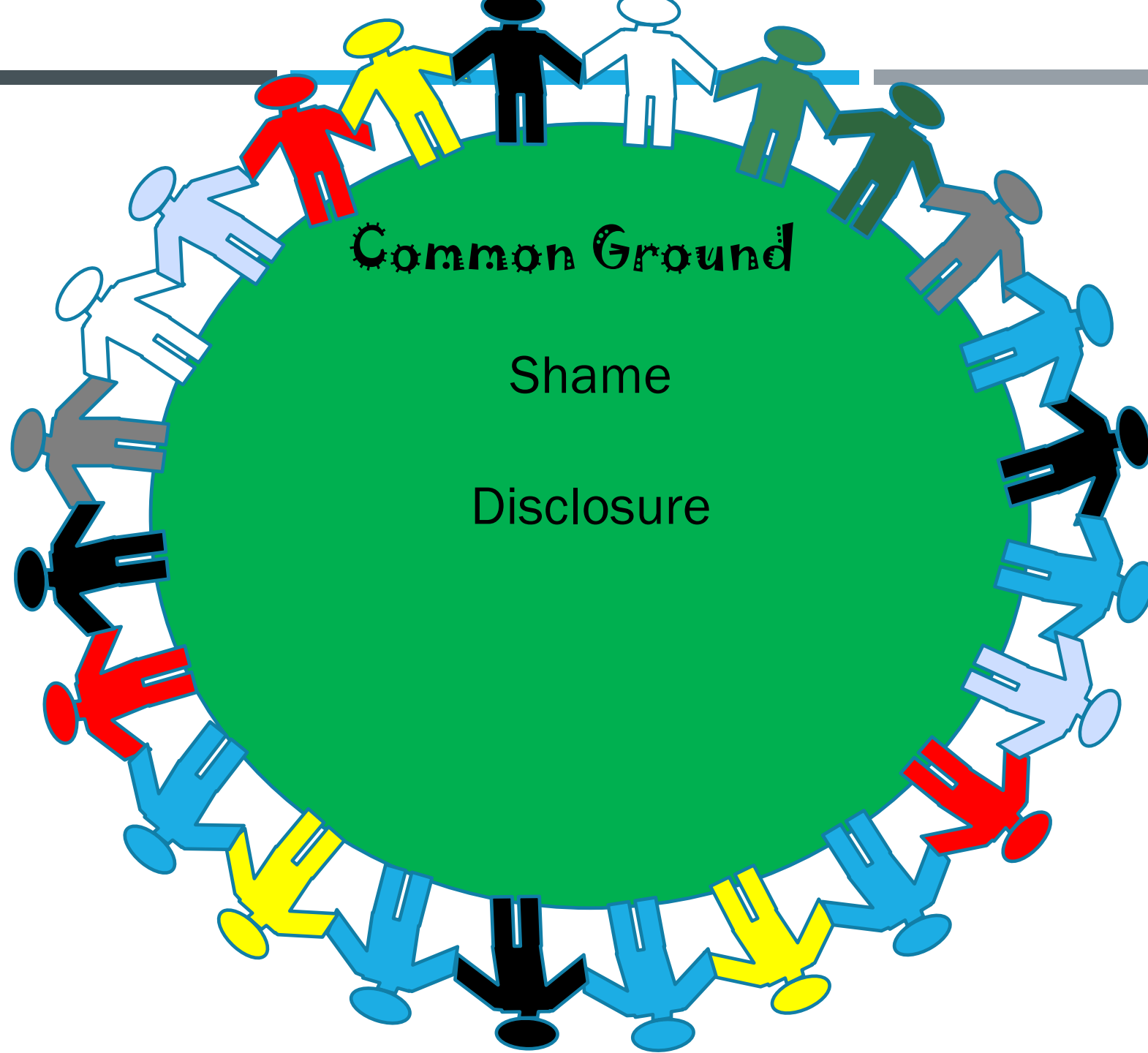


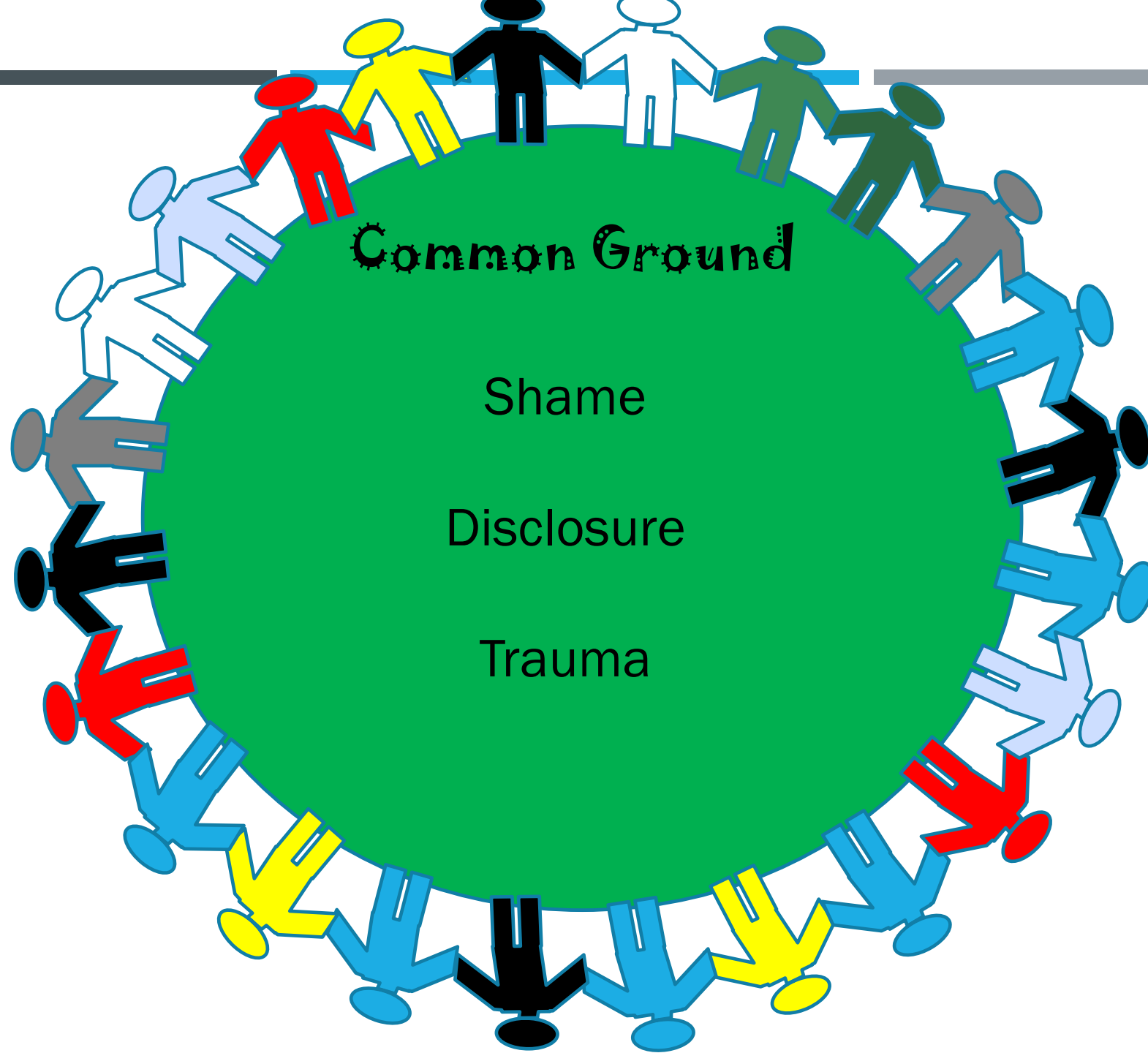


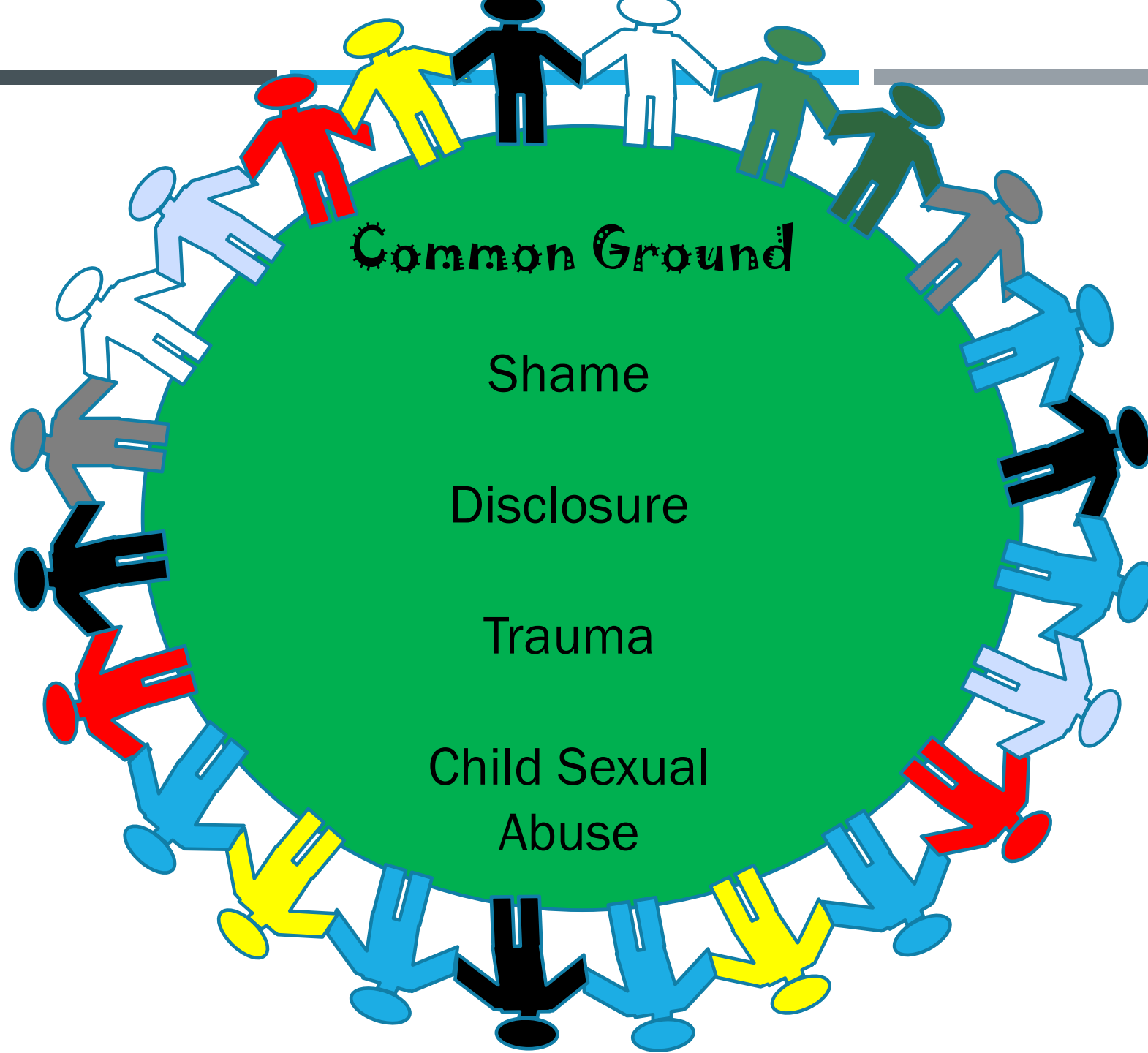












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# WHAT IT LOOKS LIKE BEFORE AND AFTER IT HAPPENS BUILDING AWARENESS

**TARES** Look **IDENTICAL** To **WHEAT**

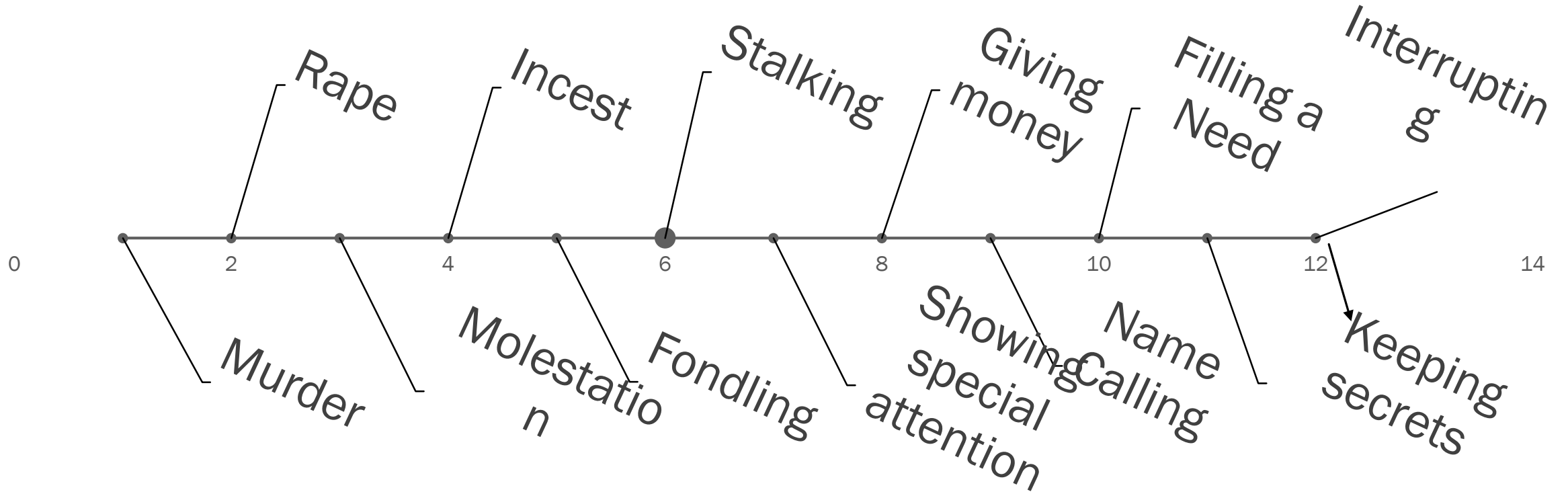


**WHEAT:** before it is fully ripe.

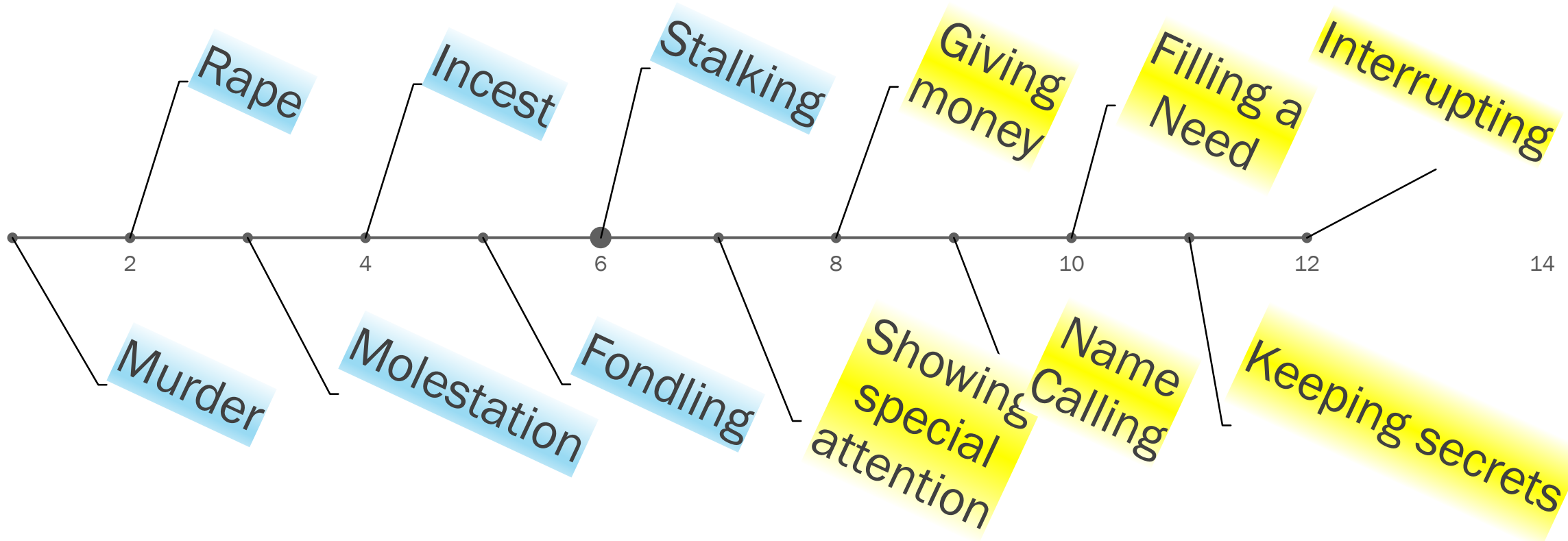


**TARES:** *Lolium Temulentum*

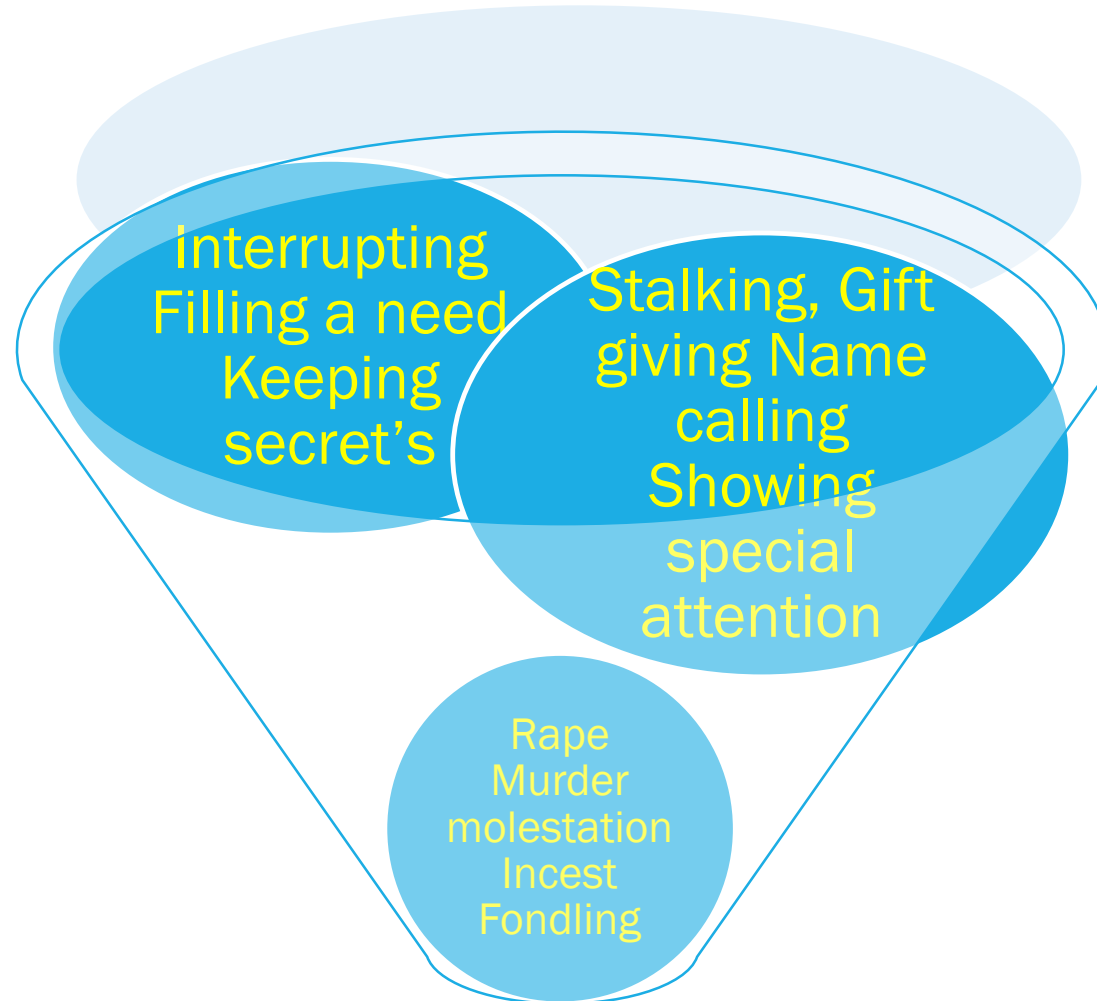
# Spectrum of Child Sexual Abuse



# Spectrum of Child Sexual Abuse



# THE SPECTRUM AS A CIRCULAR

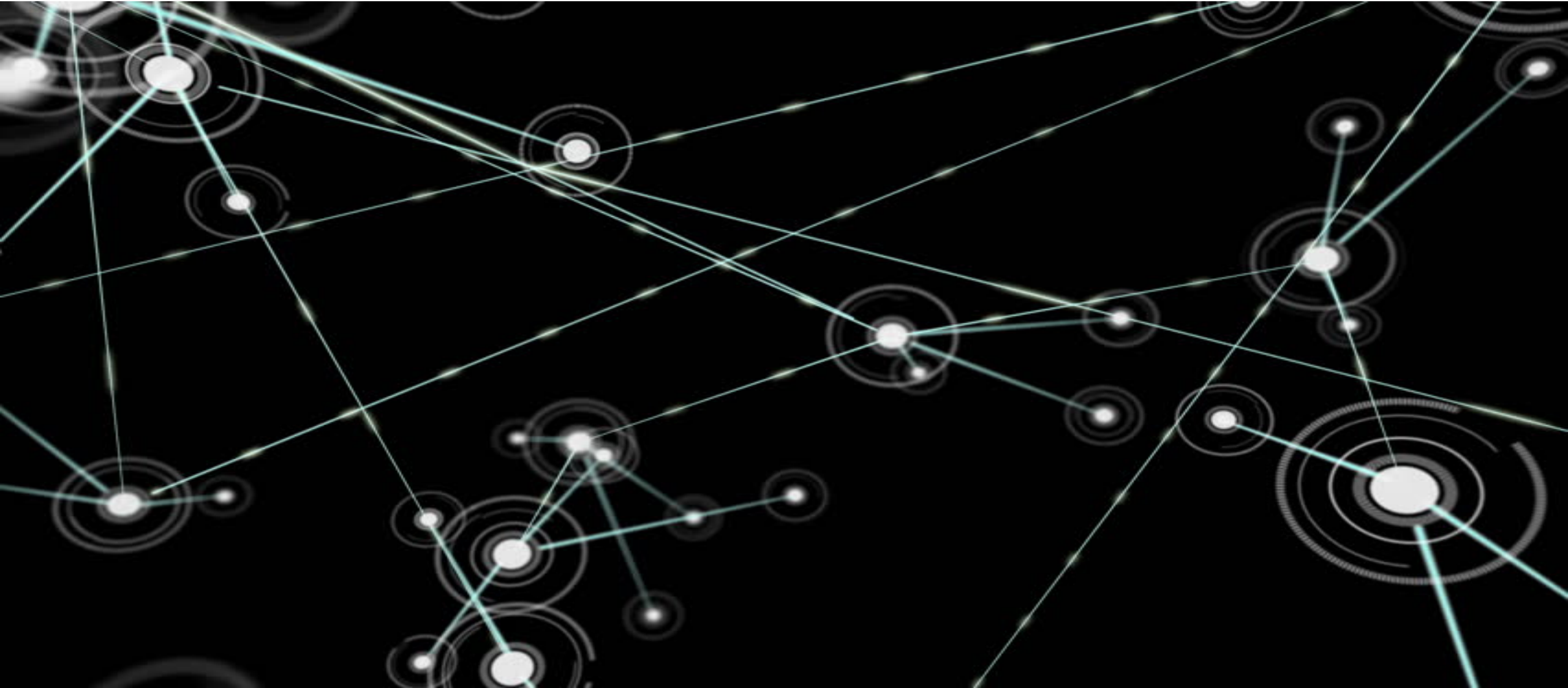


Grooming Behavior



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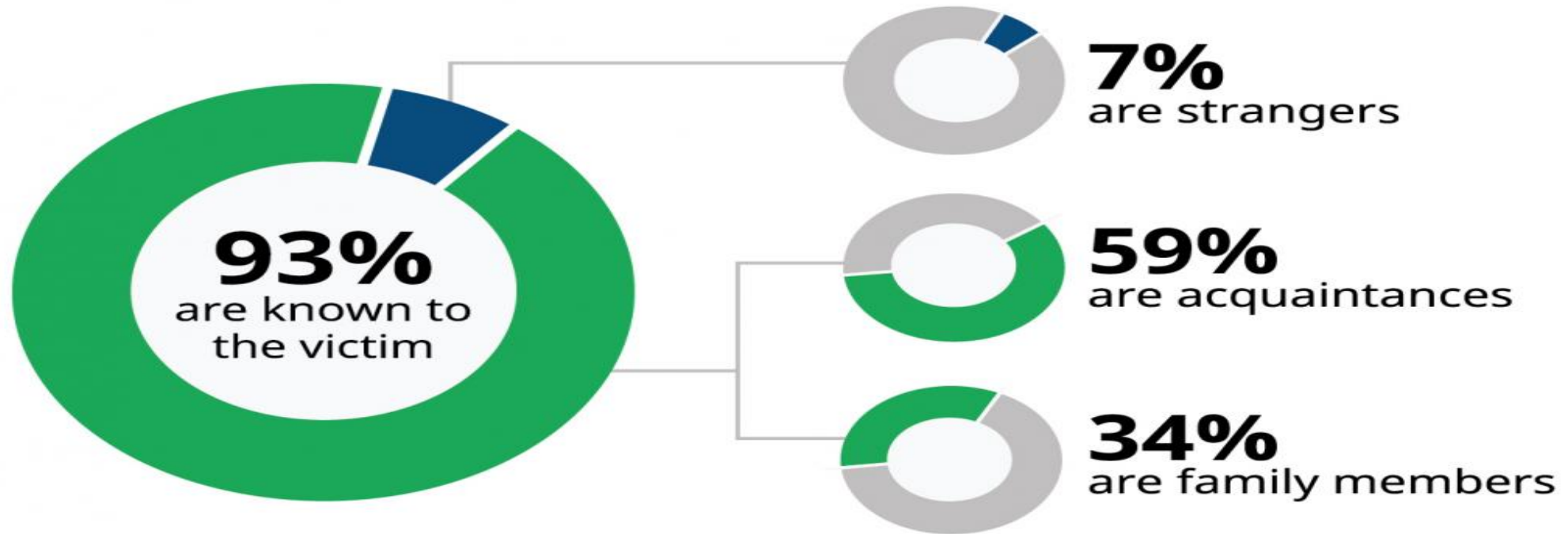
# THIS IS HOW OFTEN THIS HAPPENS BUILDING AWARENESS





# CHILD VICTIMS OFTEN KNOW THE PERPETRATOR

Among cases of child sexual abuse reported to law enforcement:

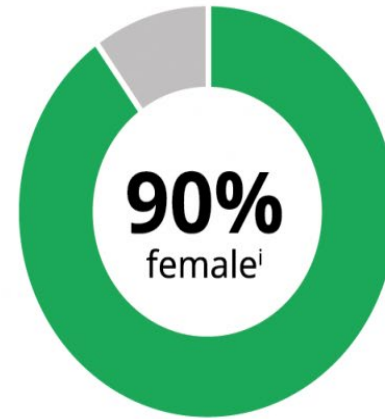


## THE CHILLING STATISTICS

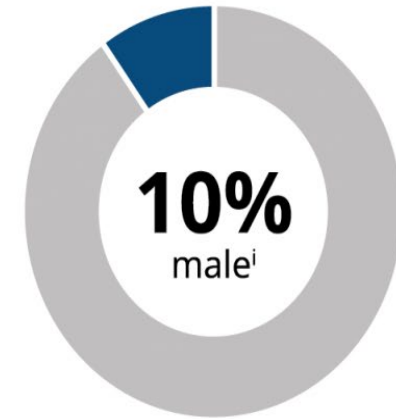
Every 68 seconds, an American is sexually assaulted.

And every 9 minutes, that victim is a child. Meanwhile, only 25 out of every 1,000 perpetrators will end up in prison.

### 9 OUT OF EVERY 10 VICTIMS OF RAPE ARE FEMALE



17.7 million American women as of 1998<sup>i</sup>



2.78 million American men as of 1998<sup>ii</sup>

**RAINN**

National Sexual Assault Hotline | 800.656.HOPE | [online.rainn.org](http://online.rainn.org)

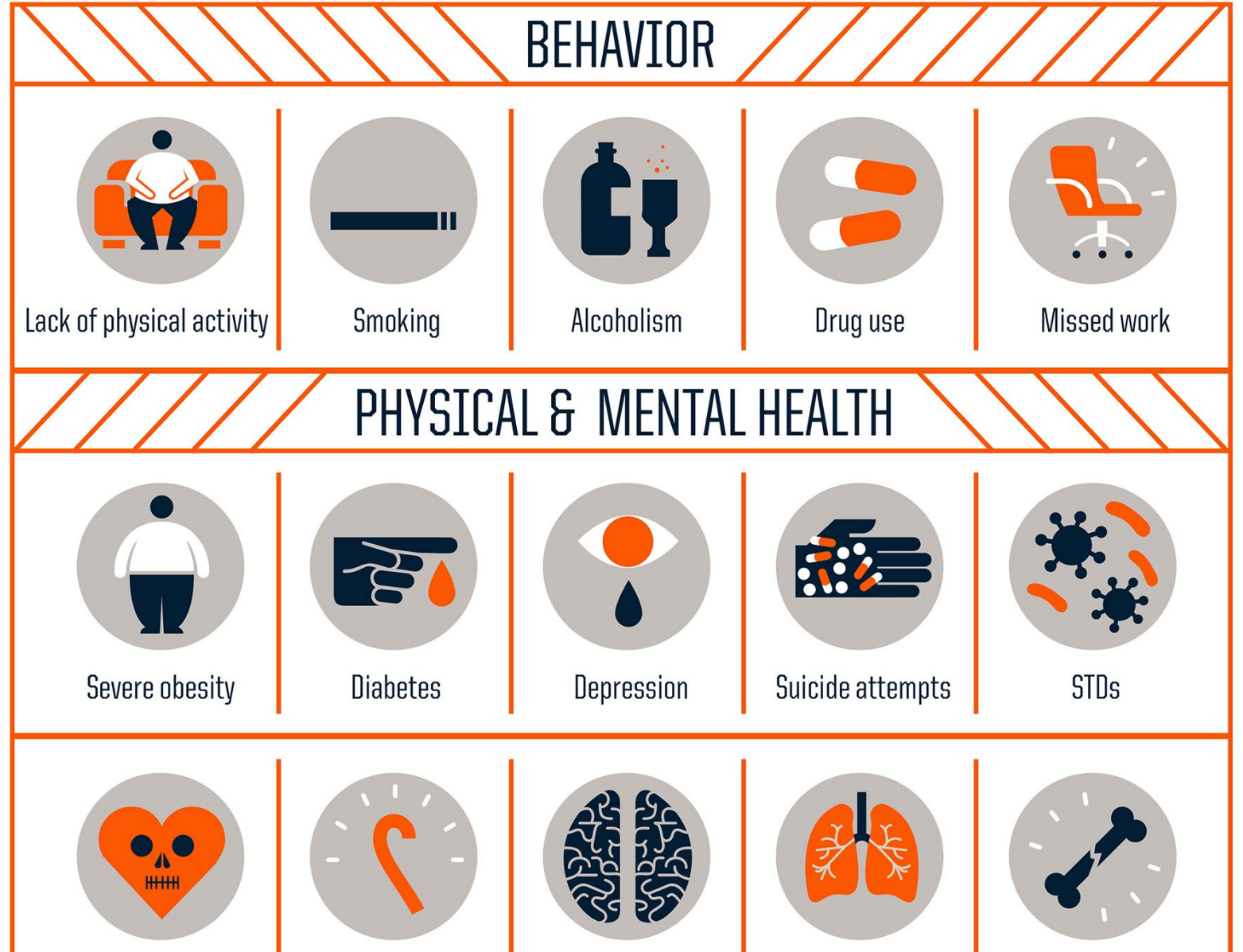
Please visit [rainn.org/statistics/scope-problem](http://rainn.org/statistics/scope-problem) for full citation.<sup>3</sup>



**YOU MAY NOT IGNORE IT**

A black and white photograph of a basketball court floor. The floor is made of wood and has several white lines and numbers painted on it. The number '15' is prominently displayed in the foreground. In the background, other numbers like '0' and '3' are visible. The lighting is dramatic, with strong shadows and highlights. The text 'YOU MAY NOT IGNORE IT' is overlaid on the left side of the image in a bold, white, sans-serif font.

# ADVERSE CHILDHOOD EXPERIENCES THE HIDDEN THREAT TO PUBLIC HEALTH



# The Chilling Stats

More than **1 in 3**  
women experienced  
sexual violence involving  
physical contact during  
her lifetime.



Nearly **1 in 4**  
men experienced sexual  
violence involving  
physical contact during  
his lifetime.



Estimated Lifetime  
Cost of Rape



**1 IN 4 GIRLS**

experience  
sexual abuse in childhood



**1 IN 13 BOYS**

experience  
sexual abuse in childhood




**COST OF  
CHILD  
SEXUAL  
ABUSE**

**\$9.3 Billion**

Total cost in the United States



A close-up photograph of a man with a beard and mustache, wearing a blue shirt, holding a sleeping baby in a white onesie. The man is looking down at the baby with a gentle expression. The background is a light-colored wall with several yellow cloud-shaped decorations. The text "CSA impact on Fatherhood" is overlaid on the right side of the image in a black, stylized font.

# CSA impact on Fatherhood

# THE IMPACT OF CSA ON PARENTING





## THE IMPACT OF CSA ON PARENTING



- Awareness of the “victim-to-offender” discourse



## THE IMPACT OF CSA ON PARENTING



- Fatherhood as a catalyst for the resurfacing of trauma



## THE IMPACT OF CSA ON PARENTING



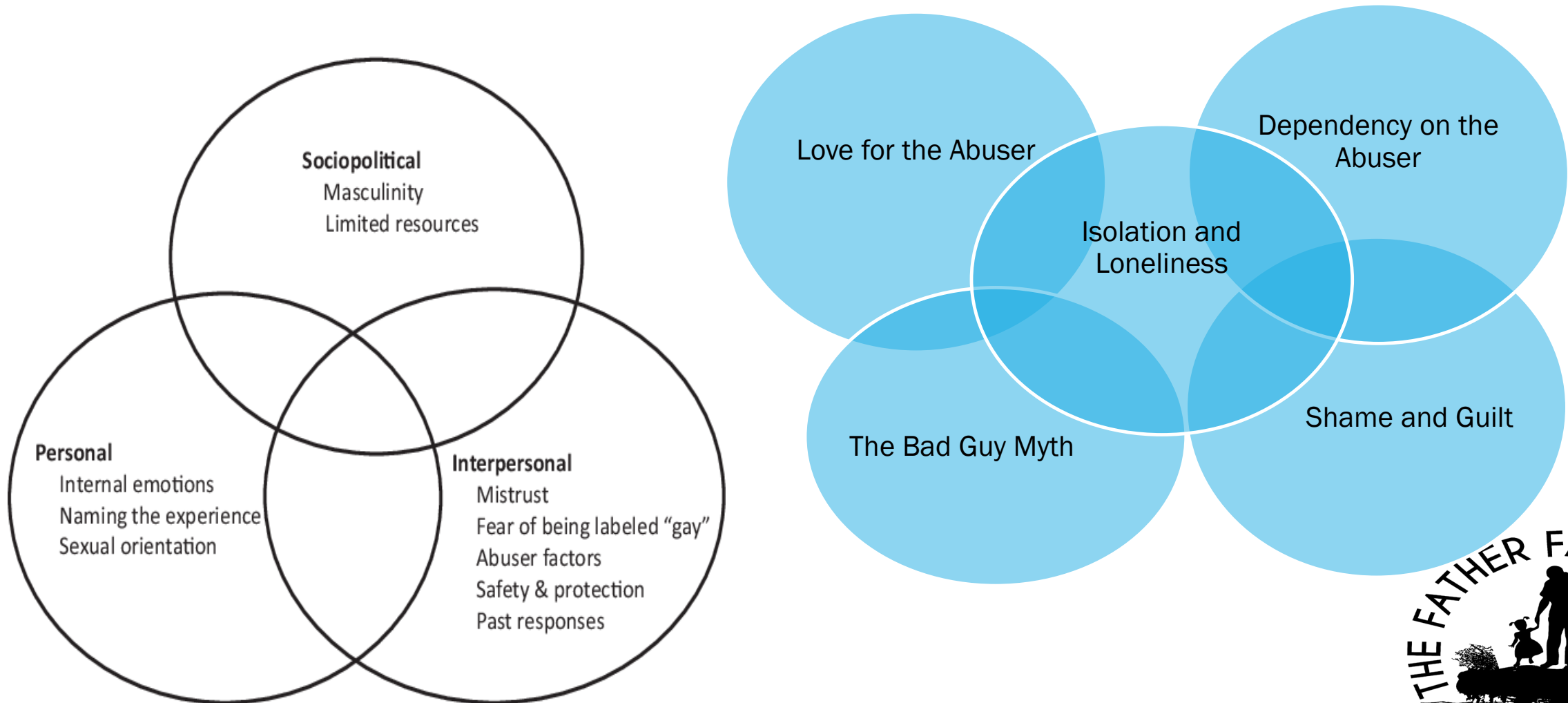
- Fatherhood as a healing Experience



**THIS IS THE  
DAMAGE THAT'S  
DONE  
BUILDING  
AWARENESS**



# MALE SURVIVORS BARRIERS TO DISCLOSURE



# RE-VICTIMIZATION OF BLACK MALE SURVIVORS

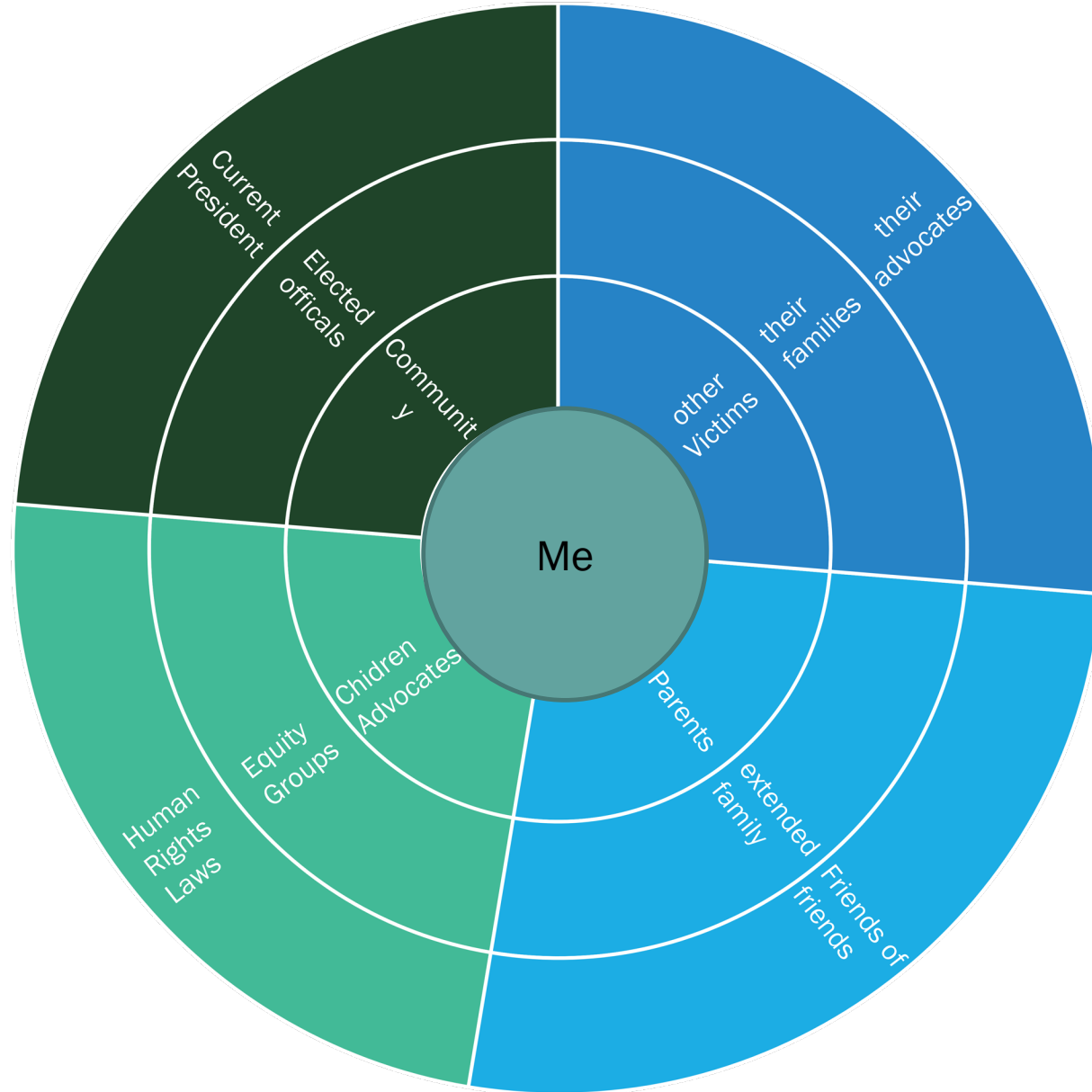
- Pervasive/Persistent Traumatic Stress Disorder
- Systemic Racism
- Educational neglect
- Racial Trauma



- Religious Colonialization
- Community Trauma
- Decontextualizes trauma
- Medical neglect



# Systemic Factors of Child Sexual Abuse



# WHAT DO YOU DO ABOUT IT? -BUILDING AWARENESS





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## CALL TO ACTION

- Campaign to End the Silence
- Start the discussion around keeping children safe from sexual abuse
- Welcome the disclosure of men who have experienced the injury of molestation
- Connect beyond obvious commonalities (things other than sports)
- Service delivery checks and balances
- Acknowledge what happened to me, work on what is happening in me (impact)
- Understand the men and the trauma he experienced in context of his culture and our world.- and say- *“ITS NOT YOU FAULT”*
- HOLD MEN accountable to unpack their ANGER, if they choose to be apart of your services, it's a part of their journey.



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# MALE SURVIVORS THE SILENT EPIDEMIC

## What is the Problem

- Unaddressed Population
- Failure to link the problem
- Lack of Resources

## How Do I Support

- Serve to the Dignity of survivors
- Expand capacity of services
- Self healing system



I Am My  
Brothers Keeper

# Single Dad Learns to Do His Daughter's Hair

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# Joy and Healing through Male Engagement

*Michael Browne, Senior Community Engagement Manager for Hilltop Children's Center and Educator Institute in Seattle, WA*

*Nick Terrones, Program Director for Daybreak Star Native American Preschool*

*Amir Gilmore, PhD. is a professor of Cultural Studies and Social Thought in Education and Associate Dean of Equity and Inclusion for Student Success at Washington State University*

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**Joy and Healing Through  
Male Engagement**



# **Rights Resistance Refusal**

Honor with Action, Not Just Words

How are we contributing to Indigenous erasure in plain sight?

How can we continue to empower and support Indigenous journalism and storytelling?

How do we support destructive and extractive practices of Indigenous culture, land, resources, and souls?

How can we diversify your source of education and entertainment?

In which ways are you not just acknowledging the lands we are on but showing up now just on Indigenous People's Day but the other 365 days of the year?

# Mike Browne (he/him)



**Sr. Director of Community Engagement for Cultivate Learning at the Univ. of Washington**

**Co-host of the podcast called “Napcast” (available on Spotify, Apple, and Google)**





**Nick Terrones**  
**(he/him)**

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**Program Director at  
Daybreak Star Preschool  
at United Indians of All  
Tribes**

**Author of “Can of Worms:  
Fearless Conversation  
with Toddlers”**



# **Amir Gilmore, PhD (he/him)**

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**Associate Dean of Equity  
and Inclusion for Student  
Success and Retention**

**Assistant Professor Cultural  
Studies And Social Thought  
In Education**

**@amir\_asim on Twitter**



# What is Family?



How do you define it? How does your job define family? How do the people you work with define family?

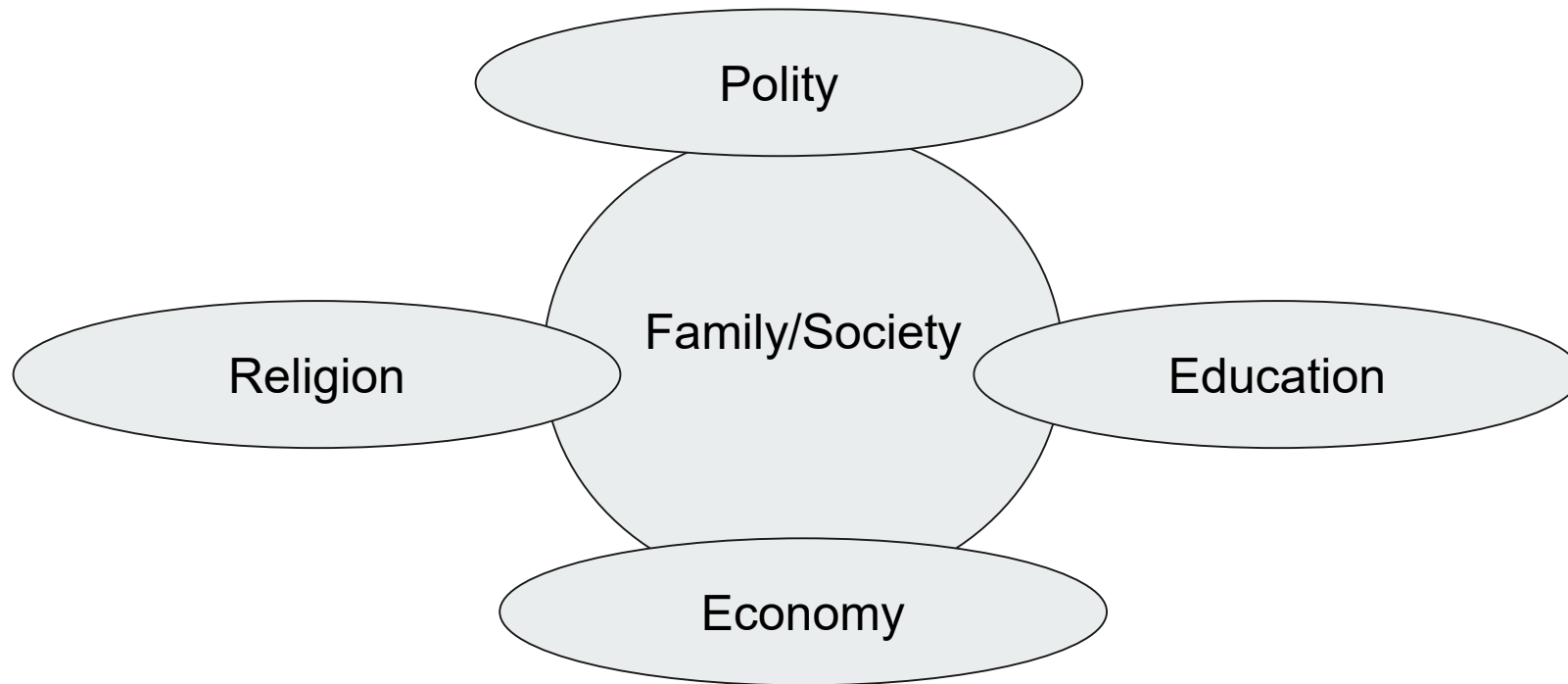
Family can be described as immediate family, extended family, brother from another mother, friendship, kinship, informal support networks, community members and more.

Our traditional notion of what constitutes a family and the traditional roles that members of the family play are eurocentric ideas that have been passed down by generations.

With these notions rapidly shifting, our services and programs must shift as well to match the social and economic changes occurring right now.

A reshaping of our ideas about roles and our structures means disrupting the notion of men and males desires, capacity, and abilities as caregivers.

# Structural Functionalism and Families



- Talcott Parsons
- Big picture view of the health of a society
- Functions should work for the good of the whole

# Essence in Society

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- **Stability**
  - **Social patterns contribute to stability**
    - who is seems to be benefiting from stability and why? What group or groups of people do we expect to see represented?
- **Harmony**
  - **Structures in society work together in harmony for the good of the whole**
    - is harmony actually happening? What group feels the harmony?
- **(R)evolution**
  - **Social structure and culture adapt to new needs and demands of society.**
    - are changes being systematically implemented to meet the actual needs of those experiencing social structures? Is there adequate adaptation to equity and modes of accountability?

# Adultification in Families

- What it means to be *a child* and who can *embody childhood* are concepts that appear to be common sense to most adults. Contrary to those notions, *only certain children* can embody childhood, due to intersectional racialized and gendered dynamics.
- Adultification is not a *new* concept, as it is “rooted in the legacy of racial discrimination in this country, which historically included responding to Black youths’ child-like behavior more punitively” (Epstein, Blake, and Gonzalez, 2017, p.
- Black children are vulnerable and subjected to *age compression*, meaning that they are viewed as older than their age, thus they are held more culpable for their actions
  - Their social worlds are narrowed and truncated, leaving little room for joy, leisure, and playtime
  - Moreover, their actions are less likely to be viewed as *innocent*
- The discourses of “personal responsibility” and “knowing better” pervade in families
  - Telling a boy or a girl that they are young men and women
  - Telling a child that they are mature for their age

# What is Family?

## Questions To Consider...

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- What responsibilities were placed on you as a child?
- What responsibilities do you put on children?
- How can we as adults resist societal impulse/pressure of labeling children as adults?
- What are the ways that adults can limit the social worlds of their children?



# Gender Revolution

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Gender Revolution is the sweeping changes in the gender system as we know it. But this isn't a revolution that we haven't achieved just quite yet. It's important to note that it looks a lot of different ways:

- The battle for pay equity for females and females of color
- Diversification of genders in historically male-dominated occupations
- Representation in leadership positions

How you're working to make services more father-friendly, is part of that revolution.

Male involvement that is routinely characterized as "just the easy/fun stuff" or "cute" is part of the gender revolution.

Intentional preparation in our early years for domestic roles; the rejection of male toxicity; placing higher value as a society on caregiving roles is part of that revolution.

Disrupting the notion of who domestic work is for, is part of that revolution.



# Gender Equity Through Our Structures

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**Expect Male Involvement**

**Support Male Involvement**

**Create Male Involvement**



# Race and Gender in Adultification: Boys

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- Ladson-Billings (2011) noted that “the paradox of Black boys’ experiences in school and society is that mainstream perceptions of them vacillate between making them babies and making them men” (p. 10).
  - Static and heteronormative gender practices pressure boys to be men
  - In this liminal space, Black boys are infantilized and perceived as uneducable as well as wild, threatening, and adult-like (Dumas & Ross, 2016).
  - The preoccupied public interests in Black boys are not concerned with their experiences, mattering, or their pain, but with stereotype-driven fears and anxieties about their bad behavior.
  - The common belief is that without intervention, Black boys are a danger to public safety, and thus are subjugated through anti-Black practices and discourses.
- Goff et al. (2014) found that, unlike their white peers, by age 10 Black boys are misperceived as older, viewed as guilty of suspected crimes, and face police violence if accused of a crime.

# Tamir Rice, 12

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- In 2014, 12-year-old Tamir Rice was shot within two seconds by Cleveland police for playing at a local park with a toy gun
- Due to his physical size, the responding officers believed that Rice was older.
- Political commentators attributed the death to racist police officers, but what was neglected in those conversations was how and why a 12- year-old Black boy and other Black children like him could be considered such a threat.



# Race and Gender in Adultification: Girls

- Another crucial consequence of adultification is the fantasization of Black girls' bodies (Epstein et al., 2017).
  - Stereotyped as overtly sexual and sexually deviant, Black girls are characterized as “**fast-tailed**” and sexually precocious because that is their “natural” role (Dagbovie-Mullins, 2013).
- Black girls do not have to be sexually experienced to be labeled **fast**
  - “Age-appropriate behaviors like talking to boys, wearing shorts or makeup, or even going through puberty early” can grant them the label (Kendall, 2013).
- Concerned about the moral decency of girls, society and school officials regulate Black girls' bodies and behaviors through the respectability politics of dress codes (Morris, 2016).
  - Dress-codes make assumptions that a person's sexual behavior is tied to their clothing style (Morris, 2016).
    - For example, if a Black girl wears shorts, she might be labeled as fast by elders, reprimanded by school officials for distracting boys, and might elicit inappropriate touching and behavior from them.
    - Further, dress codes reinforce the practice of “**slut-shaming**”, as any girl who wears tight or revealing clothing is labeled as **fast**.

# Gender Revolution

## Questions To Consider...

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- Do we view the movements for pay equity and representation for non male identifying people in the labor force, as separate from the movement to support male caregivers? How does each movement interact with one another and how can we increase support or revamp our messages to uplift both?
- What does a boy, girl, or two-spirit explicitly or implicitly learn about themselves and their placement in the world through these social functions/structures?
- What is a boy, girl, or two-spirit unable to learn about themselves and their placement in the world through these social functions/structures?
- What traits/characteristics do children inherit from fathers and father figures?
- What traumas do children inherit? What traumas did you inherit as a child? How does intergenerational trauma affect child-parent relationships?
- How do fathers and father like figures protect Black girls from adultification? What conversations do you need to have? What conversations do you need to be a part of? How do you disrupt the oversexualization of Black girls' bodies?

# Intergenerational Trauma

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What is the trauma, the harm that your organization has caused on the communities you wish to partner with? Is it...

- Societal violence
- Persecution
- Racial trauma
- Unreasonable demands or expectations given the person's access to resource
- Top down rules / lack of culturally responsive supports

Honor with action not just words.

Safe is and can only be defined, by the individual themselves. We must decenter ourselves and invite others in, in order to craft an environment which makes it safe for them.

# Intergenerational Healing

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## **Generational Clarity**

What ancestral strengths and lessons can we learn from?

## **No memory lapse**

Denial creates unaccountability; familial history reemerges.

## **Do not pass the baton**

What do we know that we can disrupt and not pass along?

White for North representing preservation

**PRESERVATION: BODY** - skills - maintaining the positive patterns and view of life as an on-going system. Recognizes that Aboriginal people are spirit, heart, mind and body.

East: recognize the need to disrupt connotations of fatherhood and male involvement

South: Expect Father and Male involvement

West: Create Fatherhood and Male involvement

North: Support Fatherhood and Male involvement

Black for West building on your life's lesson

**BUILDING: DEVELOPING THE MIND** - gaining knowledge, developing the new positive life experiences into continuous patterns and change the view of life which includes integrating the strengths already acquired by the



Yellow for East representing awareness

**AWARENESS: ATTITUDES AND INSIGHTS** into behavioural patterns, ever-increasing understanding of one's self and the world.

Red for South where you pray for your struggles

**STRUGGLE: HEART** - feelings about self and others and how we interrelate - efforts and attempts to change negative life experiences to positive feeling and believing that my behaviours influence all of my relations.

Southern Plains /Sioux/Plains Cree and Lakota



# Healing from Adultification

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- Reflect and acknowledge the ways that you possible have been adultified
- Be mindful of the practices and discourses of adults narrowing and truncating the age of children
  - Let children be children for as long as possible
- Engage in your child's social world
  - Get creative, be silly, and use your imagination
- Return to your dreams and aspirations as a child
  - Engage in them
  - Share your dreams and aspirations with your child
- Continue to have a presence and be responsive when your child is being adultified
  - Community response is key!

# Intergenerational Healing

## Questions To Consider...

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- What does the continuum of care and services look like for the males that interact with your services and program?
- What are the strategies in place to help center BIPOC male healing (emotional, psychological, behavioral, and physiological) in my programs, messaging, hiring, onboarding, and environment?
  - Who created them?
  - Are they being implemented across your services and personnel?
  - Are they effective?
  - Have they been updated?
  - Have I included the voices of those harmed the most by it?
- How are you creating an environment that doesn't remind fathers and father-like figures of the past trauma they experienced? How big of a role does healing have in your practice?

# Contact Us

  
Mike Browne (he/him)

Sr. Director of Community Engagement at Cultivate Learning

@miguelitobrowne on Twitter

[msbrowne@uw.edu](mailto:msbrowne@uw.edu)

<https://www.msbrowne12.weebly.com/>

Nick Terrones (he/him)

Program Director at Daybreak Star Preschool at United Indians of All Tribes

Author of “A Can of Worms: Fearless Conversations with Toddlers”

Napcast co-host - A podcast co-hosted by two male Early Childhood Educators of color (available on Spotify / Apple)

[nickterronece@gmail.com](mailto:nickterronece@gmail.com)

Amir Gilmore, PhD (he/him)

Associate Dean of Equity and Inclusion for Student Success and Retention and Assistant Professor of Culture Studies and Social Thought in Education at Washington State University

@amir\_asim on Twitter

[amir.gilmore@wsu.edu](mailto:amir.gilmore@wsu.edu)

Thanks for coming today!!

# “Dadvertising”

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Dove Men+Care

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