

Exercise in table groups – discuss these questions in the next 50 minutes

- 1) Why was this principle important to you?
- 2) How does it affect your work or role now?
- 3) How do we use these principles to create change?

Please take notes on the key issues you discussed under your Breakout Room

Room 1 Commit to equity, fairness and justice for all fathers.

Communicate clearly and early that Division of Child Support is committed to working with Fathers. Identify and leverage methods for providing holistic support that helps them address issues with parenting plans or court process.

Change court system to start with presumption that parents are on equal footing. Start with counseling and conferencing as opposed to the adversarial process the court uses now. The goal would be to separate their relationship issues from their parenting issues.

Create a model like the Dispute Resolution Center that operates in family court systems as a first step.

Increase number of Guardian Ad Litem available to families and reduce the cost of mediation (sliding scale.)

Room 2 Commit to equity, fairness and justice for all fathers.

Commit fair opportunities for families, save the necessary energy for the process.

Room 3 Recognize and promote co-parenting for better outcomes of children and families.

Discussion of fathers as essential - children have a better opportunity to succeed with involvement of father figure. Improves self-esteem,

Co-parenting allows the perspective of two partners sharing in the conversations.

Fathers are essential - created and duly needed, Yes. single mom's can do it but children benefit with the involvement of both parents. In today's environment it is hard to provide or share - Yes I believe fathers are essential

Embrace the value and necessity of fathers to be involved with their child's lives and make it part of your communication strategy

Father's report that not having male representatives in paid professional in government positions to support them has had a negative impact

"How do I help Him" Michael Gurian - Women have joined the workforce and moved into occupations dominated by men. Women are adapting into fields faster than men.

Children need to get the same message from both parents. On things like discipline, eating patterns, etc...

Binder from Carenet was displayed - "Welcoming Him" - Men need to be around men and need mentorship and can walk alongside them - 24/7 Dad Training is free and on ZOOM

D.A.D.S - aboutdads.org - Marvin and Jeanette Charles.

Resource called *Fathers Facts* - We choose to become experts in this area to support the fact and share information about the essential nature of and influencers over fatherhood programs.

Validating men to feel comfortable in men's groups to talk about feelings...

The importance of men teaching their sons to talk about feelings and change the dynamic.

Collect and communicate data that supports the fathers are essential

Enable dads to have time to participate

Room 4 Recognize and promote co-parenting for better outcomes of children and families.

Definition: Both parents jointly participate in the upbringing process

Better for children. Difficult but rewarding.

Suggestions:

Ex parte divorce processes everywhere, simplification the creation of completing a parenting plan, programs directed to individual needs (problem solving, communication, etc.), need to promote in every facet. Use mediation instead of lawyers. Court is set up to be antagonistic and creates hostility rather than solves problems.

Way we calculate child support is terrible. Set child support based on the amount it costs to raise a child in WA.

Room 5 Factor in the essential role of fathers in the growth and development of children.

Health and Healing; fathers as the leaders and role models in their homes should be supported during the healing process, from inside out. So that when they heal, they will have hope and good health for the purpose of being there for their families (it's a process to wholesome-recovery, soul-body & mind_holistic approach to care).

Room 6 Factor in the essential role of fathers in the growth and development of children.

Room 7 Involve fathers with lived experience in the design of programs and policies.

This is important to me because lived experience *is* experience. In my new role as a child health services consultant, I want to include fathers in our Early Childhood Comprehensive Systems (ECCS) grant family leadership advisory council. It is so important to include the role of fathers in early childhood work as we have data to support that what happens in early childhood affects people for the rest of their life- especially those first few years. We want fathers to be involved and supported!

Room 8 Involve fathers with lived experience in the design of programs and policies.

Room 9 Recruit and retain staff that better reflect the communities they serve

Issues include agencies against fathers

Seasoned staff heartedly support fathers.

More fatherly support from the justice system

More recruitment for outreach for hiring

where are they posting Job announcements

More incentive for bilingual staff

More promoting to post graduates from colleges for staff recruitment.

Once father involved staff is hired, keep them more involved with the organization to retain staffs

More promotion for telehealth positions for father involved staff

Better funding resources for organizations to help retain staff

Room 10 Train service providers on effective fatherhood inclusion communication and practices

Formal education needs to include fathering.

Several to choose from - this is so important to me...education is so important to me. Educating folks around key misunderstanding around men/father/ how do we inspire a deeper understanding around.

Low hanging fruit around how organizations can welcome men. Images, right sized chairs, and bigger issues of having organizations understand that stigmas exist and we need to understand the value of fathers/father figures.

What is it we really are trying to do when we collect child support, put a parenting plan in place etc...keeping this in mind.

We are wrestling with the same issues we have been wrestling with for so many years.

We don't attract men to these roles. Mentor men with lived experiences to become professionals.

Men don't reach out for help so should we be creating systems that are easier to men to connect to...socialization

Room 12 Increase fatherhood specific resources.

Most services are designed for mothers or both parents from my conversations with other dads. Most services are designed by women and may lack perspective from fathers.

Fathers need a safe space with their peers to talk. When with the mothers, they tend to hold back.

Room 12 Increase fatherhood specific resources.

Housing needs for fathers who are at the verge of homelessness.

More funding around apprenticeship programs that can support fathers who are integrating back in the communities as well as looking for employment.

Room 13 Increase Data Collection and analysis to show the importance of Fathers

Room 14 Recognize and address individual and system biases that marginalize fathers.

Room 15 Recognize and address individual and system biases that marginalize fathers.