

Welcome to

“How About Dad?": Father Engagement Basics

THE TRAINING WILL BEGIN SHORTLY! WHILE YOU'RE WAITING...

 **Icebreaker Question**
(answer in the chat)

Would you rather speak all languages or be able to talk with animals?



Survey & Certificate of Completion

Available following the training.

Connect With Us!



VISIT **CALTRIN.ORG** &
SCAN TO LEARN MORE



Hi, We're CalTrin!

Who we are

- The California Training Institute
- Funded by the State of California, Dept. of Social Services, Office of Child Abuse Prevention (OCAP) to support child abuse prevention through professional development and extended learning opportunities.
- Designed for staff of family strengthening and child abuse prevention organizations in California, including Family Resource Centers, Child Abuse Prevention Councils, community-based organizations, and other child and family serving systems.

What we offer

- Live webinars & small group training
- Virtual, self-paced courses
- Job aids & other resources



UPCOMING TRAININGS

mark your calendars!

Visit caltrin.org to view and register for upcoming webinars or workshops



May 2: Perinatal Mood & Anxiety Disorders 101



May 6: Part one – Effective Feedback

May 13: Part two – Difficult Conversations



May 14: Effectively Welcoming LGBTQIA+ Youth Into Our Work



May 15: Social & Emotional Competence of Children



June 5 & 6: The Growing Brain



Before We Begin...

DURING



Access your notetaking slides now! The link can be found in the chat.



Review interactive features for today's session. Locate the controls on the toolbar at the bottom of your screen.



This presentation is being recorded.



External AI assistants are not allowed in CalTrin trainings due to California privacy laws.

AFTER



Complete the survey at the end of this webinar to receive your Certificate of Attendance.



A follow-up email will be sent to all participants within two days.



“How About Dad?”: Father Engagement Basics

Presented by Roger De Leon





Roger De Leon Jr.

Independent Contracting Instructor
at various universities across California

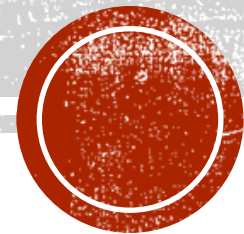
- Founder/CEO of In His Service RDJ Consultant LLC
- Independent contracting instructor at various academic institutions across California.
- Delivers state-mandated training on topics that include child welfare, enhancing skills of parent partners, and fatherhood engagement.
 - One of the first parent partners hired and helped develop their program.
 - Is a birth Father representative on the California Child Welfare Council/PEI
 - Co-chair on the Mandated Reporting to Community Supporting Task Force





“HOW ABOUT DAD” BASIC FATHERHOOD ENGAGEMENT

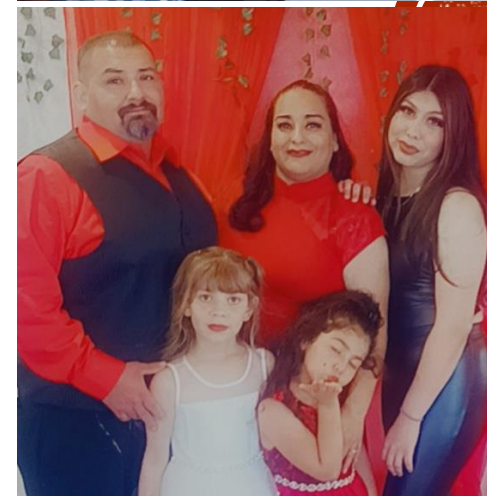
**Roger De Leon Jr- Father with Lived
Experience**



TRAINER- ROGER DE LEON JR-

Father of one beautiful adult daughter, Grandpa of “four” beautiful grandchildren & Husband married 22 wonderful years to my beautiful Queen/Wife & Best Friend!

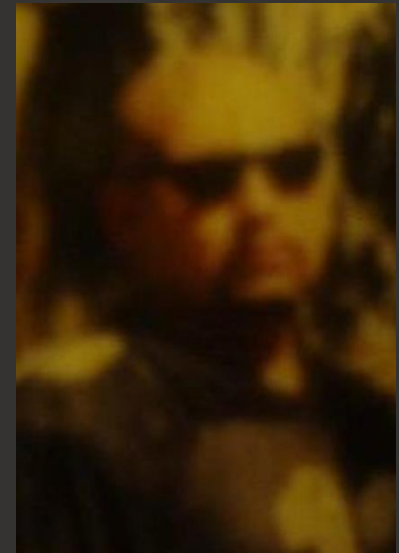
- **Assistant/ Youth Minister for over 20 years**
- **Founder “In His Service” (Prov16:9) RDJ Consultant LLC- Independent contractor Trainer, & Consultant for Fatherhood engagement, Parent Partner & Child Welfare**
- **Keynote Speaker**
- **Parent Partner-Father with Lived experience in navigating the child welfare and court systems**
- **Co- Founder and developer of Parent Partner Program, Riverside County CSD, & D.A.D.’s Coalition**
- **Co-Chair of the Community Supporting Task Force of the California Child Welfare Council**
- **Recipient of the 2023 Casey Family Program’s Excellence for Children Award: Birth Father of the Year**



MY STORY- “FROM TRAUMA TO TRIUMPH” VISION/MISSION

- **Vision-** Have a community where all fathers are engaged in the life of their children thereby creating the strongest families in California.

- **Mission-** Collaborate with community-based/ faith-based organizations and the public to:
 - 1. Increase the services for fathers
 - 2. Reduce the stigma that fathers face
 - 3. Promote the value of fathers in a child's life





WELCOME!

- **Your name.**
- **Agency and role.**
- **Share one or two words that summarize something important that you learned from your father or a father figure.**
- **Break out into groups of 3-4 (10minutes)**



POLLING QUESTION



LEARNING OBJECTIVES

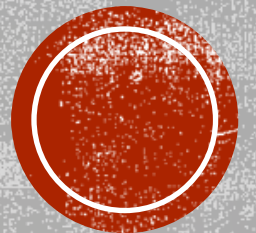
- **Understand bias and common misconceptions.**
- **Review research supporting father involvement.**
- **Identify best practices, strength-based father engagement and ways to help re-engage absent dads.**
- **Discuss “Right Now” actions and resources you can take when you return to work!**





6 PHOTOGRAPHERS VIDEO,

URL: [HTTPS://WWW.YOUTUBE.COM/WATCH?V=F-TYPFYMDK8&FEATURE=EMB_TITLE](https://www.youtube.com/watch?v=F-TYPFYMDK8&feature=emb_title).



The background image shows an indoor community center with large windows. Two men are standing at a table covered with a blue cloth, looking at papers. One man is wearing a yellow jacket and a black backpack, and the other is wearing a black shirt and a blue lanyard. There are green bags on the table. In the foreground, the back of a person's head is visible. The text "Myths & Biases" is overlaid in a large, white, serif font on a dark red, textured rectangular background.

Myths & Biases

Not
Responsible

Ducking and
Dodging

Liars

Dead Beat

Services for
Moms not
Dads

Dads not
Nurturing

All Dads are
the Same

Dads don't
Care/ No
Feelings



DEFINITION OF BIAS



Bias (noun) a prejudice or strong opinion (slanted view)



To be biased:
Influencing others with your opinions on purpose or unintentional



Everyone is biased at some time





CONTROLLING UNCONSCIOUS BIAS

- Information
- Motivation
- Individualizing
- Work as a team
- Context



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



THE CONTINUOUS WOUND!

- “Fathers wanted to let the Child Support/ Child Welfare or Agency staff know that that they are **Human Beings** with Feelings and deserve to have their Voices heard without being judged or biases especially after hearing from “mom’s or other family members”!
- **“We love our children and want to be in their lives!”**

-Father Focus Group, Riverside County

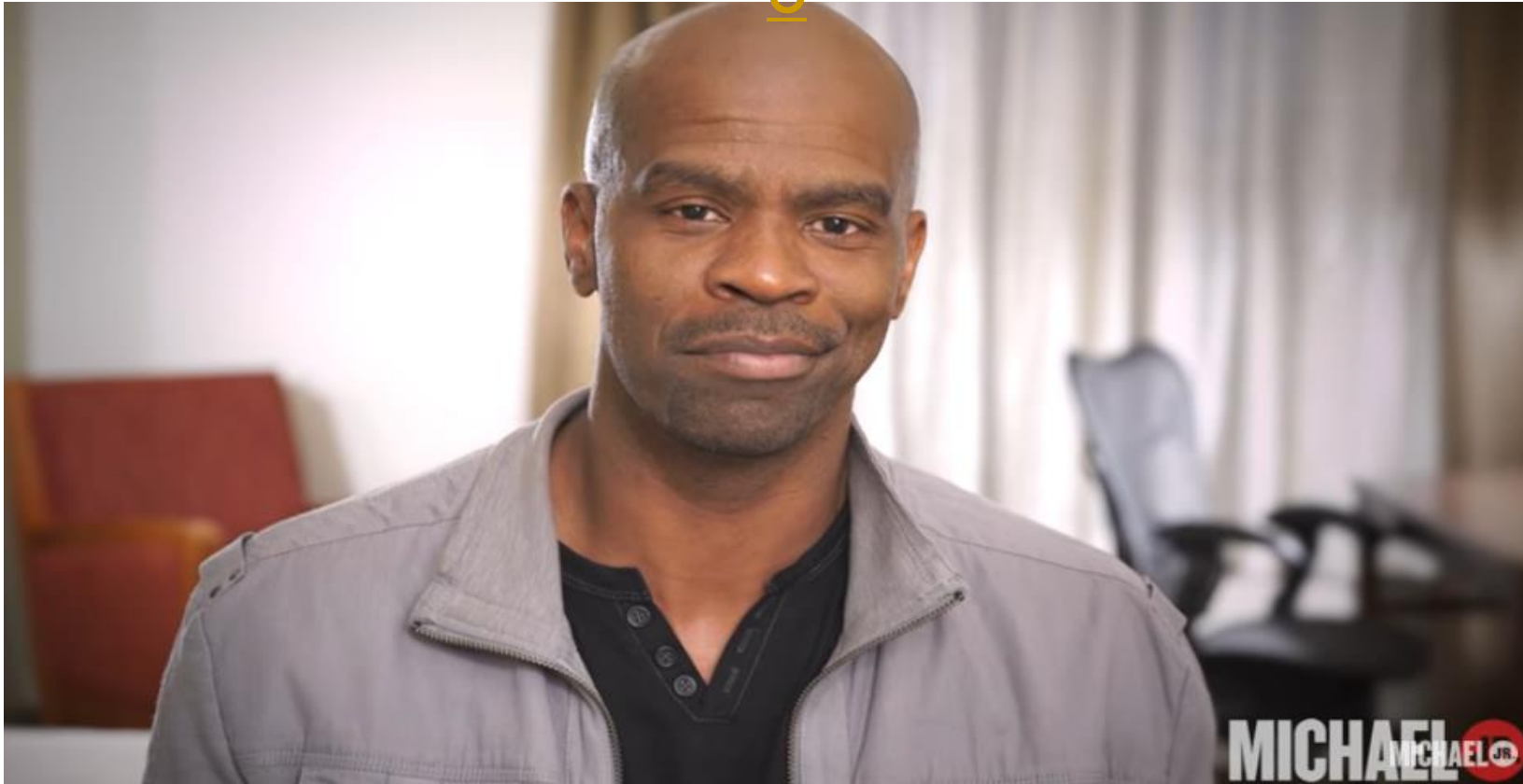
2024



LETS START OUT ON THE SAME PAGE ABOUT HOW POWERFUL A DAD CAN BE

<https://youtu.be/TU0f8a3Ciz>

Ω



The Father Absence Crisis in America

Research shows² when a child is raised in a father-absent home, they are affected in the following ways...

17.8

Million Children, Nearly 1 in 4, Without a Biological, Step, or Adoptive Father at Home¹



- ⊖ 4x Greater Risk of Poverty
- ⊖ More Likely to Have Behavioral Problems
- ⊖ 2x Greater Risk of Infant Mortality
- ⊖ More Likely to Go to Prison
- ⊖ More Likely to Commit Crime
- ⊖ 7x More Likely to Become Pregnant as a Teen
- ⊖ More Likely to Face Abuse and Neglect
- ⊖ More Likely to Abuse Drugs and Alcohol
- ⊖ 2x More Likely to Suffer Obesity
- ⊖ 2x more Likely to Drop Out of School

**National
Fatherhood
Initiative®**
www.fatherhood.org

¹U.S. Census Bureau. (2023). Living arrangements of children under 18 years old: 1960 to present. Washington, D.C.: U.S. Census Bureau.

²National Fatherhood Initiative® 2019. *Father Facts: Eighth Edition*. Germantown, MD: National Fatherhood Initiative®.



IMPORTANCE OF FATHERS.

-Children with involved, loving fathers are-

- ***More likely to do well in school.***
- ***Have healthy self-esteem.***
- ***Exhibit empathy and pro-social behavior.***
- ***Avoid high-risk behaviors such as drug use, truancy, and delinquent activity.***
- ***Research also shows that fathers are as important as mothers in their children's outcomes.***



Why is Father Involvement Important to Children?

The **Strengths** of **Father Presence**

Children with involved fathers
have **a strong foundation**
for **child well-being**.

They are at **lower risk**
for a host of **poor**
childhood outcomes.



- ✓ Infant Mortality
- ✓ Low Birth Weight
- ✓ Emotional and Behavioral Problems
- ✓ Neglect and Abuse
- ✓ Injury
- ✓ Obesity
- ✓ Poor School Performance
- ✓ Teen Pregnancy
- ✓ Incarceration as Juveniles
- ✓ Alcohol and Substance Abuse
- ✓ Criminal Activity
- ✓ Suicide

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Source: National Fatherhood Initiative® 2019.
Father Facts: Eighth Edition. Germantown, MD:
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FATHER INVOLVEMENT IMPORTANT FOR BOTH MOTHERS AND FATHERS!



- **Encouragement (motivate, esteem)**
- **Emotional support**
- **Better overall health**
- **Access to more resources**



Father Involvement important for Mothers!

Why **Involved Dads** are **Good for Moms**

Mothers reap a host of benefits
when fathers are involved
during pregnancy and in
raising their children.



- ✓ More likely to receive prenatal care
- ✓ Less likely to smoke during pregnancy
- ✓ Healthier births
- ✓ Lower risk of post-partum stress
- ✓ Lower risk of post-partum depression
- ✓ Lower parenting stress
- ✓ More leisure time
- ✓ Higher marital satisfaction

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Source: National Fatherhood Initiative® 2019.
Father Facts: Eighth Edition. Germantown, MD:
National Fatherhood Initiative®.



Father Involvement important for Dad!

Why **Involved Dads** are **Good for ...Dads!**

When men become dads and are **involved in their children's lives, they transform in many ways. **They:****



- ✓ Are happier
- ✓ Have better physical and mental health
- ✓ Live longer
- ✓ Have less depression
- ✓ Have increased self-esteem
- ✓ Are more active in their community
- ✓ Are more involved with civic groups
- ✓ Are moved to:
 - Adopt a healthier model of masculinity
 - Reduce alcohol and substance use
 - Find stable, secure jobs
 - Better manage and save money
 - Strengthen family ties

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Source: National Fatherhood Initiative® 2019.
Father Facts: Eighth Edition. Germantown, MD:
National Fatherhood Initiative®.



WHEN FATHERS ARE INVOLVED IN CHILD WELFARE SERVICES



- Children spend fewer days in foster care.
- More likely to be reunified with parents.
- Protect against future maltreatment.
- Additional perspectives/placement options.
- Social and financial resources.
- Paternal family history and traditions.
- Positive systemic effects beyond the individual family.





WHY MEN MATTER - BOTH NOW AND FOREVER (FAITH BASED COMMUNITY)

- When a mother comes to Church, her family will join her at church only 17% of the time; but when a father comes to Church, his family joins him 93% of the time
- Churches overseas report gender gaps of up to 9 women for every adult man in attendance.
- The typical U.S. Congregation draws an adult crowd that's 61% female, 39% male. This gender gap shows up in all age categories.



Factors that Predict Father Involvement

Many factors affect how involved a father is with his children.

These are the most vital.
They create strong bonds between fathers and their children.



- ✓ Good Parenting or Co-Parenting Relationship
- ✓ Stable Relationship with Partner/Other Parent
- ✓ Partner/Other Parent Supports His Involvement
- ✓ Friends and Family Support His Involvement
- ✓ Employer Supports His Involvement
- ✓ Satisfied with Marriage
- ✓ In or Finished a Fatherhood or Parenting Program
- ✓ Involved in His Partner's Pregnancy
- ✓ Lives with Children
- ✓ Being a Dad Vital to His Identity
- ✓ Children Look Like Him
- ✓ No Depression
- ✓ No Substance Abuse
- ✓ No Domestic Violence
- ✓ Partner/Other Parent Doesn't Restrict Access to His Children

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Source: National Fatherhood Initiative® 2019.
Father Facts: Eighth Edition. Germantown, MD:
National Fatherhood Initiative®.



BEST PRACTICES FOR FATHER ENGAGEMENT

Attitude over skill

Recognize and acknowledge possible disparities with fathers in our systems.

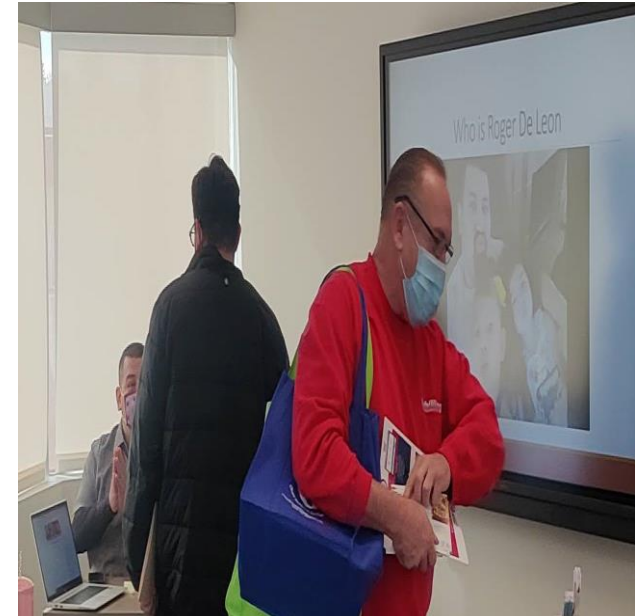
Embrace father/ Paternal as a viable placement option, support & resource

Help father focus on their strengths.

Help dad take advantage of support services

Provide knowledgeable and approachable initial male contact when possible or based on family need..

Help to educate all on fatherhood data.



CULTURAL RESPONSIVENESS

- **Commit to lifelong learning**
- **Use a wide lens**
- **Be open**
- **Reserve judgment**
- **Communicate**
- **Stay curious.**
- **Challenge yourself**
- **Partner**
- **Build on assets**



TRAUMA-INFORMED PRACTICE

“DADS HAVE TRAUMA TO!”

- **Awareness-** of the extensive and complicated presence of trauma is a foundation for trauma-informed practice.
- **Safety-** Considerations of safety include physical, emotional, spiritual, and cultural safety. And all are important elements in engaging with fathers in a trauma-informed way.
- **Choice, Collaboration, and Connection.**



FATHERS ACCUSED OF INTIMATE PARTNER VIOLENCE (IPV)

- **Planning for Long-Term Safety**
- ***Safety Threat vs. Safety Concern.***
- ***Helping support father in having a network for safety.***
 - ***Using these supports for initial monitoring.***
- ***Understanding the particulars of how and when IPV occurs, and safety planning around those issues.***
 - ***Is substance abuse an issue?***
 - ***Mental health?***
 - ***Job stress?***
 - ***Housing instability?***

-Remember Dads can be the Victim Also!



THE DILEMMA

- **“If I allow the children to be around a parent with a violent history and they are hurt, will I be accused of not adequately protecting the children?”**
- **“If I don’t engage the father am I depriving the child of resources that would enrich their lives and hasten their departure from the CPS system”**
- **“ Are there enough resources in the department and or out in the Community for dad”**
- **This is where Community Based & Faith Based Organizations can help by providing information about resources that might not be known.**



What about Dad's that have not been involved?

**RECONNECTING-THE
FOUNDATION IS TO
ADDRESS THE BIAS.**

- ❖ Listen
- ❖ Educate
- ❖ Demonstrate
- ❖ Engage



The Richard Burton Trail in the
UK



HELPING DAD TO RECONNECT

1. **Get Stability**
2. **Communicate the intention**
3. **Learn about the child/ren**
4. **Meet in a safe environment**
5. **Learn your child/ren's love language**
6. **Don't be "fun-time" dad all the time**
7. **Get on your child's level**
8. **Don't try and change what is working in the child's world.**
9. **Be consistent and predictable**
10. **Keep promises**

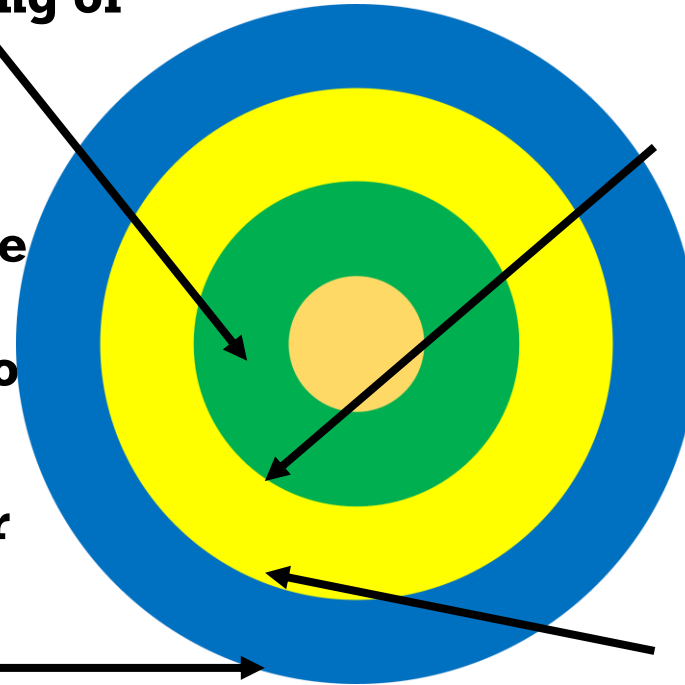


IDENTIFYING PATERNAL SUPPORT/NETWORKS

Circles of Support

Tool.

- 1. Name/Photo/Drawing of family members.
- 4. Who are the people who you don't ask for support from but maybe could in the future?
- Who are the people who don't support you and maybe make things harder for you and your family?
- Who are the people in your life who don't know anything about the hard things you've been dealing with?



- 2. Who are the people who support you the most?
- Who do the children feel most connected to?
- Who already knows everything that happened?
- 3. Who are the people who support you a little?
- Who do the children feel some connection with?
- Who already knows a little bit about the hard things you've been dealing with?



RIGHT NOW ACTIONS!



- **Identify and assess current father involvement on your teams and explore contact with fathers; “How father friendly is your agency?”**
- **Talk with your youth regarding potential male family members who can serve as role models if no father is present (uncles, grandfathers, cousins, etc.)**
- **Support mothers in being open to father's involvement in visits/activities and CFT meetings**
- **Recognize and put aside any bias you may have in working with non-custodial/inactive fathers**



RESOURCES **FOR** **FATHERS**

All Dad's Matter Fatherhood Program

[All Dads Matter | Merced County, CA - Official Website](#)

All Dads Matter offers support, encouragement, and education to the fathers of our community with a goal of ensuring that every child has the opportunity to have a capable and caring father. The Merced County Human Services Agency (HSA) recognizes the positive impact of a caring, involved and nurturing father to a child's healthy growth and development. Fatherhood programs support healthy children, families and communities.

Inland Empire Father Involvement Coalition (IEFIC) San Bernardino County

<https://cn.sbcounty.gov/programs/iefic/>

The Inland Empire Father Involvement Coalition (IEFIC), started in 2013, is a group of community, county, and faith-based organizations, collaborating and pooling resources, services, and expertise to reduce father absenteeism and support father engagement.

The Inland Empire Father Involvement Coalition represents a collaborative effort between community, county and faith-based organizations, systemically addressing these issues and barriers. It takes a collective impact approach to reduce father absenteeism and to improve the image of fatherhood in our communities.

The National Responsible Fatherhood Clearinghouse

[National Responsible Fatherhood Clearinghouse | Fatherhood.gov](#)

- -is a national resource to support strong fatherhood and families.
- -is a resource of the U.S. Department of Health and Human Services Administration for Children and Families' (ACF) Office of Family Assistance (OFA).
- -provides and facilitates research to encourage responsible fatherhood, and engages with families through outreach, events, and virtual trainings

National Fatherhood Initiative

[NFI \(fatherhood.org\)](http://fatherhood.org)

- Fatherhood programs and resources for human service organizations
- research and evidence-based programs and services give the tools and training needed to be more father-inclusive



QUESTIONS AND CLOSE

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Cell- (909)486-2578



SUCCESS STORY

<https://youtu.be/h4--sa598nI>

casey family programs

WHO WE ARE

WHAT WE DO

RESOURCES

NEWS & UPDATES

Search

Roger De Leon, Jr.

BIRTH FATHER AWARD

RIVERSIDE, CALIFORNIA

A dedicated father, grandfather, minister and passionate advocate for children and families, Roger De Leon, Jr. works as a parent partner with Riverside County's Children Services Division in California. As one of the first parent partners, he helped develop their program, supporting and encouraging families in navigating these systems, often leading to reunification. He is a birth father representative on the California Child Welfare Council and a member of the Parent Partner Advisory Committee. De Leon uses his personal experience navigating the child welfare and court systems to inform his work. De Leon is a member of the Children's Trust Fund Alliance's Birth Parent National Network. He has collaborated with Casey Family Programs on strengthening families through the American Rescue Plan Act and the Parent Partner Learning Collaborative and provides consultation to the U.S. Department of Health and Human Services. De Leon helps develop and deliver state-mandated trainings throughout California.

WATCH VIDEO STORY

←

BACK

→

FORWARD





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- Survey and certificate in the chat now
- Follow-up email with resources within two days
- Watch your inbox for the next issue of *CalTrin Connect*



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FOLLOW US! AND CHECK OUT
TRAINING REPLAYS ON YOUTUBE!

