

# Part 1: Father Engagement Skill-Building Session

Healthy Start Regions 1, 2,  
& 3 Meeting

Monday, April 24 from 11:45-12:45



# Healthy Start Regional Meeting

## Father Engagement Skill-building Session

Monday, April 24<sup>th</sup> 2023  
San Antonio, TX



Kenneth R. Scarborough, MDIV, MPH  
Fatherhood & Men's Health Consultant  
National Healthy Start Association



Jason Perry, Founder and Visionary, Oak Tree  
Leadership



Illustration by Andrea Ventura.

“It is easier to build strong children  
than to repair broken men”  
[Frederick Douglass].

If our children are  
truly going to be  
strong, we have  
to build and  
restore  
fatherhood,  
especially in  
Black families.

skill-building session – Father Engagement in HS



Healthy Start Regional Meeting | Father Engagement Skill-building Session

skill-building session – Father Engagement in HS



Canadian Photographer, Zun Lee | [www.zunlee.com](http://www.zunlee.com)

# Program Scarborough

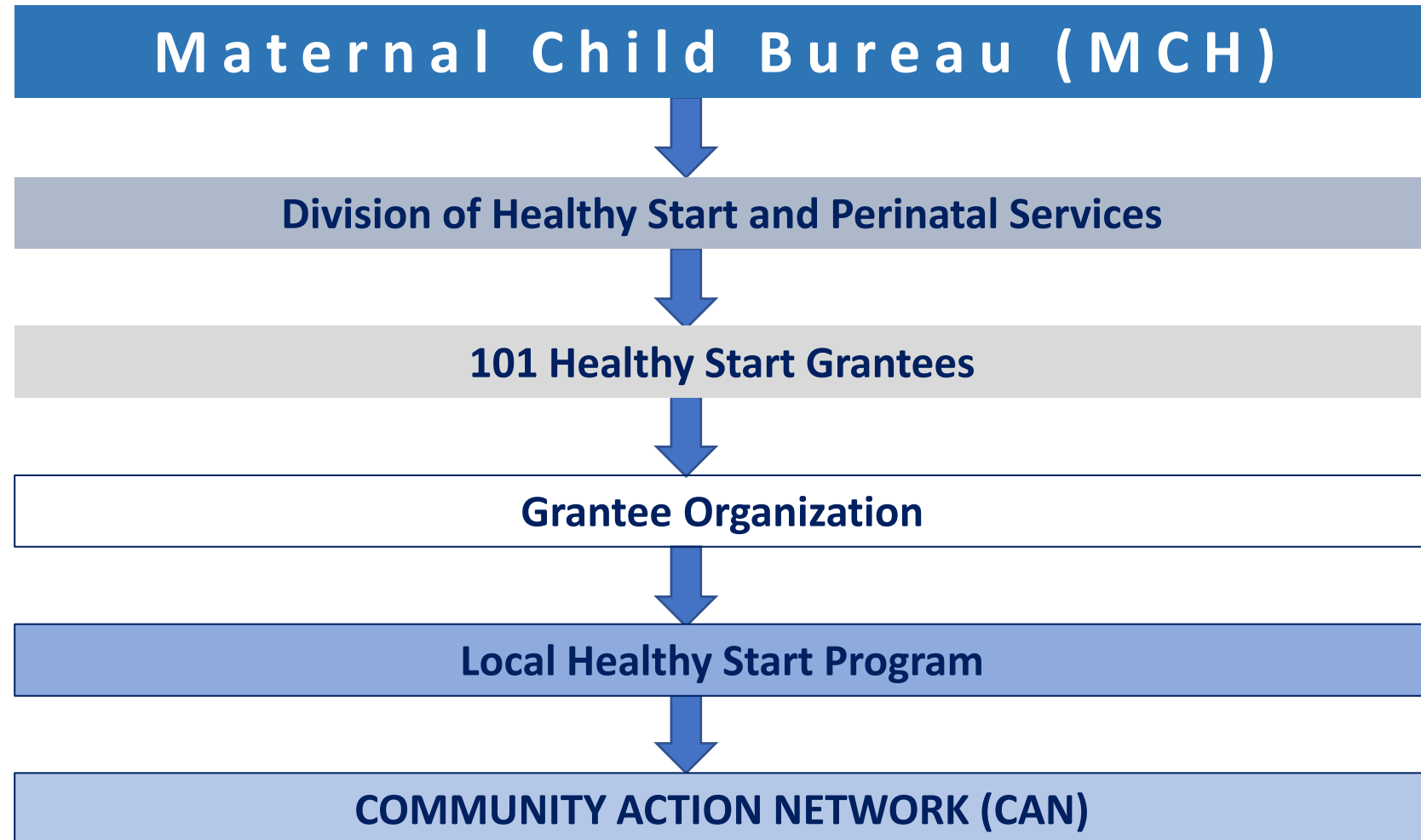
## MCC

- Fathers impact on IMR//MMR
- Importance of early connection
- BMs



# Fatherhood Inclusion

- ✓  Resources dedicated to father inclusion
- ✓  Fatherhood a required component
- ✓  Expectation for integration and serving 100 fathers/partners
  
- ✓  Responded to NOFO father inclusion in program design
- ✓  Implementation of services for fathers/partners
- ✓  Build community partnerships to sustain father engagement



Connecting fathers to mothers and birthing people, pregnancy  
and birth and birth outcomes

*Infant Mortality  
Maternal Mortality*

# MCH Fatherhood

*Fatherhood within a maternal and child health (MCH) framework*



# building fatherhood

## fatherhood across the timeline



1912

1935

1960

1970

1980

1990

2000

2010

2023

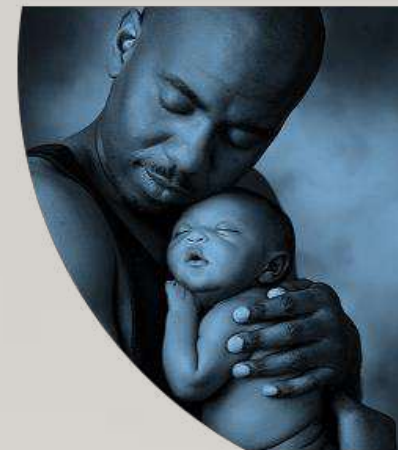
110  
30

20<sup>th</sup>  
Century  
Fatherhood

Fatherhood  
Movement

21<sup>st</sup>  
Century  
Fatherhood

# Father Involvement

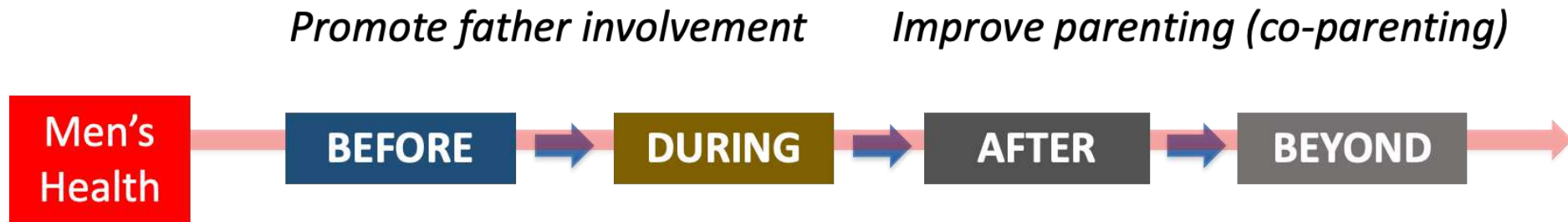


**INCLUSION**

**CONNECTION**

**ENGAGEMENT**





NHSA CAM© Model for Fatherhood/Male Involvement based on **A Community Perspective on the Role of Fathers During Pregnancy: A Qualitative Study** - Amina P. Alio, Cindi A. Lewis, Kenneth Scarborough, Kenn Harris and Kevin Fiscella, BMC, Childbirth and Pregnancy, 2013





## *A few observations to date*

Father involvement is related to positive cognitive, developmental, and socio-behavioral child outcomes, such as improved weight gain in preterm infants, improved breastfeeding rates, higher receptive language skills, and higher academic achievement. (Source: [Garfield, C. F., & Isacco, A. \(2006\). Fathers and the well-child visit, Pediatrics, 117, 637-645](#))

Teitler, J. O. (2001). [Father involvement, child health and maternal health behavior. Children and Youth Services Review, 23\(4-5\), 403-425](#)

[A Community Perspective on the Role of Fathers During Pregnancy: A Qualitative Study - Amina P. Alio, Cindi A. Lewis, Kenneth Scarborough, Kenn Harris and Kevin Fiscella, BMC, Childbirth and Pregnancy, 2013](#)

[Where is the F in MCH? Father Involvement in African American Families - Michael C. Lu, MD, MPH; Loretta Jones, MA; Melton J. Bond, PhD; Kynna Wright, PhD, MPH; Maiteeny Pumpuang, MPH; Molly Maidenberg, MSW, MPH; Drew Jones, MPH; Craig Garfield, MD, MAPP; Diane L. Rowley, MD, MPH, Ethnicity & Disease, Volume 20, Winter 2010: S2-49-S2-61](#)

Alio, A. P., Kornosky, J. L., Mbah, A. K., Marty, P. J., & Salihu, H. M. (2010). [The impact of paternal involvement on fetoinfant morbidity among Whites, Blacks and Hispanics](#). Maternal and child health journal, 14(5), 735-741.

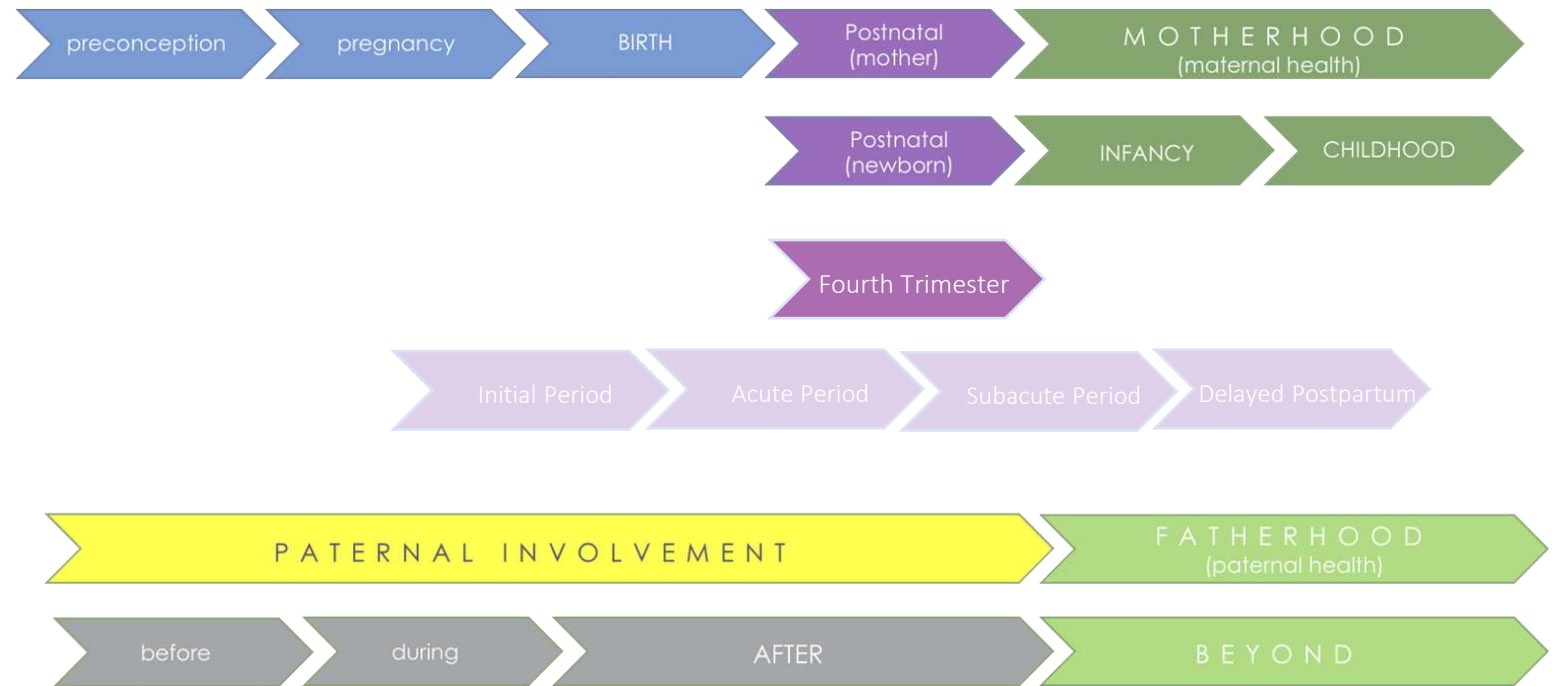
Martin, L. T., McNamara, M. J., Milot, A. S., Halle, T., & Hair, E. C. (2007). [The effects of father involvement during pregnancy on receipt of prenatal care and maternal smoking](#). Maternal and child health journal, 11(6), 595-602.

# HS BENCHMARKS

1. Increase the proportion of HS women and child participants with health insurance to 90 percent (reduce uninsured to less than 10 percent).
2. Increase the proportion of HS women participants who have a documented reproductive life plan to 90 percent.
3. Increase the proportion of HS women participants who receive a postpartum visit to 80 percent.
4. Increase proportion HS women and child participants who have a usual source of medical care to 80 percent.
5. Increase proportion of HS women participants that receive a well- woman visit to 80 percent.
6. Increase proportion of HS women participants who engage in safe sleep practices to 80 percent.
7. Increase proportion of HS child participants whose parent/ caregiver reports they were ever breastfed or pumped breast milk to feed their baby to 82 percent.
8. Increase proportion of HS child participants whose parent/ caregiver reports they were breastfed or fed breast milk at 6 months to 61 percent.
9. Increase the proportion of pregnant HS participants that abstain from cigarette smoking to 90 percent.
10. Reduce the proportion of HS women participants who conceive within 18 months of a previous birth to 30 percent.
11. Increase proportion of HS child participants who receive the last age-appropriate recommended well child visit based on AAP schedule to 90 percent.
12. Increase the proportion of HS women participants who receive depression screening and referral to 100 percent.
13. Increase proportion of HS women participants who receive intimate partner violence (IPV) screening to 100 percent.
14. **Increase proportion of HS women participants that demonstrate father and/or partner involvement (e.g., attend appointments, classes, etc.) during pregnancy to 90 percent.**
15. **Increase proportion of HS women participants that demonstrate father and/or partner involvement (e.g. attend appointments, classes, infant/child care) with their child participant to 80 percent.**
16. **Increase the proportion of HS child participants aged <24 months who are read to by a parent or family member 3 or more times per week to 50 percent.**
17. Increase the proportion of HS programs with a fully implemented Community Action Network (CAN) to 100 percent.
18. Increase the proportion of HS programs with at least 25 percent community members and HS program participants serving as members of their CAN to 100 percent.
19. Increase the proportion of HS programs who establish a QI and performance monitoring process to 100 percent.

# CORE Elements for Connections along Maternal Care Continuum (MCC)

1. Preconception
  - Health
  - Care/planning
2. Pregnancy
  - 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup> Trimester
3. Birth
  - Breastfeeding
4. Post-partum
  - 4<sup>th</sup> Trimester
  - RLP
5. Pediatrics
  - Early/Infant care
6. Parenting
  - early childhood development
7. Beyond



skill-building session – Father Engagement in HS  
Harris, Scarborough, Bugg



Indian Photographer, Zun Lee | [www.zunlee.com](http://www.zunlee.com)

# Practitioner Scarborough

## Sustaining Engagement

- Focusing on the work of the practitioners
- Connecting with HS staff
- Role of practitioners



# Sustaining Engagement

- Focusing on the work of the practitioners
- Connecting with HS staff
- Role of practitioners



# Focusing on the work the Practitioners



- **Fathers matter** in healthy birth and maternal health outcomes
- Keeping **fathers as a focus** from *before, during, beyond*; “*not an add-on*”
- Helping and supporting fathers understand the power of his **advocacy**



# Connecting with Colleagues – HS staff

- FP must work beyond **silos** mentality
- FP must be opened to **constructive feedback** - avoid knowledge & authority being challenged
- FP find ways to **work with HS colleagues** that are recruiting moms and ignoring fathers
- FP must **connect** at ALL levels – internal (from janitor’s closet to board room) and external (partners, agencies, etc...)





# Role of Practitioner

- Practice – **demonstrate** & message to fathers their importance
- Program - **plan & design** services that meet fathers' and family's needs
- Administrative – collect, **document** & report on delivering & reporting services
- Promoting – **sharing the story** of your work with those outside

**FINISHING  
STRONG!**

# Evaluation and Long-term Outcomes

- Setting SMART goals
- Work-plan Development
- Creating sustainability plan

<b>S</b>	<b>Specific</b> Clearly State your Goal
<b>M</b>	<b>Measurable</b> Ensure you can Measure Success
<b>A</b>	<b>Attainable</b> Set Goals you know you can Achieve
<b>R</b>	<b>Relevant</b> Set Goals Relevant to your Career or Education
<b>T</b>	<b>Time-Based</b> Set a Deadline for Completion





**Jason L. Perry**

# Attitudes that impact Paternal Inclusion

- Fathers are the problem.
- Fathers are unnecessary.
- Fathers are “+1” to the family.
  - Reduced to being sperm donors and a support check.
  - **ONLY** a factor in improving health outcomes for the mother and child.

# Professional Development Workshop for Organization Staff's

## Overcoming Barriers to Paternal Involvement



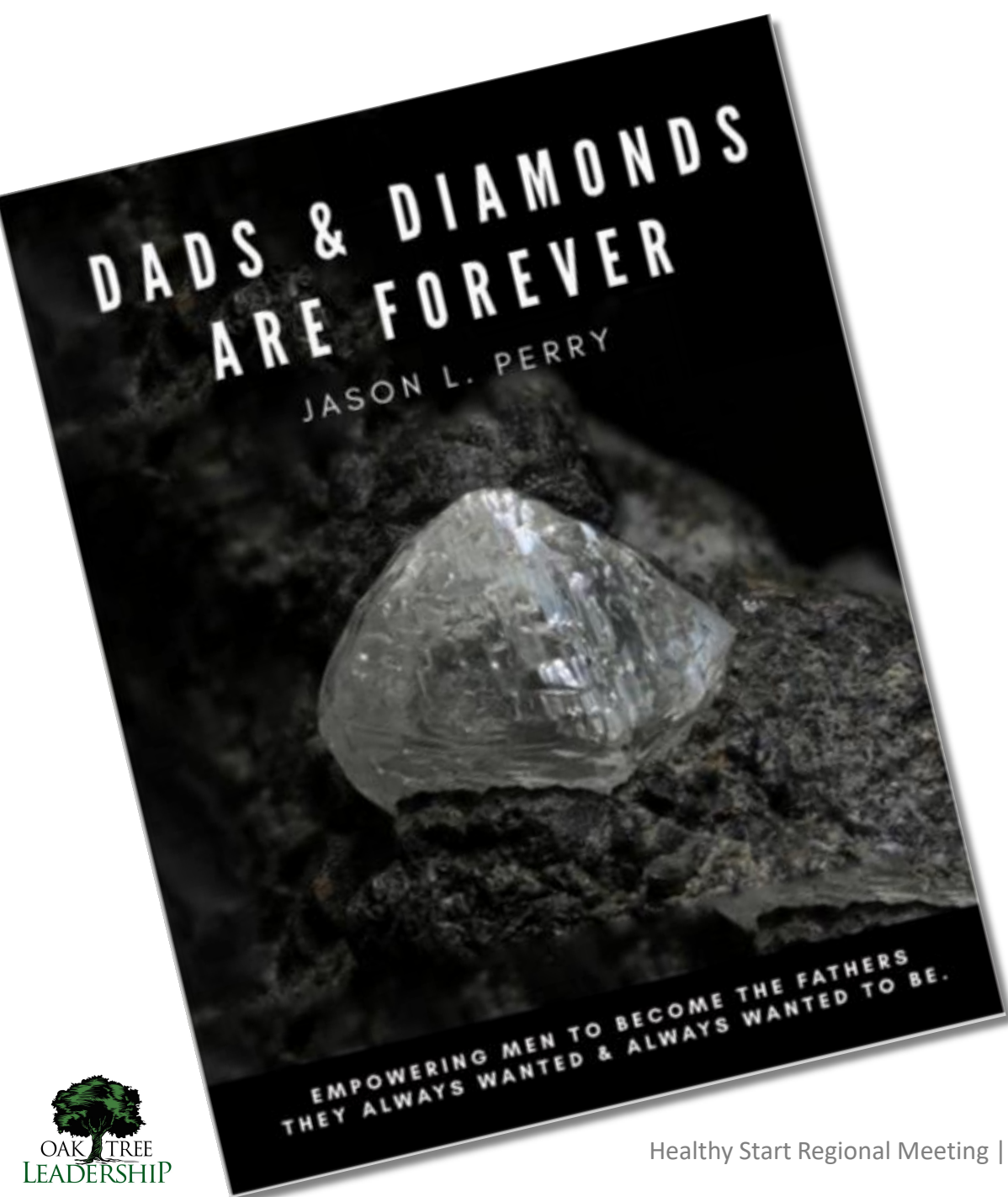
Do We *Really*  
Need Dads?



Jason L. Perry

Who's asking the question?

- Skeptical Society
- Social Services
- Affected Kids
- Service Providers



# TABLE OF CONTENTS

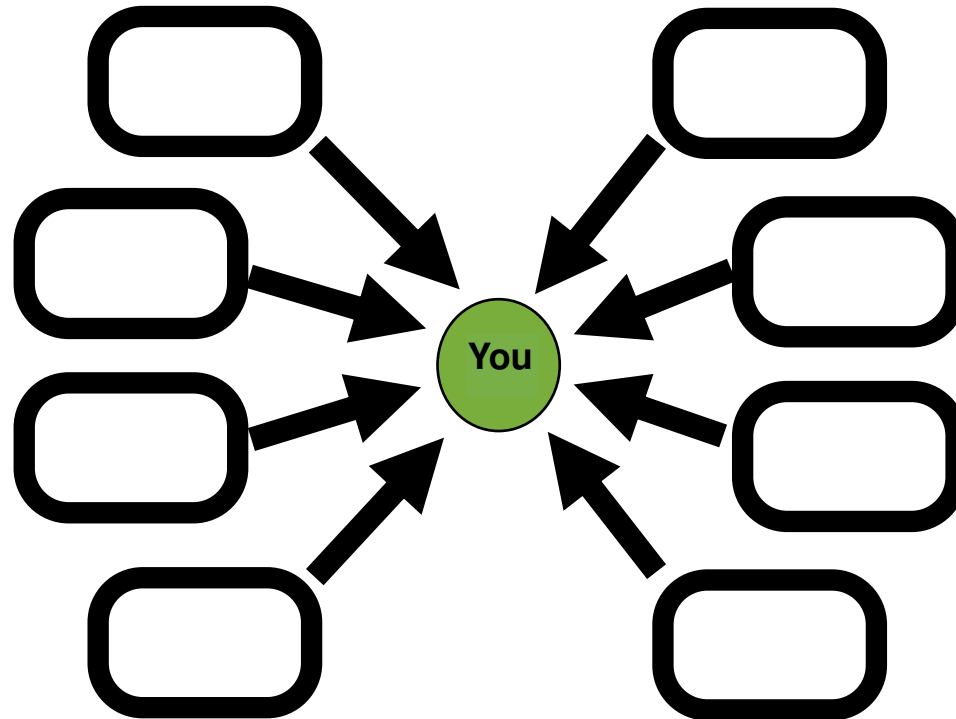
- Introduction: Daddy, We Need You!
- Part I: Discovery
  - Session 1: Who Shapes You?
  - Session 2: What Shapes You?
  - Session 3: What's in You?
  - Session 4: Pathway to Healing
  - Session 5: Breaking Generational Habits
- Celebrating Progress
- Part II: Decisions
  - Session 6: Choosing a Life Path
  - Session 7: Shaping Your Diamonds
  - Session 8: Expanding Your Team
  - Session 9: Displaying Your Diamonds



# Skill-building exercises

## The Relationship Constellation

- This helps men to understand the people that shape them

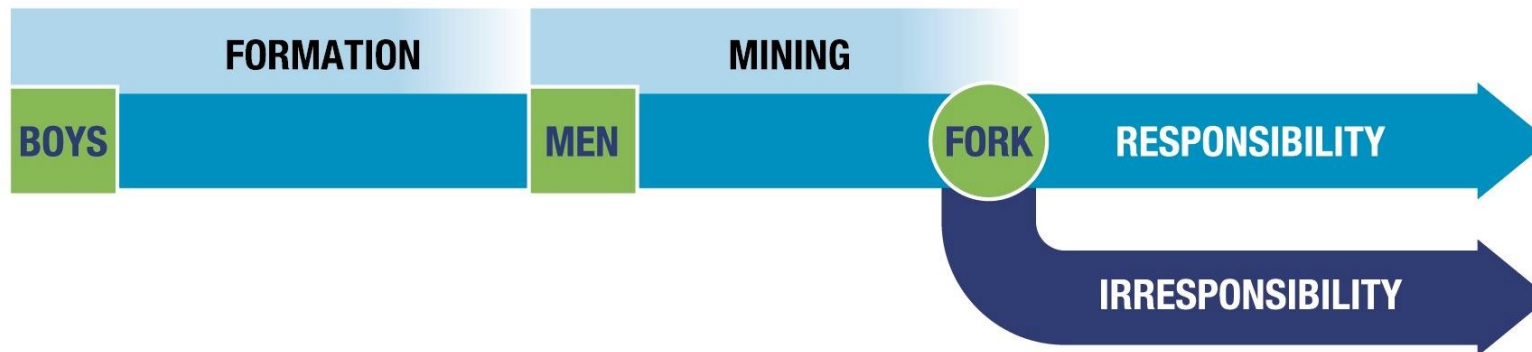


# Skill-building exercises

## The Life Growth Track

- This helps men to understand why they might avoid responsibility.

### Life Growth Track



Healthy Start Regional Meeting  
*Father Engagement Skill-building Session*



Jason Perry  
[jperry12871@gmail.com](mailto:jperry12871@gmail.com)



Kenneth R. Scarborough  
[kscarborough@nationalhealthystart.org](mailto:kscarborough@nationalhealthystart.org)

Thank you!

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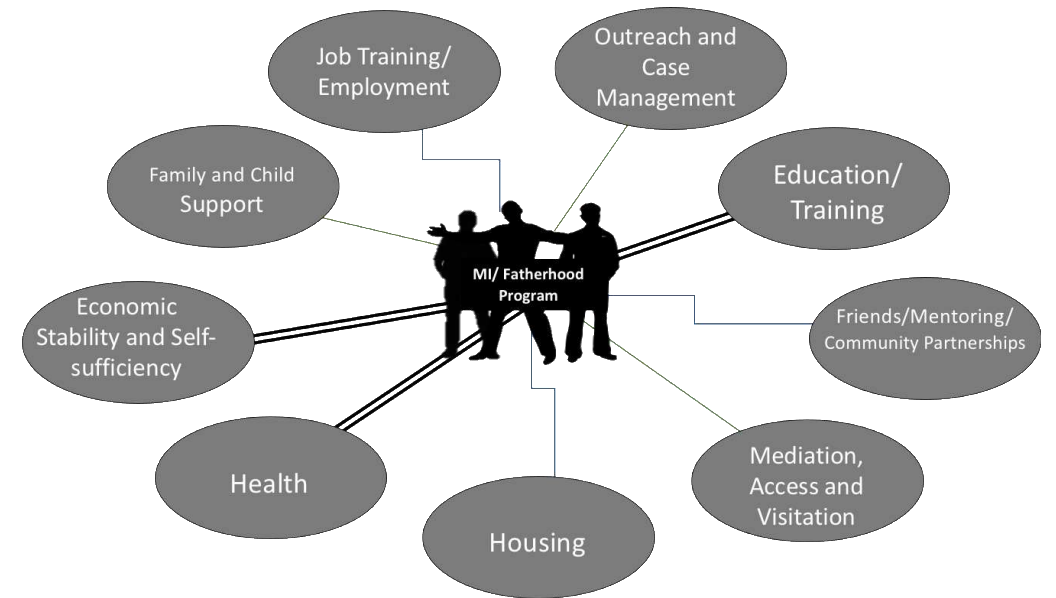
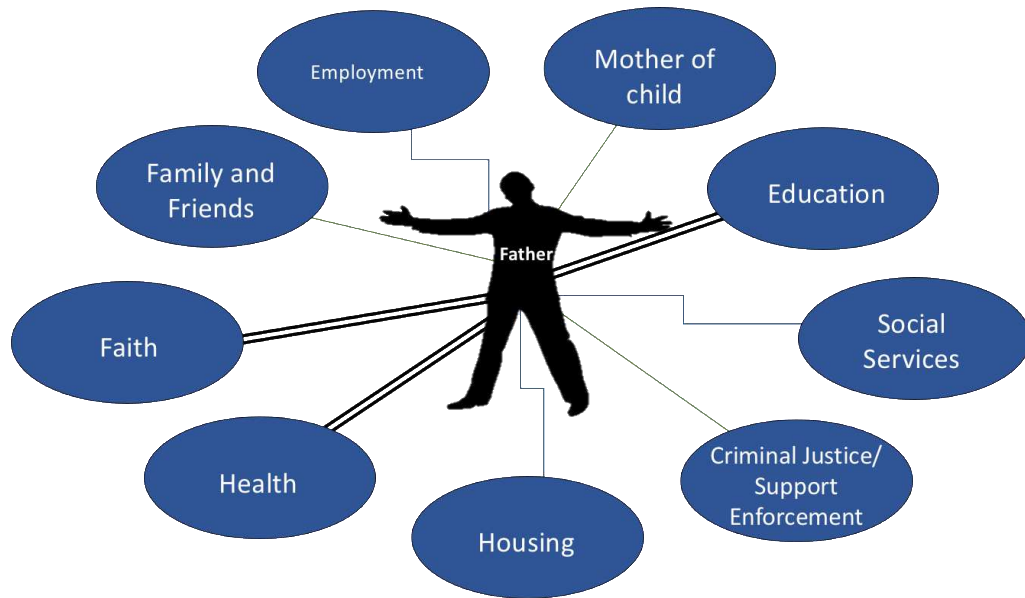


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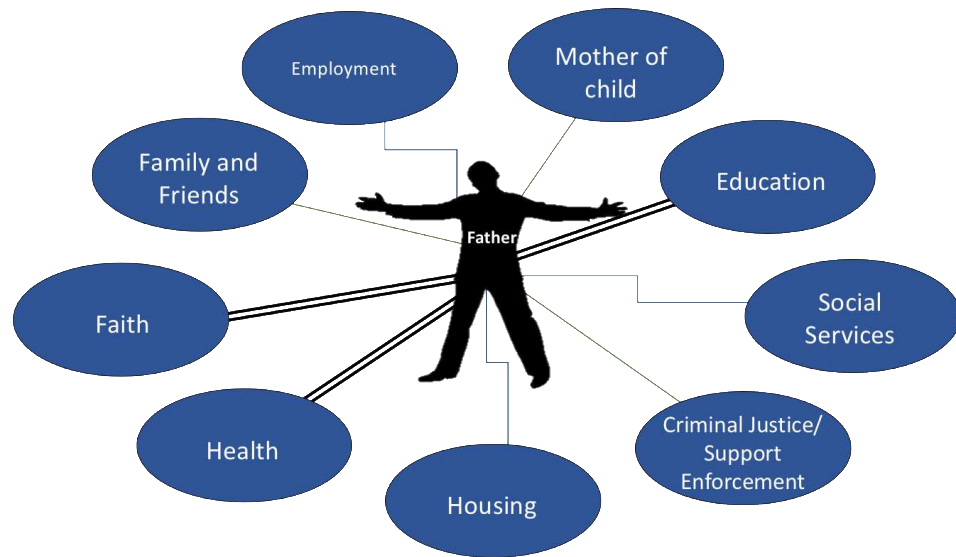
# WORKSHEET 2: Outreach Quick-check



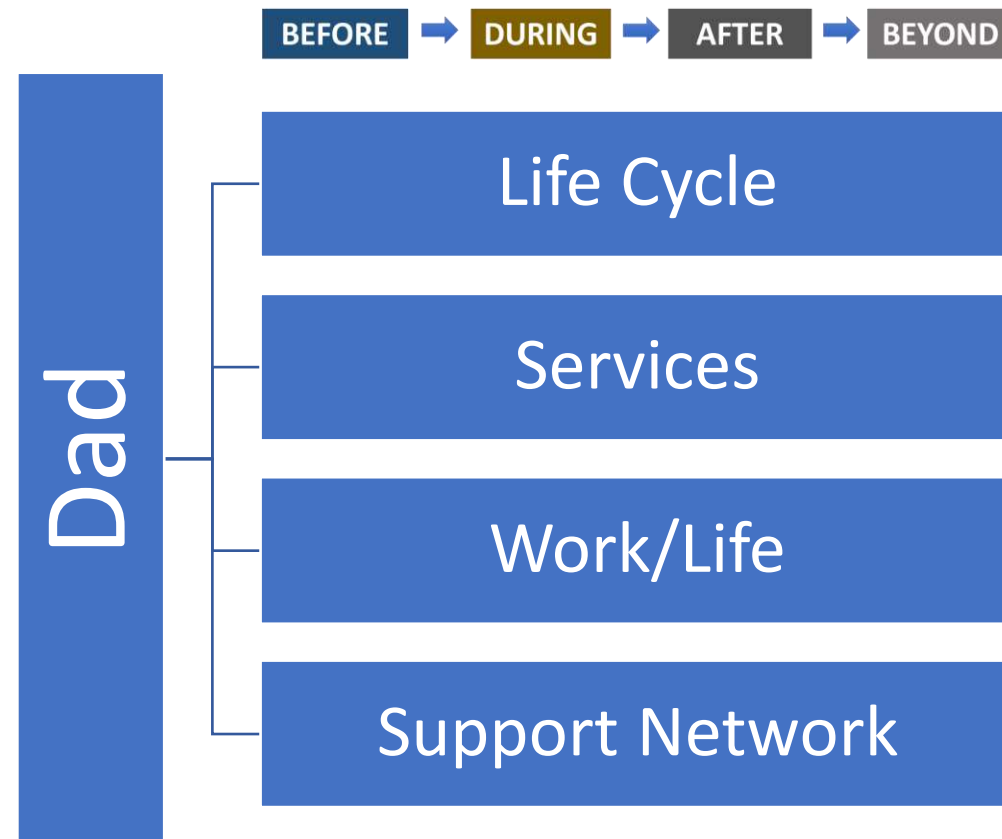
Activity	YES	NO	ACTION	✓ Completed
Outreach Readiness?				
Description of fatherhood component?				
Fatherhood has been integrated into program design?				
Staff has received necessary training on father involvement?				
Outreach strategies written and in operation?				
HS Program brochure inclusive of fatherhood?				
Fatherhood Packet?				
Contact info of fatherhood coordinator?				

# Connection

## Father Connection



## Father Engagement



## WORKSHEET 3: Connecting Dads on the Continuum

Current Program Services:									
Preconception (interconception)		Pregnancy		Post-Partum		Pediatrics		Parenting	
<ul style="list-style-type: none"> <li>Preconception Health/Care/Planning</li> <li>Other</li> </ul>		<ul style="list-style-type: none"> <li>PNC Services</li> <li>Other</li> </ul>		<ul style="list-style-type: none"> <li>Breastfeeding Classes</li> <li>Other</li> </ul>		<ul style="list-style-type: none"> <li>Pediatric visits</li> <li>Other</li> </ul>		<ul style="list-style-type: none"> <li>Parenting Classes</li> <li>Other</li> </ul>	
Enhanced Program Services focused on fathers/partners									
<i>How can you include dads?</i>	<i>Action Step Needed:</i>	<i>How can you include dads?</i>	<i>Action Step Needed:</i>	<i>How can you include dads?</i>	<i>Action Step Needed:</i>	<i>How can you include dads?</i>	<i>Action Step Needed:</i>	<i>How can you include dads?</i>	<i>Action Step Needed:</i>
✓ Idea? ✓ Idea?	✓ Action ✓ Action	✓ Idea? ✓ Idea?	✓ Action ✓ Action	✓ Idea? ✓ Idea?	✓ Action ✓ Action	✓ Idea? ✓ Idea?	✓ Action ✓ Action	✓ Idea? ✓ Idea?	✓ Action ✓ Action



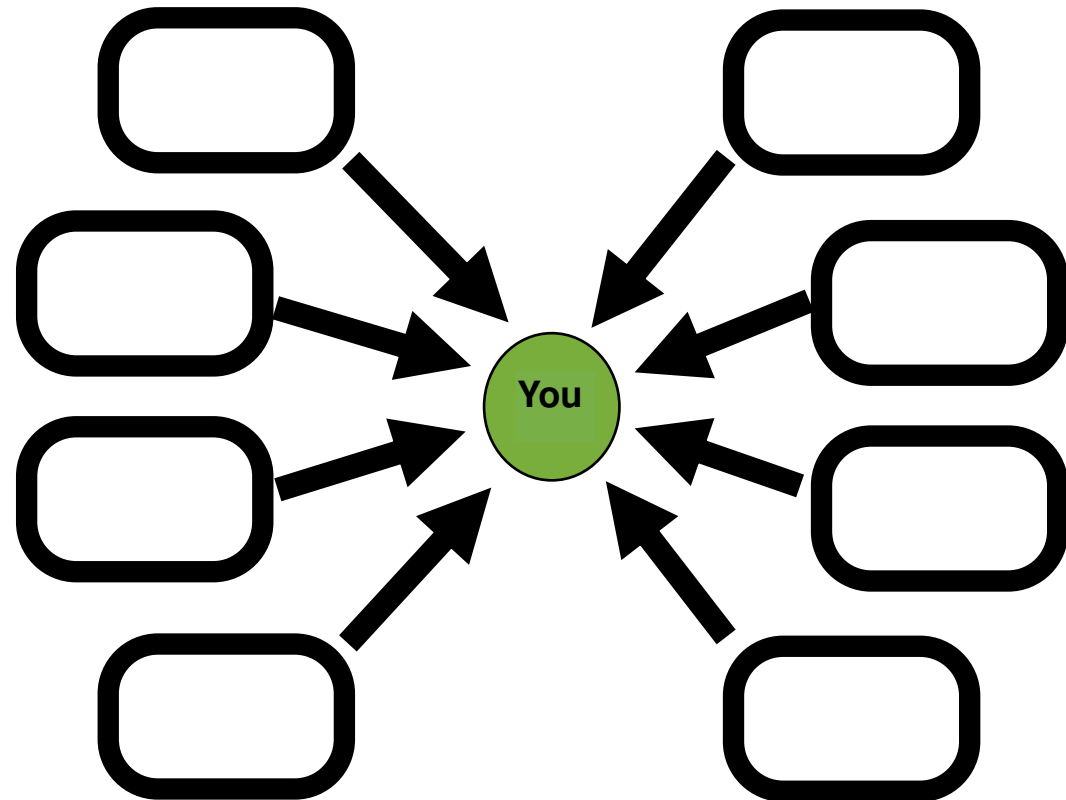
# Skill-building Exercises

# Skill-building exercises

## The Relationship Constellation

- This helps men to understand the people that shape them and how it shapes them today

- ❖ **In the boxes write the names of some of the men who have impacted your life.**
- ❖ **Place a “+” or “-” next to the box to indicate a “positive” or “negative” impact?**

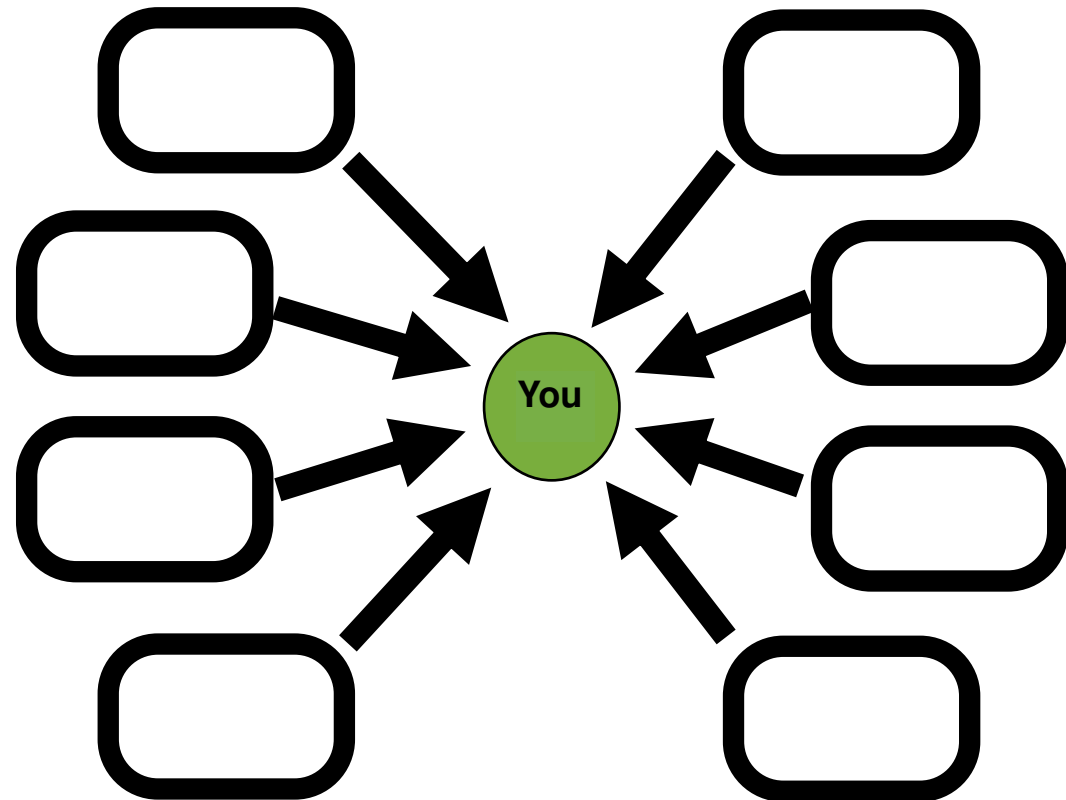


# Skill-building exercises

## The Relationship Constellation

- This helps men to understand the people that shape them and how it shapes them today

❖ Did you learn anything from doing this?

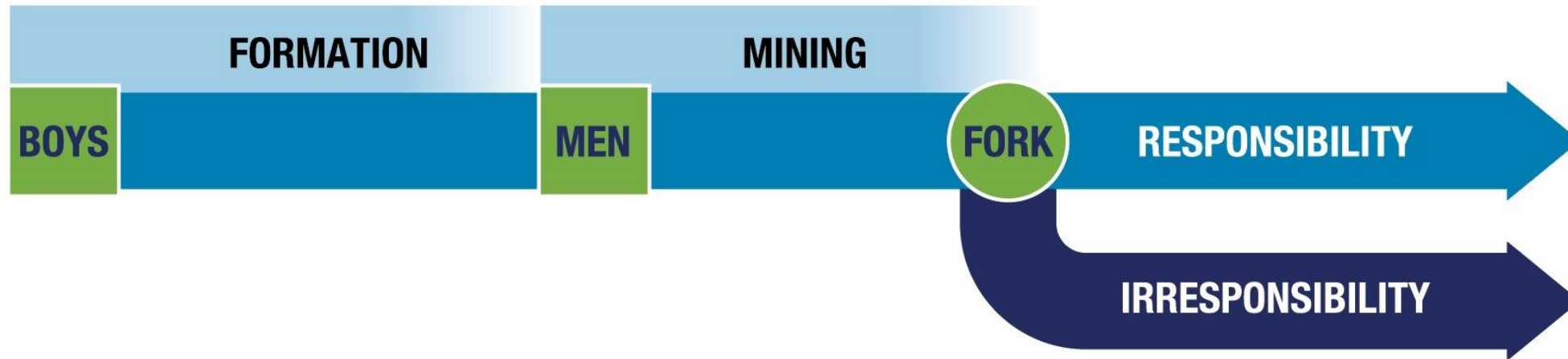


# Skill-building exercises

## The Life Growth Track

- This helps men to understand why they might avoid responsibility.

### Life Growth Track





**BOYS *PLAY***  
**YOUNG MEN *PREPARE***  
**MEN *PERFORM***

---

**WHEN YOUNG MEN FAIL TO  
PREPARE, THEY BECOME MEN  
WHO CONTINUE TO PLAY.**

**For many men, the sense of inadequacy often  
overrides our sense of responsibility.**

# Skill-building exercises

## Life Growth Track



1. How would you describe your “Formation” period?
2. What are “Forks” in the road in our manhood?
3. How do you determine if you can handle responsibilities of your “Forks”?
4. What factors determine which path - Responsibility or Irresponsibility - you will take?

# Questions and Stuff...





# Thank you!

*Healthy Start Regions 1, 2, & 3 Regional Meeting  
Hosted by the Healthy Start TA & Support Center at NICHQ*

**NICHQ**  
National Institute for  
Children's Health Quality

**HEALTHY**  
**start**  
TA & SUPPORT CENTER





# inclusion, connection,

fathers in the MCH systems and hospital systems

remove barriers for fathers & families

# engagement

