### Welcome!

We are so glad you are here!

We will get started shortly. In the meantime, we invite you to intentionally enter this space.



Silence your cell phone



Stretch



Close the door



Take a few deep breaths



Close browser windows



Emotionally release your to-do list



Check your audio and video



Take a bio break



Tuesday, May 14, 2024 | 3:00pm — 4:30pm ET





# Fatherhood Talk Tuesday

TUESDAY, MAY 14, 2024 3:00PM — 4:30PM ET

THE HEALTHY START TA & SUPPORT CENTER IS OPERATED BY THE NATIONAL INSTITUTE FOR CHILDREN'S HEALTH QUALITY (NICHQ). THIS PROJECT IS SUPPORTED BY THE HEALTH RESOURCES AND SERVICES ADMINISTRATION (HRSA) OF THE U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES (HHS) UNDER GRANT NUMBER I UF5MC327500100 TITLED SUPPORTING HEALTHY START PERFORMANCE PROJECT.

National Institute for Children's Health Quality

HEALTHY

TA & SUPPORT CENTER

Agenda

Agenda

Housekeeping

**Danisha Charles** 

HEALTHY START TA & SUPPORT CENTER (TASC)

Welcome

**Andre Nelson** 

TASC

Men & Mental Health

**Kenn Harris** 

**TASC** 

**Grantee Spotlight:** 

FIVE RIVERS HEALTH
CENTERS & HEALTHY
START

**LeAnder Tipton** 

FATHER YOUR HOOD

Panel Discussion - FATHERHOOD & BEYOND

Meshia Henderson

MAXIMUS, A FATHER'S INVOLVEMENT REALLY MATTERS (AFIRM) PROGRAM

**Dr. Jeffery Johnson** 

NATIONAL PARTNERSHIP FOR COMMUNITY LEADERSHIP (NPCL)

Wrap-up

Danisha Charles





THIS SESSION IS BEING RECORDED.



ALL PARTICIPANTS ARE MUTED UPON ENTRY. WE ASK THAT YOU REMAIN MUTED TO LIMIT BACKGROUND NOISE.



PARTICIPANTS ARE ENCOURAGED TO SHARE COMMENTS AND ASK QUESTIONS USING THE CHAT BOX.









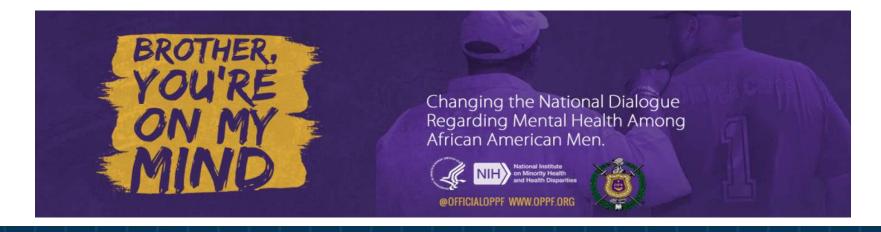




### **Additional Resources**



- Mental and Behavioral Health Webinars
- Fatherhood Talk Tuesdays
  - Paternal Postpartum Depression and Men's Mental Health
  - Men's and Father's Mental Health





# Five Rivers Health Centers & Healthy Start

721 Miami Chapel Road Dayton, OH 45406

Father Your Hood: A Fatherhood Initiative

Introduction – Father Your Hood

FRHC Fatherhood Coordinator

Highlights & Successes

Challenges

**Lessons Learned** 

Q & A

### Objectives





# LeAnder Tipton, Founder Fatheryourhood@gmail.com Father Your Hood





Mission: To promote responsible fatherhood and provide resources and support to fathers who face unique challenges influenced by social determinants of health.

# Introduction: Programming



# Booker T. Washington Community Center – Fatherhood Fridays

- Monthly father and son events fathers interact with other fathers, bonding opportunities with their sons.
- <u>Fatherhood building sessions (Peer led facilitation)</u>
  - Relaxing and rejuvenating for fathers and sons
  - Comradery
  - Community relationships
  - Fatherhood bonds, less violence towards one another.

# Introduction: (cont.)

### • FYH Outreach and Mentorship

- Outreach and mentorship through Hamilton City School District – Freshman school
- Provide a safe and supportive environment for our youth.
- Life coaching/life experience
- Advocacy
- National Father Walk

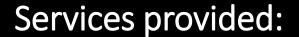


## Fatherhood Coordinator – Five Rivers Health Center

### **Recruit fathers via referrals**

- Women's Health Clinic (primary referral channel)
- Pediatrics
- Internal Medicine & Centering Pregnancy





 Relationship Coaching - teach love languages, educate on value of father involvement using fatherhood stats.

 Outreach and Enrollment - when fathers are not present, we reach out to them through contact information obtained from the mother and seek to enroll them into our fatherhood program.

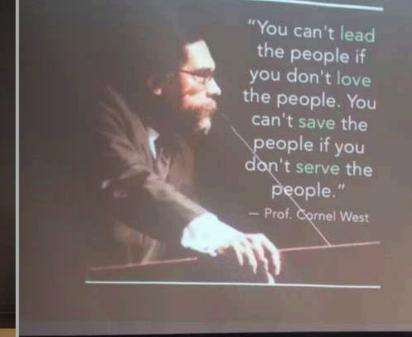
 Determine social needs - such as housing, transportation, employment and you refer them to programming and/or services at Five Rivers or through Montgomery County

 Provide <u>social support through weekly accountability</u> check-ins.

o **Educate** Fathers on the importance of being present during pregnancy and consistent in their child's life.

 Refer fathers to Five Rivers for <u>Primary Care</u> services and establishing PCP.

Every 3rd Saturday of Month <u>Fatherhood Rap Sessions</u>
 24/7 Dads curriculum





# Highlights & Successes

- Relationship coaching is really working!
  - Women stress about their partner during pregnancy we are helping to teach love languages.
  - Understanding the power of influence the partner has.
- Community partners who have worked with our dads note changes in their thought processes regarding their role.
- Fatherhood component is a part of the CALM (Compassionate And Loving Maternity)
   Program
  - Low Birth Weight (LBW) Project which has decreased the LBW from 12.4% to 8.7%
- External partnerships Five Rivers Health Centers is its own Hub providing resources to help support mothers and fathers.
- Increased perception of value in the dads and their unique role.

# Challenges

- Retention is our challenge; it has been ongoing and is a recurring theme for a lot of fatherhood programs.
  - Identified by low participation in Fatherhood Rap Sessions.

### Communication channels

Inability to keep consistent contact with 100+ dads.

### **Areas of Growth**

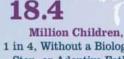
- Create programs with women or children. (i.e., Coparenting groups)
- Mandating works better or some kind of certification.
- Transition to virtual meetings, change time and/or day of the event.
- Increase outreach efforts!

### Lessons Learned

- Fathers are very important for pregnancy and birth outcomes but also lifelong outcomes.
- Must have programming that includes the father who is a part of the family unit.
- Fathers have major influence on mother and the goal is to support them to be able to be the best father they can be regardless of the relationship status with the mother.

#### 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...



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

U.S. Census Bureau. (2022). Living arrangements of children under 18 years old: 1960 to present. Washington, D.C.: U.S. Census Bureau. National Fatherhood Initiative\* 2019, Father Facts: Eighth Edition. Germantown, MD: National Fatherhood Initiative

**Nationa** Fatherhood Initiative

www.fatherhood.org

What happens when fathers are anchored?

Trauma decontextualized in people looks like culture."
Resmaa Menakem

https://www.facebook.com/reel/962118324998493



Q&A

Lead - Leadership Man is the Headship under The Most High

Guide - Advise and show others the way. Guidelines.

Protect - Sacredness of family and community.

Provide - Contribute, prepare implement and serve.

- Purple Royalty
- Gold Divinity & Power
- · Shield Protection
- Lock Brotherhood is the Key

Men are not put on this earth to simply pay bills, stress and die! Men need love and respect too!







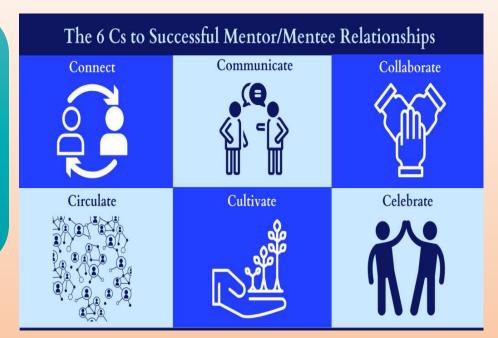


# THE RESPONSIBLE FATHERHOOD MENTORING AND TRAINING ACADEMY

CREATING A LEGACY FOR THE RESPONSIBLE FATHERHOOD I

The Responsible Fatherhood Mentoring Academy is a mentoring program that connects fatherhood legacy leaders with new and emerging responsible fatherhood leaders and practitioners that enables them to acquire knowledge of essential lessons learned over the 40-year history of fatherhood work to facilitate program improvement and sustainability in the field.

- The primary goal of Responsible Fatherhood Mentoring Training Academy is to connect legacy fatherhood leader mentors with new practitioners and emerging leaders in the fatherhood field.
  - This goal will be achieved by identifying and connecting fatherhood legacy leader mentors with a fatherhood practitioner mentee and schedule six virtual meeting between them wherein essential knowledge of fatherhood work can be passed on to improve program functioning and enhance sustainability.
- A secondary goal of Fatherhood Mentoring Academy is to provide ongoing training and technical assistance to mentors and mentees that will enable them to have a successful mentoring relationship experience.
  - This goal will be achieved by providing technical assistance and training support of a successful mentoring relationship.





# WHY HAVE FATHERHOOD MENTORING ACADEMY?

The wisdom and insights of fatherhood legacy leaders are invaluable and should be leveraged rather than recreated from scratch.

Healthy Start is mandated to implement fatherhood focused programs. Research supports that fact both newborns and mothers benefit greatly when there is positive engagement of fathers during the pregnancy period.

There is a forty-year history of fatherhood programs that precede Healthy Starts system wide mandate to work with fathers. Healthy Start fatherhood agencies and practitioners can benefit from a connection to veteran, responsible fatherhood legacy leaders to continue moving the field forward. Throughout the numerous years of responsible fatherhood efforts, many men and women have provided valuable leadership in moving the work forward in policy, research, practice, and funding. These individuals are committed leaders who can inspire Healthy Start agencies and practitioners.



# WHAT IS MENTORING?



#### Brofenbrenner:

Mentoring is a one-to-one relationship between a pair of unrelated individuals, usually different ages, and is developmental in a nature: "A mentor is an older, more experienced person who seeks to further the development of the competence and character of a mentee.









A mentoring program adds structure to this relationship by making it goal-oriented and time-bound. The program also creates built-in accountability to raise the likelihood of achieving measurable outcomes in a short amount of time.

Mentoring programs come with many benefits. Studies show that mentoring can improve an individual's confidence in handling challenges, increase work satisfaction, get people proficient in their roles faster, and boost career ambition.

Research has also concluded that a close relationship between mentor and mentee is the "active ingredient" that makes mentorship work. The common wisdom was that it takes time, often months, for a mentor/mentee relationship to "gel." However, recent studies show that close relationships can positively impact stated outcomes for the mentee in a month or two.



# WHAT IS MENTORING?

# WHAT IS A FATHERHOOD LEGACY LEADER MENTOR?



### **Fatherhood Legacy Leader Mentor**

A Fatherhood Legacy Leader Mentor is a person who has demonstrated proven leadership in advancing fatherhood in research, policy, practice, and other related fatherhood matters for 15 or more years and not less than five years.



# WHAT ARE THE CHARACTERISTICS OF A GOOD MENTOR?



Mentors foster achievement.



Mentors contribute to another journey, the transitional level of knowledge and maturity.



Mentors are characterized by the voluntary assumption the next generation. (Erik Erickson: "The impulse to possible blood to the next generation").

# HOW WILL THE MENTORING ACADEMY WORK?

The Responsible Fatherhood Mentoring Academy seeks volunteers to join its Legacy Leader Mentor program. As a mentor, you must commit to a once-a-month remote mentoring session that will last 90 minutes over six months. The Academy will assist in arranging sessions on Zoom and match Mentors with Mentees based on the information provided in their application.

Each session will have written lesson plans and facilitation instructions for you to follow. The sessions will build on each other, starting with building a relationship and advancing to sharing lessons learned and insights. Each Mentor who signs up for the Academy receives a six-month lesson guide. Upon completing the six sessions, the Mentor and Mentee can decide whether or not to continue meeting monthly.

If you wish to continue, you can take on another Mentee in the Academy process after completing your six-month Mentor assignment. Mentors and Mentees will be given evaluation instructions.



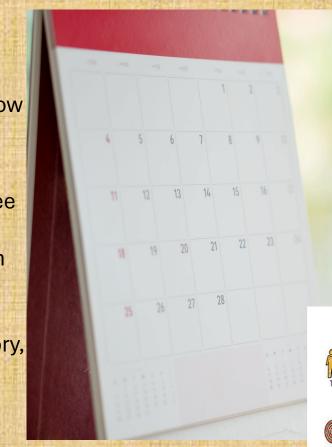


#### **Meeting 1: The Introduction**

Topic: Getting to Know Each Other

During the first meeting, mentors and mentees will focus on getting to know one another. It's essential to prioritize reliability and involve the mentee in deciding how you will spend time together.

- 1. Intentional interactive dialogue will be a vital part of all mentor-mentee sessions.
- 2. Agree on meeting ground rules that work for both during the six-month mentoring relationship.
- Mentors and mentees are encouraged to share personal information about themselves, such as their family background, educational history, and reasons for pursuing fatherhood and family work.
- 4. Mentees share their goals for the mentoring relationship.
- Assess and discuss how the first meeting went for each of them and plan the next meeting.



**MENTORING** 

#### **Meeting 2: Relationship-Building**

**Topic:** Successes and Challenges

The primary objective of the second meeting is to build upon the relationship established in the first session.

- 1. Share your plan for the session and obtain the mentee's consent for the session discussion.
- Let the mentees know they can ask as many questions as they want during the session.
- 3. Mentors should share personal and professional stories about their successes and challenges in fatherhood and family work and how they dealt with them.
- 4. Share your overall philosophy for doing what you do and why.
- 5. Assess and discuss how the second meeting went for each of them and plan the next meeting.



#### **Meeting 3: Contributors to Growth and Development**

**Topic:** How Did You Prepare Yourself for the Work You Do and Stay on Top of Things?

The objective of the third meeting is to share what you have done to prepare for your work and grow professionally.

- 1. Share your plan for the session and obtain the mentee's consent for the session discussion.
- Mentors should share their growth and development contributors, including books they have read, people they have met, reports, documentaries, movies, working late hours, organizational affiliations, consulting with certain people to get their insights and suggestions, community service, meditation and prayer, religious beliefs, etc.
- 3. Share how you deal with pressure, problem-solving, and difficult people.
- Assess and discuss how the third meeting went for each of them and plan the next meeting.



#### **Meeting 4: Mentees Speak**

**Topic:** Getting Feedback from Mentees on What They Have Learned About and From You

During the fourth meeting, mentees will lead the discussion and share what they have learned about and from their mentor.

- 1. Share your plan for the session and obtain mentee consent for the session discussion.
- 2. Let the mentees know that their learning from you is the primary goal of the relationship.
- 3. Mentees should share what they have learned about their mentor over the past three sessions and what knowledge they have gained.
- 4. Encourage mentees to share the top five things that have stuck with them and why.
- 5. Assess and discuss how the fourth meeting went for each of them and plan the next meeting.









#### **Meeting 5: Reaching the Top**

Topic: Life Lessons of a Fatherhood Legacy Leader Mentor

The objective of the fifth meeting is to share how you became a fatherhood legacy leader mentor.

- 1. Share your plan for the session and obtain the mentee's consent for the session discussion.
- 2. Mentors should look back over their careers and share information on how and why they became a fatherhood legacy leader, including jobs they have held, books they have read, and mentors who inspired them.
- 3. Let the mentees know they can ask as many questions as they want during the session.
- 4. Assess and discuss how the meeting five went for each of them and plan the next meeting.



### FATHERHOOD LEGACY LEADER MENTOR MEETING LESSON PLANS AND GUIDELINES

**Meeting 6: Mentor/Mentee Relationship Commencement** 

**Topic:** Summary and Wrap

#### **Planning Note:**

Meeting six is when the remote relationship ends. The Academy's goal of connecting the Fatherhood Legacy Leader Mentor and the mentee is completed. Mentors and mentees may decide to work together for years and continue to stay in touch.

- 1. Share your plan for the meeting session and obtain the mentee's consent for the session discussion.
- 2. Let the mentees know they can ask as many questions as they want during the session.
- 3. Exchange thoughts and ideas about their mentoring experience.
- 4. Exchange thoughts and ideas about continuing their relationship.
- 5. Have mentees share what they plan to pass on to other prospective mentees about the Responsible Fatherhood Mentoring Academy Program.
- 6. Assess and discuss how the meeting went for each of them, respectively.
- 7. Administer the Program Evaluation Form



## WHAT ARE THE CHARACTERISTICS OF GOOD MENTEE?

### A Good Mentee

#### Characteristics of good mentees

- Being respectful of mentors' time.
- Being respectful of mentors' privacy.
- Being respectful of mentors' trust.
- Following up and checking in.

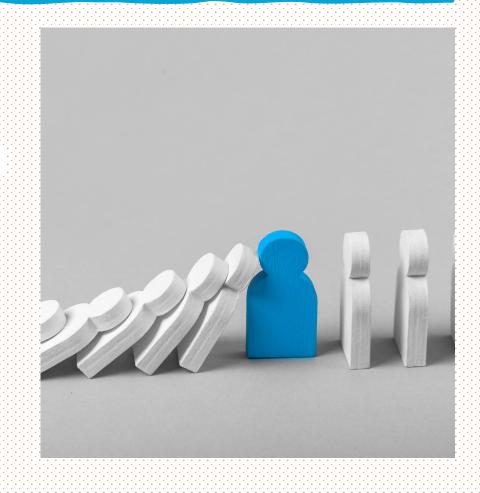


#### Benefits of being a good mentee:

- Getting the most out of a mentoring relationship.
- Expanding professional network.
- Get advice on how to achieve career goals.
- Establishing allies.
- Finding opportunities.

#### THE BENEFITS OF MENTORING REMOTELY/ONLINE

- A remote mentoring program removes many barriers to access. Mentors and mentees no longer need to be in the same geographic vicinity, which means the available pool of mentors is much larger. With coordination of time zones, you could potentially pair a mentee with the "right" mentor even if that person lives several states away or in another country. Similarly, remote mentoring can be more inclusive, allowing for the use of closed captioning and screen-assistive technology if either mentor or mentee needs an accommodation.
- Even if you're mentoring someone who shares a physical workspace with you at least part of the time, incorporating some remote elements in a "hybrid" mentoring approach can be helpful. You'll enjoy increased scheduling flexibility, and the ability to record and access Al-generated transcriptions of meetings may be helpful.





• The basis for a successful ordine mentoring relationship is the same as for a traditional one commitment, daily and consistency.



# THE BENEFITS OF MENTORING REMOTELY/ONLINE

- In any good mentoring relationship, the mentor learns as much as the mentee.
   Remote mentoring not only offers you the opportunity to build a relationship with a colleague you might not otherwise meet, but it also allows you to flex your online communications and relationship-building skills. You can learn how to have in-depth, meaningful conversations online, as well as develop skills for holding a remote employee accountable.
- The connection formed with your mentee has the potential to be <u>as valuable to you as it is to</u> <u>them.</u> You never know what lessons your mentee may share—or what you'll discover in yourself as a mentor.



# WHAT IS THE FATHERHOOD MENTORING ACADEMY IMPLEMENTATION TIMELINE?

# IMPLEMENTATION SCHEDULE

APRIL 2024 – SEPTEMBER 2024



Soft Project Launch	04/09/2024
Identification of Fatherhood Legacy Leader Mentors through the application process.	05/17/2024
Technical support to be provided to Legacy Leader Mentors for virtual lesson plans as needed	06/11/2024
Identification of Fatherhood praditioner mentees through the application process.	06/14/2024
Phase 1 Lanch	06/21/2024

# WHAT IS THE FATHERHOOD MENTORING ACADEMY IMPLEMENTATION

#### **IMPLEMENTATION**

APRIL 2024 – SEPTEMBER 2024



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Identification of Fatherhood praditioner mentees through the application process	06/14/2024
Phase 1 Lanch	06/21/2024



# HOW DO YOU EVALUATE A MENTORSHIP PROGRAM?

How do you evaluate a mentorship program?

Evaluating the effectiveness of mentorship depends on both quantitative and qualitative measures and tools. Ideally, such measures identify how mentorship or specific mentorship factors contribute to desired outcomes and provide specific insights into how interventions work.

The primary goal of Responsible
Fatherhood Mentoring Training Academy
is to connect legacy fatherhood leader
mentors with new practitioners and
emerging leaders in the fatherhood field.

This goal will be achieved by identifying and connecting fatherhood legacy leader mentors with a fatherhood practitioner mentee and schedule six virtual meetings between them wherein essential knowledge of fatherhood work can be passed on to improve program functioning and enhance sustainability.





# MENTOR EVALUATION FORM

The link to nentor exduction is here

Strondy My mentor has been readily available for monthly meetings Neutral Agree Dage Strongly Agree Dægæ My mentor provided support in order to address my work opportunities and challenges My mentor explained to me the areas or topics relevant to my work with fathers and families My mentor expressed concern towards my continued growth development My mentor demonstrated professionalism and courtesy all the time.

My mentor has been beneficial to me

I highly recommend my mentor

**Additional Comments:** 

# THE MENTEE APPLICATION PROCESS

# Satisfaction Survey

YOUR FEEDBACK IS EXTREMELY VALUABLE AND WILLHELP ENSURE OUR OFFERINGS MEET YOUR SUPPORT NEEDS!





**NEXT FATHERHOOD TALK TUESDAY** 

## Men's Health Month

TUESDAY, JUNE 11
3:00PM — 4:30PM ET



