



Fatherhood
Research
& Practice
Network

Findings from FRPN-Funded Projects 4: Fatherhood and Public Policy December 10, 2019

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Who is FRPN?



Jay Fagan, Ph.D. **Jessica Pearson, Ph.D.**
Temple University Center for Policy Research
FRPN Co-Director FRPN Co-Director

What is FRPN?

- Six-year, \$4.8 million cooperative agreement to Temple U & CPR
- Funding by U.S. DHHS, ACF, Office of Planning, Research and Evaluation, 2013-2019
- Targets fatherhood researchers & programs serving low-income fathers



Fatherhood Research And Practice Network

#1

Promote
Rigorous
Evaluation

#2

Build
Evaluation
Capacity

#3

Disseminate
Information



Why Focus on Fatherhood and Public Policy?



- There is little information on the impact of state and federal policies on fathers
- ACF has called for all human services agencies to enhance father engagement
- Key agencies being targeted include child welfare, family and youth services, childcare, head start, runaway & homeless youth, family violence prevention
- Designing effective engagement policies and strategies will be challenging
- Policies often have unintended consequences
- Policies are implemented differently depending on agency setting and staff
- Today's policy-related presentations deal with:
 - Employment Among Fathers with Criminal Records
 - CPS-Investigated Maltreatment by Fathers,
 - Inclusion of Fathers with Families in Homeless Shelters
 - Addressing Domestic Violence in Fatherhood Programs

Lenna Nepomnyaschy
Allison Dwyer Emory
Alexandra Haralampoudis
Rutgers University

**State Policies and Employment Outcomes
among Fathers with Criminal Records**



Karin Garg and Karen Hudson
Temple University, PA.

**Adoption, Implementation, and Consequences
of the Inclusion of Fathers with their Families
in Homeless Shelters**



Featured Studies

Julia Kobulsky and Rachel Wildfeuer
Temple University, PA.

**Child Protective Services-Investigated
Maltreatment by Fathers: Distinguishing
Characteristics and Disparate Outcomes**



Kristie Thomas
Fernando Mederos

Simmons University, MA.
**Responsible Fatherhood Groups
and Domestic Violence Education:
An Exploratory Study of Current Practices,
Barriers, and Opportunities**



State Policies and Employment Outcomes among Fathers with Criminal Records

Allison Dwyer Emory, PhD, University at Buffalo

Alexandra Haralampoudis, MSW, Rutgers University

Lenna Nepomnyaschy, PhD, Rutgers University

Link to full report:

<https://www.frpn.org/asset/state-policies-and-employment-outcomes-among-fathers-criminal-records>

Link to working paper:

Allison Dwyer Emory. "Unintended Consequences: Protective State Policies and the Employment of Father with Criminal Records". FFCWS Working Paper 19-04-FF.

Acknowledgments: WT Grant Foundation for funding the initial policy data collection, Loren Greene and Shreya Reddy for policy data collection, and our colleagues Maureen Waller and Dan Miller for their thoughts throughout this project.



Research Questions

- Do fathers with a criminal record face an employment penalty?
- Does this penalty differ between states with different policies regulating:
 - The information employers/licensing agencies can legally consider (employment policies)
 - The availability of official criminal record information (access policies)



Motivation



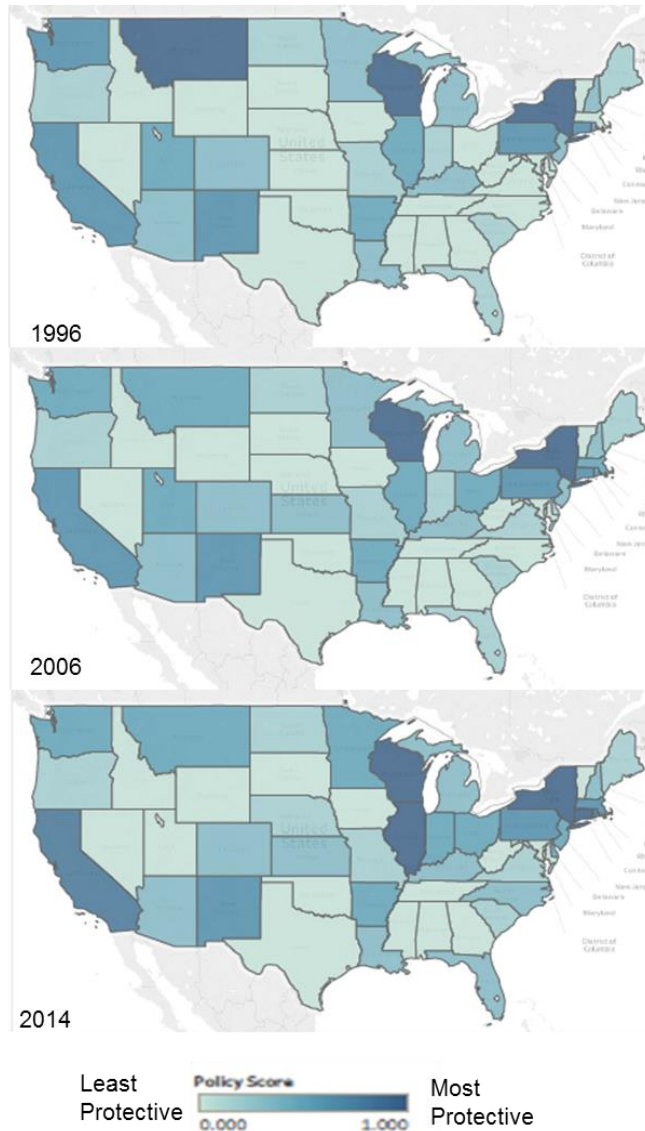
- 1 in 3 Americans have a criminal record
- Most are parents, disproportionately impacting black families
- Men with criminal records less likely to find legal employment, and face more difficulty supporting themselves and their children
- State-level policies may be key for shaping economic opportunity, but evidence is mixed:
 - Improve employment by removing barriers
 - Inadvertently create conditions for more racial discrimination



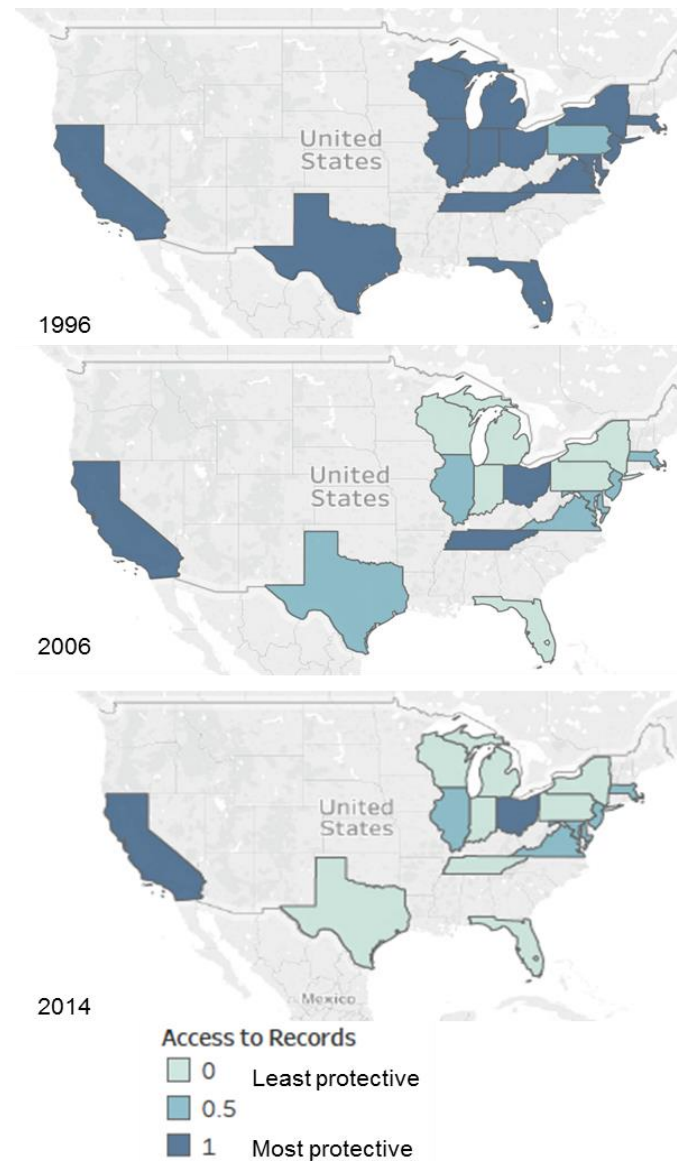
Two Types of Protective State Policies

Index	State Policy
Employment Policies	Private employers cannot consider arrests that did not lead to convictions when making hiring decisions (yes/limited/no)
	Public employers cannot consider arrests that did not lead to convictions when making hiring decisions (yes/limited/no)
	Licensing agencies cannot consider arrests that did not lead to convictions when making hiring decisions (yes/limited/no)
	Private employers cannot issue blanket bans against the hiring of individuals with criminal records (yes/limited/no)
	Public employers cannot issue blanket bans against the hiring of individuals with criminal records (yes/limited/no)
	Licensing agencies cannot issue blanket bans against the licensing of individuals with criminal records (yes/limited/no)
Access to Criminal Records	State maintains searchable criminal records database (yes/no)
	State maintains searchable criminal records database only of those currently under supervision (yes/no)

Employment Policies



Access Policies

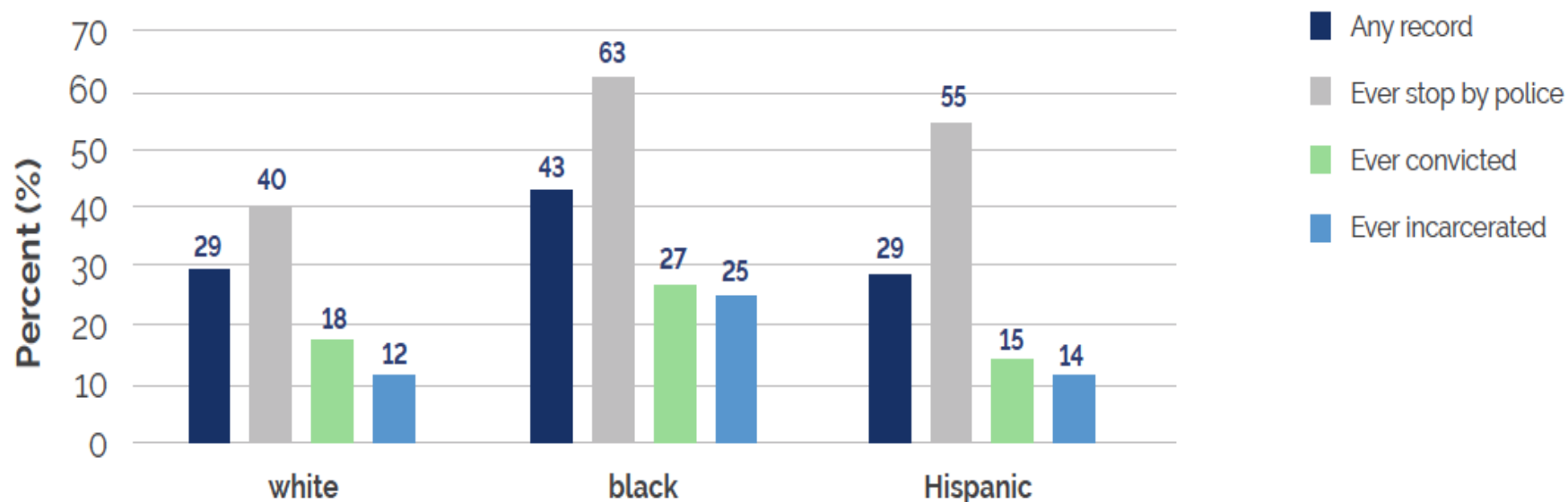


Fragile Families & Child Well-Being Study

- Longitudinal birth cohort study
- Sample of 4,898 urban births between 1998-2000, oversample of nonmarital births
- Follow-up at 1, 3, 5, & 9 years
- Includes interviews with fathers regardless of residency



Study Sample



- 3120 fathers, 10351 observations pooled across 4 waves
- Self reported contact with criminal justice system
- Coded as having a record if report a prior arrest, conviction, or incarceration

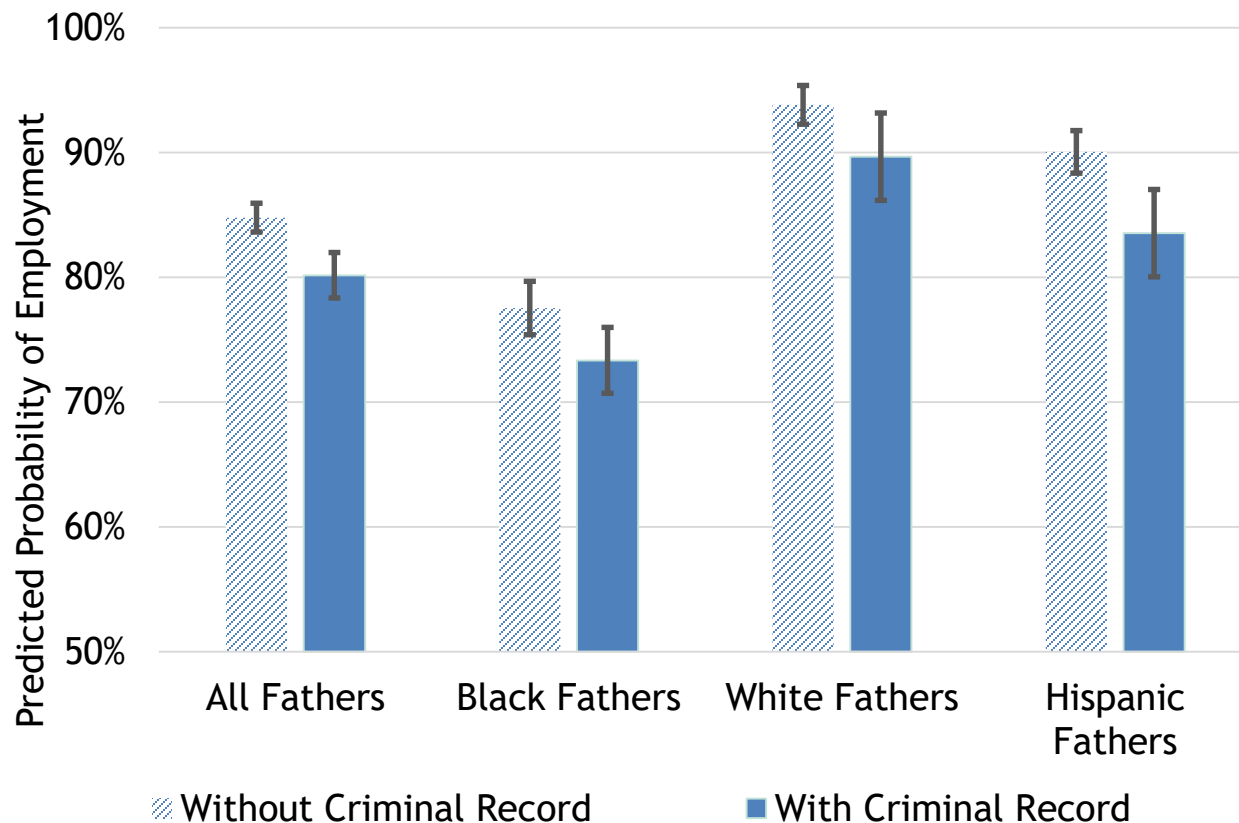
Methods

- Random Effects Linear Probability Regression Models to estimate:
 - The extent to which having a criminal record is associated with the probability fathers are employed
 - The extent to which policies are associated with different employment penalties
- Controlling for fathers' risk of criminality, demographic attributes, and state characteristics associated with the employment and criminal justice context



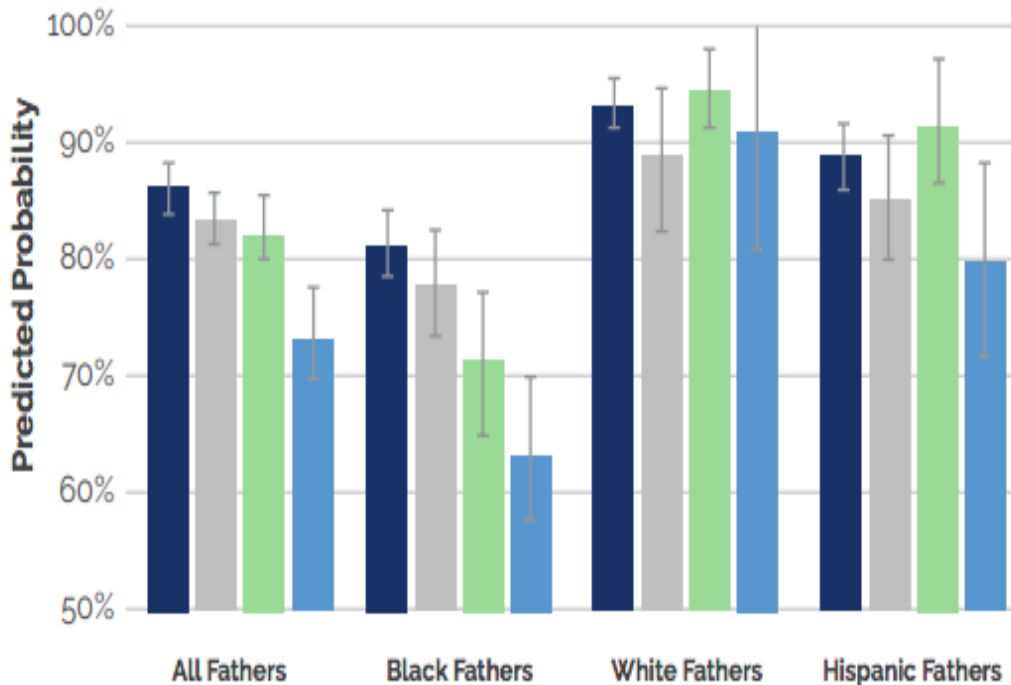
Results: The Employment Penalty

- Fathers with a criminal record are less likely to be employed
- Particularly those who are Black & Hispanic



Results – Employment Policies

Predicted probability of employment among fathers w/ & w/o a criminal record in states with most protective & least protective policies

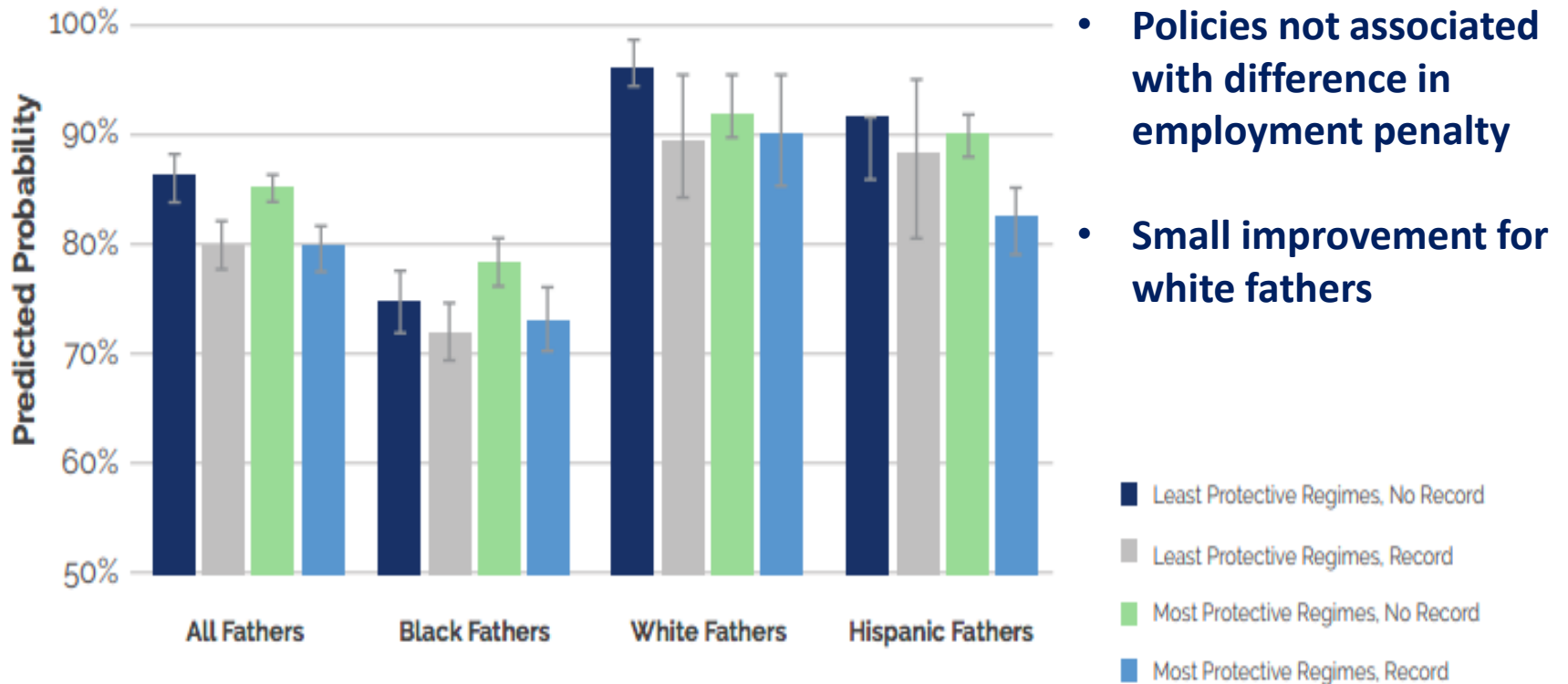


- For black fathers with and without records, policies associated with **LOWER** employment
- No association for white fathers
- Policies associated with a larger employment penalty for Hispanic fathers

■ Least Protective Regimes, No Record
■ Least Protective Regimes, Record
■ Most Protective Regimes, No Record
■ Most Protective Regimes, Record

Results – Access to Criminal Records

Predicted probability of employment for fathers w/ & w/o a criminal record in states with most protective & least protective policies



Implications

- Race and criminal record status cannot be easily disentangled in policy responses, and policies can have unpredictable implications for vulnerable fathers
- No silver bullets: A wide range of programs and policies may be necessary, including those working directly with individuals with records (Center for Employment Opportunities), addressing racial discrimination directly, or targeting expungement or employer liability laws
- For More Information:
 - The Legal Action Center provides a toolbox for dealing with the barriers to reentry discussed in this report and many others, including public housing, driver's licenses, certificates of rehabilitation, and sealing/expungement of records.
<https://lac.org/toolkits/Introduction.htm>
 - Contact Allison Dwyer Emory, ademory@buffalo.edu.

Maltreatment Perpetrated by Fathers: Distinguishing Characteristics and Disparities in Child Protective Services Investigation Outcomes

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<https://www.frpn.org/asset/child-protective-services-investigated-maltreatment-fathers-distinguishing-characteristics-and>



Background

- Need to improve engagement and inclusion of fathers in child welfare
- Barriers to father engagement
 - Lack of available services
 - Lack of knowledge of father-perpetrated maltreatment
 - Fear and bias





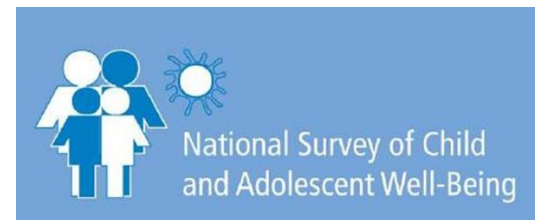
Research Questions

- What are the distinguishing characteristics of maltreatment attributed to fathers?
- Are there disparities in Child Protective Services investigation outcomes of maltreatment attributed to fathers vs. mothers?



Methods – Dataset & Sample

- The National Survey on Child and Adolescent Well-Being II (NSCAW II)
 - Data collected in 2008-2009
 - Representative sample of children (ages 0-17.5) who were investigated by CPS
- Two samples of children with maltreatment attributed to mothers and/or fathers:
 - Physical Abuse ($n = 594$)
 - Neglect ($n = 1,349$)



Methods – Measures (Independent Variables)

<u>Maltreatment Perpetrator:</u>	<u>Maltreatment characteristics:</u>	<u>Co-occurring risk factors:</u>	<u>Child demographics:</u>
Mother alone	Subtype	Prior maltreatment reports	Age
Father alone	Severity	Caregiver substance use	Gender
Mother & father	Co-occurrence	Caregiver mental health problems	Race
		Caregiver arrests or detention	Ethnicity
		Intimate partner violence	

Methods – Measures (Dependent Variables)

Investigation outcomes:

Level of caseworker perceived risk (range 1-4)

Services (yes/no)

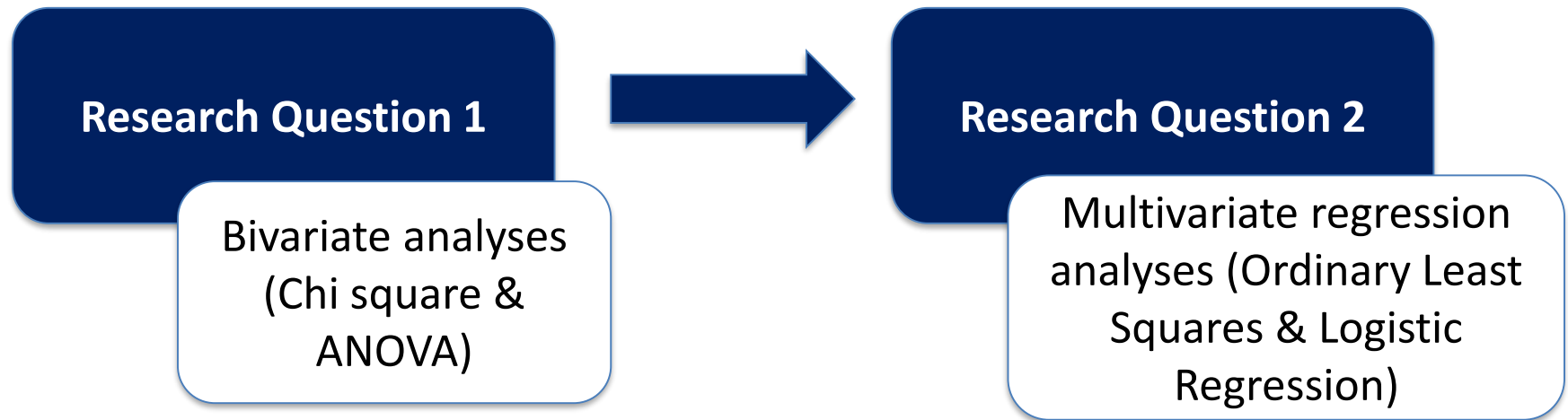
Substantiation (yes/no)

Out-of-home placement (yes/no)

Criminal investigation (yes/no)

Charges filed (yes/no)

Methods – Analysis



Research Question 1

Results Summary –

Profiles of Maltreatment by Perpetrator

Mother alone	Father alone	Mother & Father
< IPV	< MH problems	Most severe, co-occurring problems
> Black children	> White children	Youngest children (~3-4 years)
	Oldest children (~7 years)	> Physical neglect
		< Supervisory neglect

Research Question 2

Results Summary –

Disparities in Investigation Outcomes

	Physical Abuse	Neglect
Father alone -> + criminal charges	✓ .	✓ .
Father alone -> + criminal investigations		✓ .
Mother & father -> + criminal investigations		✓ .

Implications for Practitioners



Address gender bias that disadvantages fathers

- Train staff involved in CPS investigations
- Shift focus from criminalization to mental health and maltreatment prevention services
- Advance criminal justice involvement diversion



Safeguard children

- Distinguish father maltreatment of varying severity levels
- Intervene with father-specific programs (example: Caring Dad's)
- Support children affected by parent incarceration





Needed Future Research

- Characteristics of father vs. mother perpetrated maltreatment (different measures of maltreatment characteristics and co-occurring risk factors, maltreatment types).
- Perpetrator effects on child outcomes.
- Father race/ethnicity and gender as a contributor to disproportionality.
- Efficacy and dissemination of mental health and maltreatment prevention services for fathers.



Thank You!

Questions?
Comments?



Adoption, Implementation, and Consequences of the Inclusion of Fathers with their Families in Homeless Shelters



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Research Goal and Question(s)



- *Goal: to explore the systems change occurring in Phila., PA to include fathers as residents in family emergency shelters*
- Questions-
 - Motivation for System Change
 - Preparation for System Change
 - Short-Term System Change
 - Long-Term System Change

Context and Background for the Study

- Study took place amongst a multi-stakeholder sample in Philadelphia, Pennsylvania - one of the US cities with the highest poverty rate
- Until 2017, only 3 out of the 10 family shelters in Philadelphia admitted fathers as residents
- Pennsylvania and Philadelphia movement to publicly-acknowledge role of fathers in families
- Philadelphia is a national leader in providing services to people experiencing homelessness
- Change in HUD scoring system led to development of a “Nondiscrimination Policy”



Methods

Recruitment and Sample:

- Interviews with OHS staff and administrators (n=13)
- 3 Staff Focus Groups (early, late adopter and laggard) (n=20)
- 10 Parent Focus Groups (n=94)

Approvals:

- IRB approvals received from the City of Phila. and Temple University

Theoretical Framework:

- Diffusions of Innovation Theory (Early Adopters, Late Adopters, and Laggards)



Motivation for System Change

RQ1-What prompted the development and implementation of the new “Nondiscrimination Policy?”

- HUD adjustment to scoring system, Philadelphia OHS complaint hotline, Advocacy by staff within OHS

So overall, we want to make our whole system ready to embrace anybody who needs help, who is homeless or housing insecure. No matter who and what you are, we need to be a system that is ready and equipped to serve you. So that's my overall philosophy. Historically, within Philadelphia, the shelters more serviced women with children, so it wasn't inclusive of families including males. So males would actually have to leave and get separated from the family so that they could get services, and some fathers with kids were denied services because they were men. So, that's historically what was happening. (OHS Staff)

I think it started with, there was the impetus to do it. And so I think there was the drive to comply, because you had to have an equal access policy to get the points for the NOFA that was submitted to HUD. (OHS Staff)

'Is someone having a housing crisis?' That should be really what's guiding us to assist people, because that's what we're here for. Secondly, the equal access rule from HUD has given the compliance teeth that lets up push, that lets us write the policy, that lets us say, 'HUD said we have to do it, and all that.' (OHS Staff)

Preparation for System Change

RQ2-How did OHS and the shelters prepare for this change in policy? What did shelter providers need to prepare for this change?

- Motivation, Problem-solving, Communication, Training, Funding, Computer system changes, Providing support, Updating staff policies

I always strongly felt that OHS had a strong responsibility to be supportive of when we make a major change like this. So what we did is certain shelters requested extra staff or security to help diffuse situations where violence may occur, whether it's domestic or towards staff or other residents. We feel strongly that the health and safety of the shelter communities are of the utmost importance, regardless of who we're serving. We've supported requests for extra security or even at times, extra staffing, so they can be more accommodating to families of any composition. (OHS Staff)

...we had some shelters come and meet with us to find out how we do things. A lot of the concerns were around the bathrooms.... And some of the fear was having men on the grounds.... A lot of times we have women fleeing domestic violence.... And then we have you bringing men in here, not saying that men are the abusers, but it might be perceived as a safer environment if it was just all women. (Early Adopter Staff)

We had a meeting with our staff because I needed their input, because they're the one who have to deal with these situations. So I wanted number one, everyone to feel secure and confident in their position. (Late Adopter Staff)

Short-Term System Change

RQ3- What are the benefits and challenges of this inclusion policy? What is the level of commitment to the change policy?

- Role Modeling for children, Keeping families together, Personal growth, Increased income at time of departure from shelter
- Fears about violence/safety, Concerns about privacy, Re-traumatization of mothers and children, Conflicts of interest in service provision, Parenting styles

I told the shelters, “You’re going to love the men more than you love the women.” I always found that they add... Some of them [mothers] kind of act a little bit better when there is a man walking around, whether that’s staff or a resident. I always enjoy them. The men really don’t get into verbal altercations or physical altercations really. I would say non-existent. (Early Adopter Staff)

It’s also diversified staffing, which I think is a positive thing as well. (OHS Staff)

So, I think it’s real beneficial to have both. Because you learn to be a man from your father, and you learn the sensitivity and caring from your mom. If you don’t have both sides equally, you’re just not.... I feel like it’s a little imbalance. That’s how I feel. (Father)

Long-Term System Change

RQ4- How does shelter living affect the dynamics of family relationships?

- Mother automatically assigned Head of Household, Stigma of Shelters, De-escalating after an Argument, Tension in Marital/Partner Relationships, Lack of Privacy, Feeling Demeaned by Staff in front of Spouse/Partner/Children

“And the mother and the father, they’ll get into arguments. I mean, you’re living in a room this size, and you’re calling this home. That’s one thing I try to really instill in our staff. You got to remember, when you argue with your spouse, she goes one way and you go another way. Here, can’t do that. You go get some air. Here, you can’t do that. And that’s the whole thing about being mindful, of that when they do have some arguments, we have areas that we call our sanctuary room and places.” (Early Adopter Staff)

“This shelter will do one thing to a family. It’ll do one of the other. It’ll either make a couple strong, or it’ll break you up.” (Mother)

“Then you’ve got your kids like... even with your kids, people holler at you, do this, do that. Don’t people understand kids get traumatized by stuff like that. What you think won’t hurt them will hurt them.” (Mother)

Commitment to the Change

“And the city’s perspective has been, we’ve been 100% clear. We’re not going back. We’re not going to exclude people.”
(OHS)

“It’s all families. It should have always been all families.”
(Early Adopter Staff)

“The benefits are huge. We just have to figure out how do you change a culture. And we all know that when you change a culture it takes time.”
(Laggard Shelter Staff)

Recommendations

Direct Service

Advocacy

Policy



Future Research Possibilities

**Future longitudinal studies of
the inclusion change process**

**Bias against men in social
services provision**

**Integration of other protected
classes**

**The experience of spouses/
partners living in family
shelters**

thank
you



Responsible Fatherhood Groups and Domestic Violence Education: An Exploratory Study of Current Practices, Barriers, and Opportunities

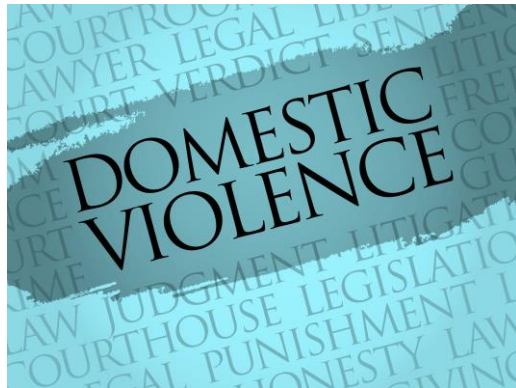
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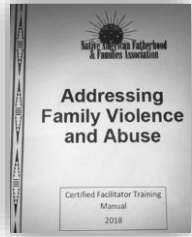


Study Aims

To qualitatively explore the following:

- 1.** To what extent and how Responsible Fatherhood Groups (RFGs) are addressing domestic violence (DV) in their curricula
- 2.** Factors at the intrapersonal, interpersonal, organizational, community, and policy levels that act as barriers and supports to addressing DV and incorporating DV content into RFGs
- 3.** Strategies and approaches for incorporating DV into RFGs in ways that support fathers' educational and other needs

Methods



1. Content Analysis of RFG Curricula

1. 24/7 Dad: AM[®] (NFI, 2015)
 - Addressing Family Violence and Abuse[®] (NFI, 2009)
2. Nurturing Fathers Program (Perlman, 1998)
3. Fatherhood Development Program (NPCL, 1995)
4. Fatherhood Is Sacred[®] & Motherhood Is Sacred[™] (NAFFA, 2016)

2. In-depth phone interviews with stakeholders (n=40)

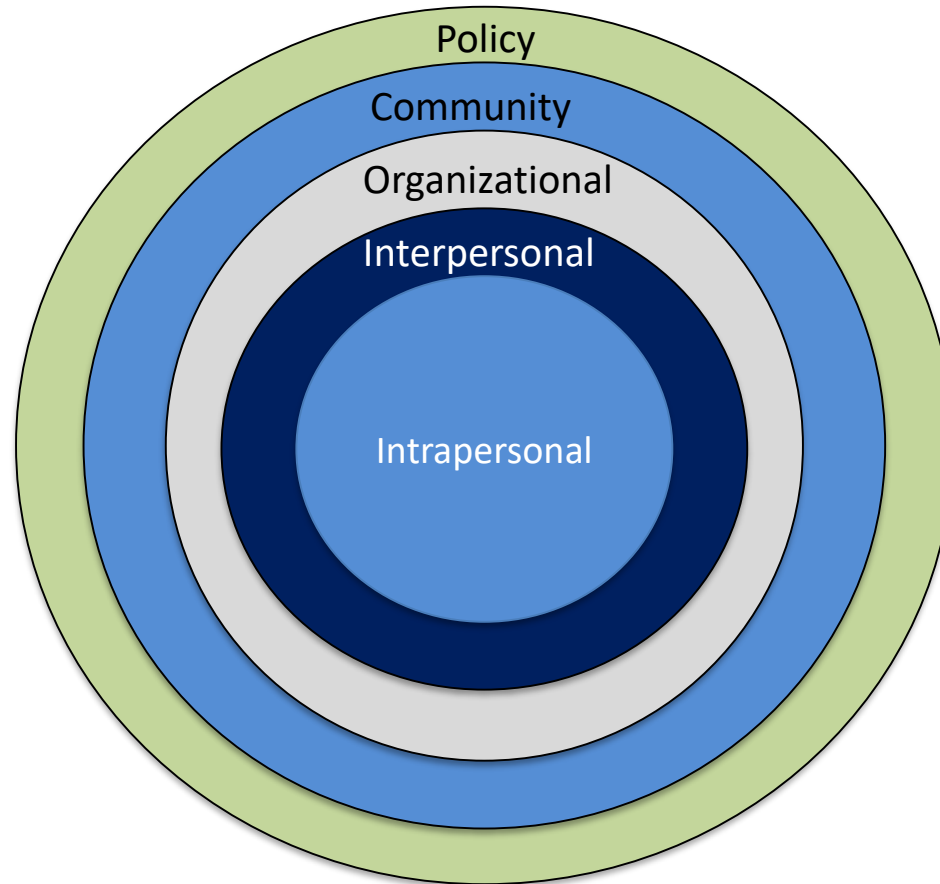
1. Fatherhood Field Leaders (n=10)
2. Facilitators of RFGs (n=20)
3. DV advocates who collaborate with RFGs (n=10)

Aim 1 Findings: RFG Curricula

- None of the four core curricula explicitly addressed DV
- Each contained topics that could be used as a door into discussion about DV
 - Example: NFP “Power over” vs. “power to”
- Addressing Family Violence and Abuse® is well-structured and dynamic
 - Extent of use remains a question
- Several facilitators have developed their own DV supplements



Aim 2 Findings: Barriers and Supports



Intrapersonal Level (i.e., experiences, knowledge, attitudes, and behaviors of fathers)	<ul style="list-style-type: none"> ○ Seeing DV as normalized behavior ○ Dealing with the stress and trauma of “low-income living” ○ Struggling to identify and manage trauma triggers ○ Possessing a limited understanding of DV
Interpersonal Level (i.e., family and friends of fathers)	<ul style="list-style-type: none"> ○ Social networks that promote internalization of and adherence to hyper-masculinity
<i>Organizational Level</i> <i>(i.e., staff, practices, and policies within programs that serve fathers)</i>	<ul style="list-style-type: none"> ○ <i>Increased willingness to embrace DV as a core concern for fatherhood work</i> ○ <i>A holistic approach to DV requires resources in addition to commitment</i> ○ <i>Be clear about the purpose of RFGs in relation to DV</i> ○ <i>Utilize the “right people” to provide DV education and support</i>
<i>Community Level</i> <i>(i.e., interactions between agencies that serve fathers)</i>	<ul style="list-style-type: none"> ○ <i>“Framework tensions” impede collaboration</i> ○ <i>Overcoming framework tensions is possible and ongoing</i>
Policy Level (i.e., national, state, local, and program policies that affect fathers)	<ul style="list-style-type: none"> ○ Funding priorities influence capacity and collaboration ○ Policy mandates related to DV have the potential to lead to adaptive change



Aim 2: Organizational Level

1. Willingness to embrace DV as a core concern for fatherhood work has increased over time
 - Often rooted in participants' lived experiences
2. A holistic approach to DV requires resources in addition to commitment
 - More resourced agencies = more comprehensive approaches
 - Smaller agencies rely on the sheer will and creativity of a few staff



Organizational

Aim 2: Organizational Level (continued)

3. Be clear about the purpose of RFGs in relation to DV
 - RFGS are *not* Batterer Intervention Programs
 - DV should not eclipse other necessary RFG content

4. Utilize the “right people” for DV education and support
 - Engage in reflective and appropriate use of self
 - Convey a common bond with the men
 - Possess a nuanced understanding of DV
 - Be tuned into men’s needs and situations



Aim 2: Community Level

1. “Framework tensions” between the FH and DV fields impede collaboration and cross-pollination of content
 - Differing approach to men and men who batter
 - “Comparing Oppressions” (i.e., sexism vs. racism)
2. Overcoming framework tensions is possible and ongoing
 - Finding areas of common ground
 - Building personal relationships
 - Engaging in mutual education



Community

Aim 3 Findings: Strategies



- 1.** Combine cognitive and affective educational strategies to change norms, attitudes, and behaviors
 - Interactive psychoeducation and “deep work”
- 2.** Embrace a framework that balances empathy and accountability
 - “Self-personal power”
- 3.** Provide a safe space for DV discussion and disclosure
- 4.** Harness men’s desire to be a good father

Recommendations

- 1.** Integrate of DV-specific content and activities in core Responsible Fatherhood curricula, rather than relying on optional supplements.
- 2.** Ensure DV content is delivered by the “right people.”
- 3.** Efforts to increase DV education within RFGs should not attempt to turn them into interventions for men who use violence and abusive behaviors with partners.
- 4.** Strategies for addressing DV in fatherhood groups must take into account fathers’ experiences of poverty, trauma, oppression, and DV victimization and perpetration.



Recommendations (continued)

- 5.** Efforts to increase dialogue and relationship building between the RFG and DV fields must consider “framework tensions” and work to overcome them.
- 6.** Additional funding is needed to support RFGs and DV programs address DV in holistic and effective ways.
- 7.** Any requirement that RFGs address DV should be coupled with efforts to foster attitudes and norms that are genuinely supportive of DV prevention.



Conclusions

- 1.** There has been considerable progress among many RFGs regarding their, norms, and development of innovative practices related to addressing the issue of DV with fathers.
- 2.** Ensuring that this shift continues will require substantially more financial resources as well as mutual education and relationship-building between the Responsible Fatherhood and Domestic Violence fields.





Thank You!

Acknowledgements

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