

Summer 2019



The State of Fatherhood Programs in the State of Hawai'i



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Acknowledgment

This report would not have been possible without the generous support of the Hawai'i State Commission on Fatherhood, under the Hawai'i State Department of Human Services. A special thank you to the people who took the time to respond to our survey and provided us with very valuable information about fatherhood programs in the state. All mistake and errors are the author's.

Report Citation

Lewin-Bizan, S. (2019). The State of Fatherhood Programs in the State of Hawai'i. Honolulu, HI: Hawai'i State Commission on Fatherhood, Hawai'i State Department of Human Services.

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EXECUTIVE SUMMARY

This report is the product of a second collaboration between Professor Selva Lewin-Bizan from the University of Hawai'i at Mānoa and the Hawai'i State Commission on Fatherhood - a commission established by statute to support fathers and families throughout the state and administratively attached to the State Department of Human Services but operating semi-autonomously, as provided for under its enabling law. This is part of a long-term plan to improve the wellbeing of children in the Hawaiian Islands by enhancing the positive involvement of their fathers in their lives.

The first report, titled *The State of Fathers in the State of Hawai'i*, was published in 2015 and provided a profile of the fathers across the state, identifying their numbers, characteristics, and geographical distribution, and highlighting differences and similarities between Hawai'i and the general U.S. population.

The current report assesses the availability of programs aimed at supporting the population of fathers throughout the state. The report summarizes information collected during 2016 and 2017 from individuals working in 32 organizations that report offering social services, with the purpose of outlining information on existing fatherhood programs.

MAIN FINDINGS

Several key findings emerge from the survey:

- ✓ Limited funding for fatherhood programs

is a major obstacle for organizations wishing to offer these programs, but it is not the only factor;

- ✓ Programs designed specifically for fathers (i.e., fatherhood programs) are mainly delivered through large, multi-service organizations and there seems to be a disconnect in the community between what is known about these organizations and the actual use of services; in addition, few organizations have well-trained facilitators or instructors (i.e., fatherhood leaders) within the organization;
- ✓ Most organizations collect data to monitor clients and assess some aspect of the effectiveness of their programs, but few have the appropriate skills to conduct a systematic evaluation, and very few work with external experts.

The findings are interconnected. Limitations in funding may explain why smaller organizations do not offer fatherhood programs, do not have fatherhood-trained staff, and lack of tools for conducting rigorous in-house evaluations of programs and/or contracting with independent evaluators. On the other hand, a rigorous evaluation can lead to a better understanding of the effectiveness of these programs which may enable organizations to secure funding.

LIMITATIONS AND RECOMMENDATIONS

The results of this survey are limited in two

important ways. First, the list of available programs is not exhaustive and may not be representative. Not all organizations that potentially offer fatherhood programs were reached and some of the organizations that were reached did not respond to the survey. Second, we did not assess the effectiveness of programs listed here, and many of these programs have not been comprehensively evaluated by the organizations providing the program either.

Nonetheless, based on the survey results, some of the activities that can support organizations to create and deliver effective programs for fathers include the provision of guidance on:

- ✓ Finding funding opportunities (e.g., private foundations, state and federal funding, etc.) to provide for the work with fathers (training for fatherhood leaders, staff salaries, incentives for participants, other materials, program evaluation). Programs that are well-funded usually have more well-trained staff, more resources, and are better run programs¹.
- ✓ Training fatherhood leaders within the staff, focusing on the importance of father involvement and on evidence-based techniques. Effective fatherhood programs have leaders with substantial experience in the service-delivery field and experience working with the target population, and have had initial and follow-up training and are prepared to implement the program and engage effectively with clients².
- ✓ The desired characteristics of fatherhood

programs, including male presence among volunteers and paid staff, and an emphasis on male interests and needs (e.g., father-friendly images and materials at the organization)³.

- ✓ The need in the field for effective assessment⁴, conducting rigorous evaluation of the fatherhood work, while either meeting the staffing capacity to conduct such assessment or making referrals to external evaluators. A better understanding of the keys to the success of these programs will enable practitioners to provide services tailored to the needs of the unique characteristics of families in Hawai'i, and potentially secure funding.
- ✓ Increasing awareness within communities about the availability of fatherhood programs.

BACKGROUND

The last 40+ years have seen a sharp increase in research about fatherhood and father involvement. Investigators in this field have focused on cultural changes surrounding fatherhood and the definition of the fathers' roles in their children's lives, ranging from minor to primary parental figures⁵. Investigators have also focused on parenting behaviors of men and, subsequently, the importance of fathers in children's lives, pointing to the ways in which these men – whether they live in the same household as their children or not – positively contribute to their children's social, emotional, academic, and mental wellbeing in childhood⁶ and in their adult life⁷.

Fathers can positively contribute to their children's social, emotional, academic, and mental wellbeing in childhood and adult life, even if they do not live in the same household.

Unlike previous generations, fathers today want to be more actively engaged in their children's lives⁸. Although mothers still spend twice as many hours caring for children as fathers, there have been significant increases in men's parental involvement, and they spend triple the time they did in the 1960s⁹. Increases that occurred are concentrated in routine care (e.g., physical care, helping or teaching, looking after) and management (e.g., attending children's events, picking up or dropping off, obtaining medical care) rather than mere play (e.g., doing arts and crafts, playing sports)¹⁰.

Moreover, fathers today are as likely as

mothers to say that parenting is important to their identity, and that it is rewarding and enjoyable¹¹. Also compared to the 1960s, the number of fathers who fully take care of their children is significantly larger, with an increase in single father households from about 14% to 24% of all single-parent households¹².

Unlike previous generations, fathers today are more actively engaged in their children's lives – spending triple the time in childcare they did in the 1960s – and are as likely as mothers to enjoy parenting and feel that it is important to their identity.

But while there is a rise of active fathering and gender balance, and fathers in general want to be there for their children at birth and beyond¹³, many non-resident fathers with low economic resources face a host of barriers to becoming and staying involved in the lives of their children, and there is a troubling increase in the number of absent fathers.

Barriers include unemployment or underemployment, low educational attainment, involvement in problem and illegal behaviors such as drug and alcohol problems, fathering children across multiple households, geographical distance between fathers and children that may require additional time and money necessary to maintain frequent involvement, poor relationship skills and strained relationships with the mother of the child (including maternal gatekeeping), and lack of childcare skills and/or knowledge¹⁴. In addition, regarding participation in parenting

services that could enhance fathering, there might be a barrier to such participation created by the negative views that some caseworkers have towards these fathers, their tendency to stereotype men and male roles, and their preference to work solely with mothers.¹⁵

Attention to men’s absence from the lives of their children increased along with concerns over the rates of single-mother families and associated rates of poverty.

In the United States, in 1960 the proportion of children living in mother-only families was 8%, but by 1996 that proportion had tripled to 24%, and since then it has fluctuated between 22% and 24%¹⁶. Fortunately for Hawai’i, estimations from the 2013-2017 American Community Survey 5-Year indicate that of all children living with their parents (biological, step, or adopted) (234,366 in Hawai’i and 64,553,489 nationwide), the rates of children who live with two married parents are higher in the state (75.5%) than nationwide (69.5%), and the rates of children who live with a single mother are lower in the state (17.4%) than nationwide (23.5%)¹⁷. Correspondingly, estimations from 2013-2017 indicate that the rate of children living with a single father is the same in Hawai’i and nationwide (7.1%)¹⁸.

Single-parent families tend to have much lower incomes than two-parent families. The poverty rates in families with children younger than age 18 led by single women are much higher than the rates in families with two married parents. The differences are even greater when looking at families with children under the age of five. And while the rates of children living with a single mother are lower in Hawai’i than nationwide, the difference in poverty rates for

married-parents versus single-mother households is larger in the state; for families with children under the age of 18, for every married-parents household in poverty there are 5.5 single-mother household in poverty (versus 5.2 nationwide), and for families with children under the age of five, for every married-parents household in poverty there are 11 single-mother household in poverty (versus 7.4 nationwide)¹⁹. (Table 1).

Table 1. Percent of families below the poverty level, 2017

Families	Married-couple families		Female householder, no husband present	
	HI	U.S.	HI	U.S.
With children under 18 years	4.9	7.5	26.9	38.7
With children under 5 years	3.3	5.9	36.3	43.7

Source: U.S. Census Bureau, American Fact Finder, Community Facts (Poverty), 2017 American Community Survey, 2013-2017 American Community Survey 5-Year Estimates

The rates of poverty are higher as the number of children in the family increases. While this holds true nationwide and for the state of Hawai’i, the difference in rates for married-parents versus single-mother households is also larger in the state. For example, for families with one or two children under the age of 18, for every married-parents household in poverty there are 7.6 single-mother household

Family structure in the U.S. has changed over the last half century and the proportion of children living in mother-only families has tripled from 8% to 24%. The fathers of these children are less likely to spend time with them, less likely to take responsibility for their care, and less likely to engage in activities with them. These children are more likely to live in poverty than children in a married-couple family.

in poverty (versus 6.6 nationwide), and for families with five or more children under the age of 18, for every married-parents household in poverty there are 3.9 single-mother household in poverty (versus 2.8 nationwide)²⁰. (Table 2).

Moreover, estimations from the 2013-2017 American Community Survey 5-Year indicate that, in Hawai'i, 32.8% of all children in single-female families live in poverty, compared to 6.7% of all children in married-couple families. In addition, 17.8% of all children in married-couple families live in households that receive welfare assistance (Supplemental Security Income, cash public assistance income, or SNAP benefits), compared to 50.3% of all children in single-female families²¹.

Given that children with positive relationships with their fathers have positive outcomes, and that when raised in poverty children are at higher risk for a wide range of problems²², federal initiatives have been developed to encourage responsible fatherhood and healthy families. Following President Bill Clinton's

Table 2. Percent of families below the poverty level by number of children, 2017

Families	Married-couple families		Female householder, no husband present	
	HI	U.S.	HI	U.S.
1 or 2 own children	3.8	5.4	28.9	35.5
3 or 4 own children	9.4	13.6	52.4	62.9
5 or more own children	20.2	29.5	77.8	82.5

Source: U.S. Census Bureau, American Fact Finder, Community Facts (Poverty), 2017 American Community Survey, 2013-2017 American Community Survey 5-Year Estimates

welfare reform legislation – the 1996 Personal Responsibility and Work Opportunities and Reconciliation Act – policies such as the Responsible Fatherhood and the Healthy Marriage Initiatives have been designed to increase father involvement with their children with the goal of improving families' stability²³.

Responsible fatherhood includes establishing paternity, being present in the child's life regardless of the residential and marital statuses, sharing economic support, and being personally involved in the child's life in collaboration with the mother²⁴. Because low-income fathers experience many challenges to contributing financially and emotionally to their children, multiple approaches are needed to help these men overcome these challenges and sustain their engagement with their children. Fatherhood programs have been designed to encourage and support men in

their positive and active role in their children's lives and to help increase their quantity and quality of involvement. Compared to general parenting programs, those that have been funded specifically to increase father involvement are indeed more successful in recruiting and retaining fathers²⁵, possibly indicating that men are interested in taking part in parenting programs that focus on their needs.

In recent years it has become evident that fatherhood programs may positively impact the lives of fathers and families²⁶. Men who participate in such programs tend to improve their parenting skills, increase their involvement with their children²⁷, and also their competence in parenting²⁸. Participants also tend to experience decreased conflict levels with the child's mother²⁹. The positive effects hold true also for populations of fathers with unique barriers to involvement, such as incarcerated³⁰ and young³¹ fathers.

Despite the increased interest in programs that promote responsible fatherhood, information on the availability of these services and their effectiveness is still limited³². This report is the product of a second collaboration between Professor Selva Lewin-Bizan from the University of Hawai'i at Mānoa and the Hawai'i State Commission on Fatherhood - a commission established by statute to support fathers and families throughout the state and administratively attached to the State Department of Human Services but operating semi-autonomously, as provided for under its enabling law. This is another step in the field of responsible fatherhood in Hawai'i towards a systematic evaluation of programs designed

Many fathers experience multiple challenges to becoming and staying financially and emotionally engaged in the lives of their children and can benefit from help to overcome these challenges and sustain their involvement. Fatherhood programs can help.

for fathers. This report showcases the array of programs offered in the state and builds on the first collaboration, which resulted in a report titled *The State of Fathers in the State of Hawai'i*³³. The first report provides a view of the state of fathers across the Hawaiian Islands, identifying their numbers, characteristics, and geographical distribution, and highlighting differences and similarities between Hawai'i and the general U.S. population. The present report summarizes information collected from individuals working in several social service organizations with the purpose of outlining information on programs designed for fathers. As federal funding for activities aimed at promoting responsible fatherhood and healthy marriage has increased, so has the demand for evidence on programs' effectiveness. Given that many programs do not appear to be conducting rigorous evaluations, a natural next step includes the development of guidance for organizations on how to systematically evaluate their work, connecting between research and practice to answer the question: "What really works in fatherhood programs in Hawai'i?" Better understanding of the keys to the success of these programs will enable practitioners to provide services tailored to the needs of the unique characteristics of families in the state, and potentially secure funding.

THE CURRENT SURVEY

Little is known about organizations that offer fatherhood programs in Hawai'i. This report summarizes results of a survey conducted electronically in the state over a one-year period, from May 2016 to May 2017, with individuals working in organizations that offer and that do not offer fatherhood programs. The format of this survey was based on a nationwide survey³⁴, as well as on the 2010 National Fatherhood Initiative Father Friendly Checkup^{TM35}, and included multiple-choice and open-ended questions to explore the extent to which organizations deliver programs designed for fathers. This report also summarizes the challenges to the creation and sustainability of these programs, especially the state of

funding, evidence of program effectiveness, and a disconnect between perception and utilization of fatherhood services.

The results of this survey are limited in two important ways. First, the list of available programs is not exhaustive and may not be representative. Not all organizations that potentially offer fatherhood programs were reached and some of the organizations that were reached did not respond to the survey. Second, we did not evaluate the effectiveness of programs listed in this report, and many of these programs may not be undergoing rigorous assessment for effectiveness by the organizations providing the program either.

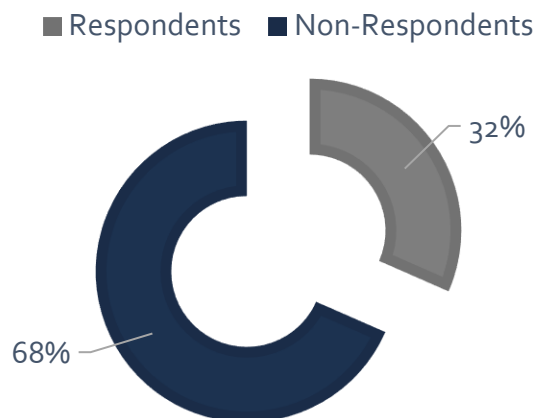
DATA COLLECTION

Survey participants were identified through web search and word of mouth. Based on this information we compiled a contact list of 152 individuals from 93 organizations likely to be doing fatherhood work. Between early May 2016 and early May 2017, invitations to complete the electronic survey were sent to all these individuals. Several reminders were sent to non-respondents.

Forty-eight individuals responded to the survey (Figure 1), representing 40 organizations. Of these individuals, 12 did not provide full responses and were therefore excluded from the analysis. Thirty-six respondents provided full responses, representing 32 organizations. (Figure 2). That is, four surveys were duplicates, completed by staff members from organizations from which

another staff member already submitted a survey. The duplicate surveys did not count as additional programs.

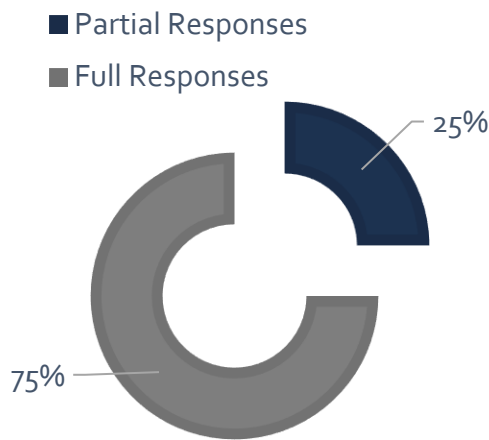
Figure 1. Survey respondents and non-respondents (152 invitations)



Overall, 32 of the 93 organizations contacted amount to 34.4% organizations with a full response rate.

Among the non-respondents, some browsed through the questions and some did not open the invitation at all. As previously suggested³⁶, reasons for non-response could include out-of-

Figure 2. Survey full and partial responses (48 responses)



date contact information (for example, those who did not open the invitation did not receive it), and staff turnover (for example, if those who browsed through the questions were newer staff members, they would not necessarily know about previous programs and therefore could not answer).

Respondents to the survey include staff in leadership positions (e.g., executive director or president), staff in service and program management positions (e.g. director of a family program), staff in support positions (e.g. executive assistant or receptionist), staff in day-to-day delivery of services position (e.g. case manager, front line), and staff in other positions.

FACTORS THAT DISTINGUISH ORGANIZATIONS WITH FATHERHOOD PROGRAMS

This report summarizes information about 32 organizations located across the state that participated in the survey and provided full responses. Ten of these 32 organizations currently offer fatherhood programs or have offered them in the past. These programs are mainly being delivered through large, multi-service organizations.

TIME IN EXISTENCE

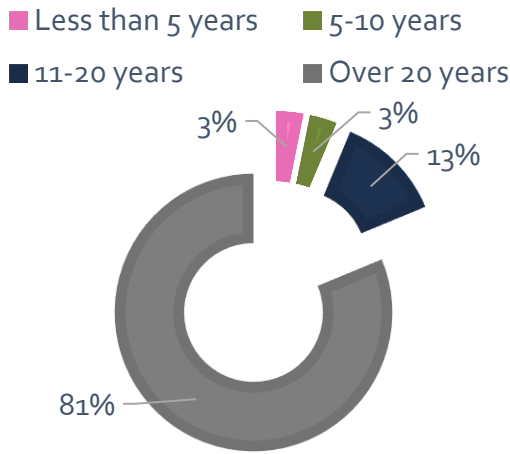
Eighty-one percent of the 32 organizations have existed for more than 20 years (Figure 3).

Rates are similar for organizations with current or past fatherhood programs and organizations that have never offered these programs (Figure 4).

BUDGET

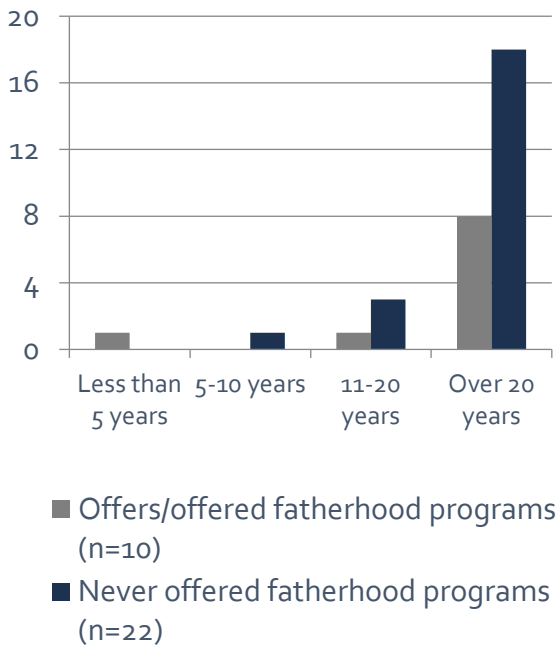
Fifty-three percent of the 32 participating organizations have an annual operating budget of over \$1 million and only two organizations have annual budgets of \$50,000 or less. The budgets of the rest of the organizations are distributed in between. (Figure 5).

Figure 3. Length of organizations' existence (32 organizations)



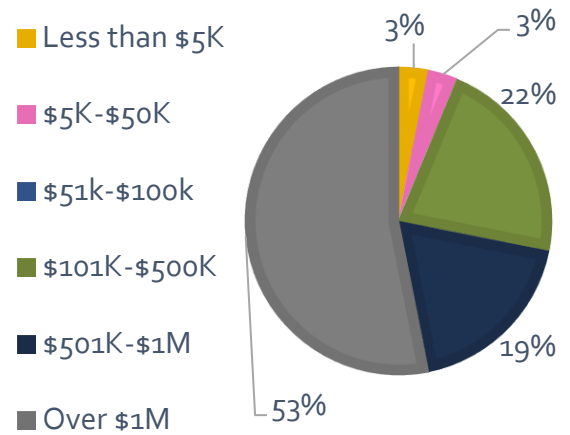
However, differences exist between organizations with current or past fatherhood programs and organizations that never offered these programs. No organization with current or past fatherhood programs has an annual budget below \$100,000, and 80% of them have

Figure 4. Length of organizations' existence



an annual operating budget of over \$1 million, compared to 40% of the participating organizations that never offered fatherhood programs. (Figure 6).

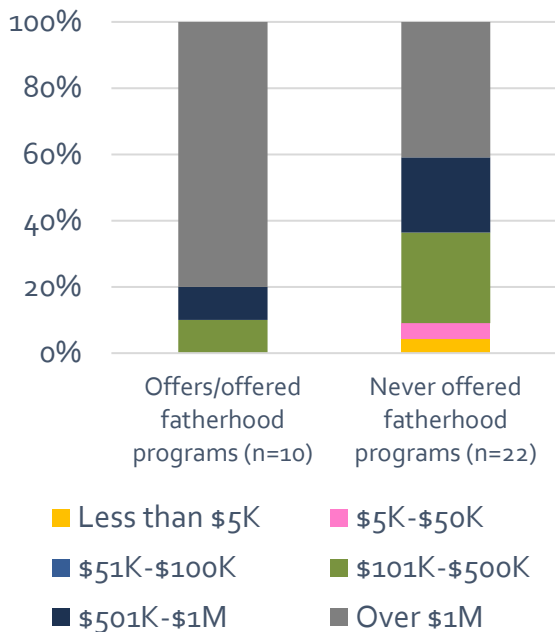
Figure 5. Annual budget of organizations (32 organizations)



ATTITUDE AND APPROACH TOWARDS FATHERS AS CLIENTS

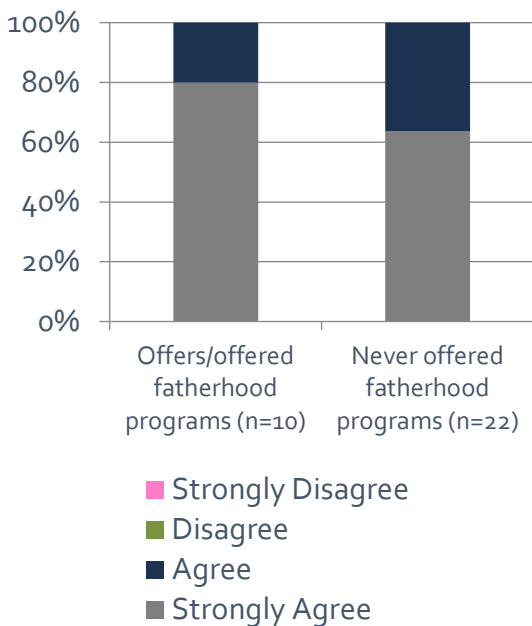
Research findings indicate that the overall approach and attitude of programs may be more important than the particular activities offered to men³⁷, and that programs are most successful when they make efforts to build relationships with fathers³⁸. In Hawai'i, organizations with current or past fatherhood programs do not differ from organizations that never offered these programs in terms of the leadership/administration's attitudes and beliefs about fathers as clients. In all organizations, the leadership/administration displays a positive attitude towards fathers

Figure 6. Annual budget of organizations



and men when interacting with clients, and about 95% of them expect staff to invite and engage fathers as clients (Figures 7 and 8).

Figure 7. Leadership/administration’s positive attitude when interacting with fathers as clients



The overall approach to fathers as clients may be more important than the particular activities offered to men, and all the organizations have positive attitudes towards fathers and men when interacting with clients.

However, there is a difference between these organizations when it comes to the actual approach. For example, the leadership/administration in all organizations with fatherhood programs sought funding for this work, while less than one quarter of the organizations without these programs sought this type of funding (Figures 9 and 10). Given that organizations without fatherhood programs that sought this type of funding were able to secure it, it is possible to conclude that reasons other than funding

Figure 8. Leadership/administration’s expectation from staff to invite and engage fathers as clients

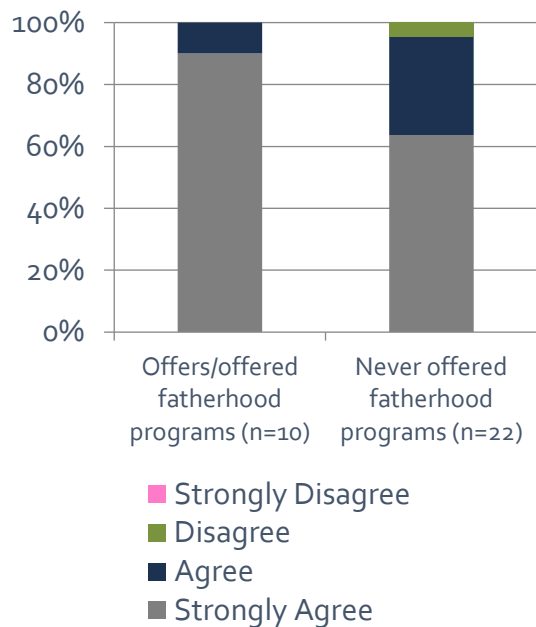
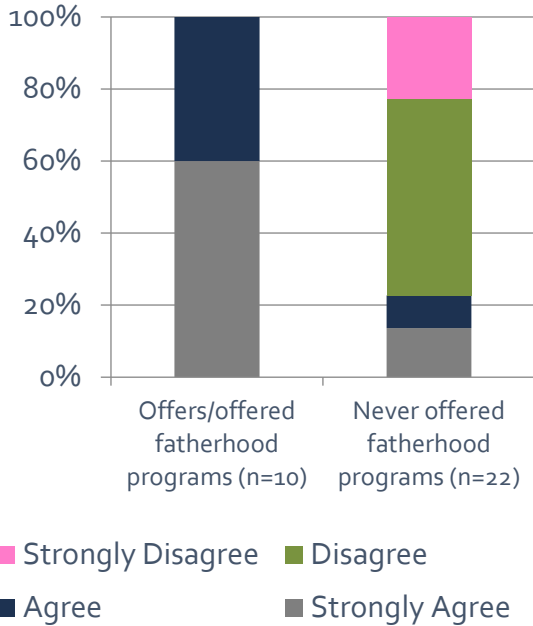


Figure 9. Leadership/administration sought funding for serving fathers

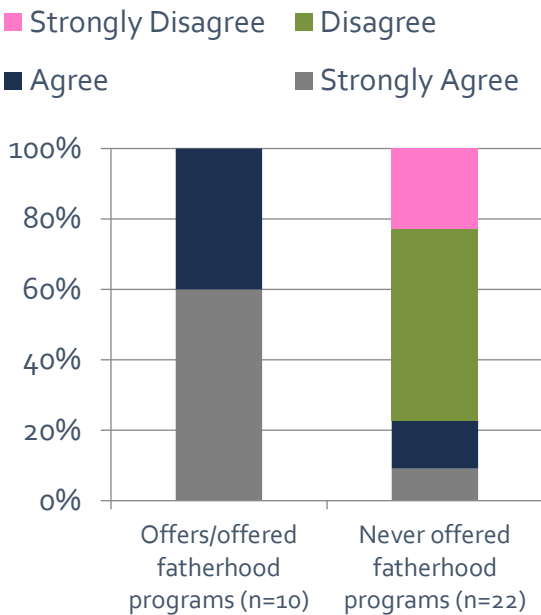


All the organizations with fatherhood programs sought funding and many secured it. Less than ¼ of organizations without fatherhood programs sought funding and some secured it – and, yet, did not offer fatherhood programs. Why? Lack of community interest? Staff capabilities?

of training and staff capability, or a lack of community interest.

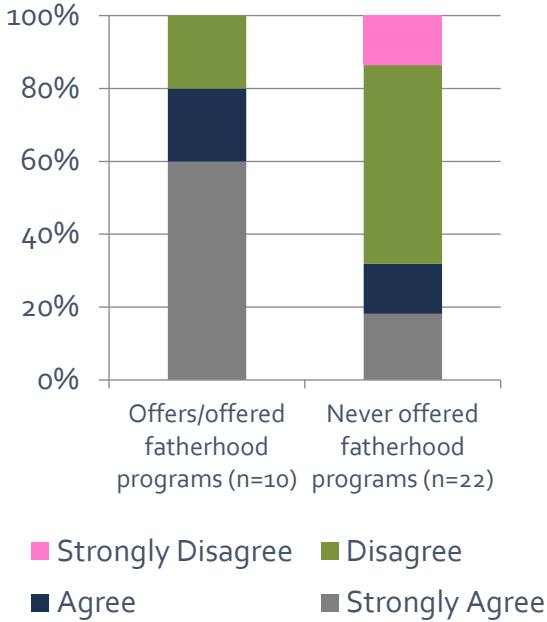
While it is not expected that organizations that do not offer fatherhood programs will have a contact person responsible for responding to fathers’ requests for assistance and to community requests about the organization’s policies and procedures regarding fathers, and even more so a father- involvement position, in fact some of these organizations do have one (30% and 20%, respectively). It is more surprising, though, that 20% of the organizations with fatherhood programs do not have a contact person, and 30% of these organizations do not have a father-involvement position. (Figures 11 and 12). This raises concern over how effective the processes of recruiting and retaining are, and the quality of fatherhood programs offered. Research shows that effective programs (including lower attrition rates) do have staff that is experienced in the fatherhood field and well-connected in the community, as well as staff members who can work one-on-one with fathers in some type of case management or service referral³⁹. It is encouraging though that 80% of these organizations developed a formal process to increase fatherhood leaders in the organization (for example, by providing training). (Figure 13).

Figure 10. Leadership/administration secured funding for serving fathers



prevented these organizations from offering programs designed for fathers, possibly a lack

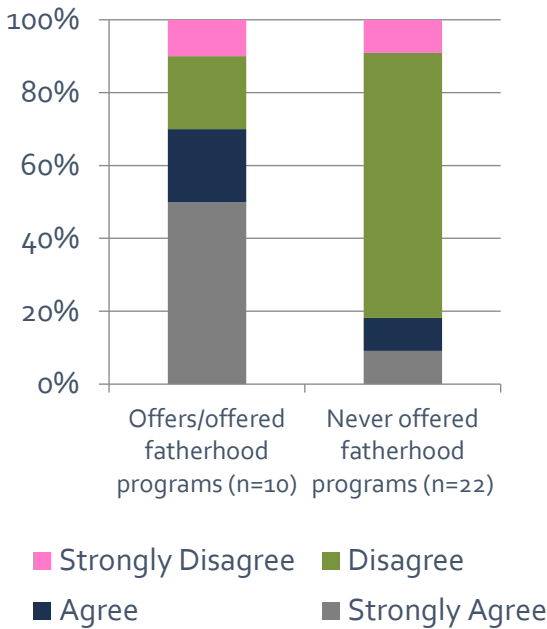
Figure 11. The organization has at least one contact person responsible for responding to fathers'/community requests regarding fathers



1/5 of the organizations with fatherhood programs do not have a contact person, and almost 1/3 do not have a father-involvement position, which may negatively affect recruitment of participants and their retention in programs, as well as the quality of the fatherhood programs. The good news is that 4/5 of the organizations developed a formal process to increase the number of fatherhood leaders in the organization.

Twenty percent of the organizations that do not offer fatherhood programs do not connect fathers with other organizations that can provide them with the resources needed to become involved, responsible, committed parents (Figure 14), pointing to an isolation or disconnect in the field.

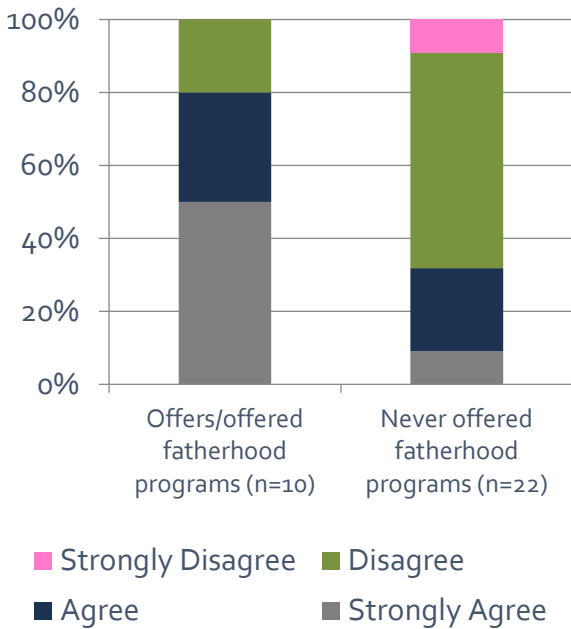
Figure 12. The organization has at least one father involvement position



EXPECTATIONS ABOUT FATHERS AS CLIENTS

Research findings indicate that male presence in and around the program is very important, and this includes having fathers as volunteers and paid staff as well as father-friendly images and materials at the organization⁴⁰. In Hawai'i, the vast majority of organizations with current or past fatherhood programs and organizations that never offered these programs have an expectation that men will be represented on the staff (90% and about 80%, respectively), and in fact about 80% of both types of organizations include male staff to deliver the programs (Figures 15 and 16).

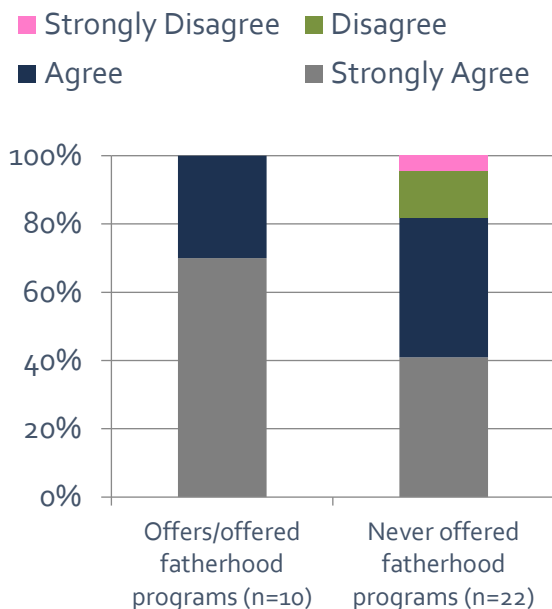
Figure 13. The organization has a formal process to increase the number of fatherhood leaders



A male presence in and around the program is very important, and most organizations include male staff to deliver fatherhood programs. However, 1 in 5 organizations do not have any male staff delivering these programs.

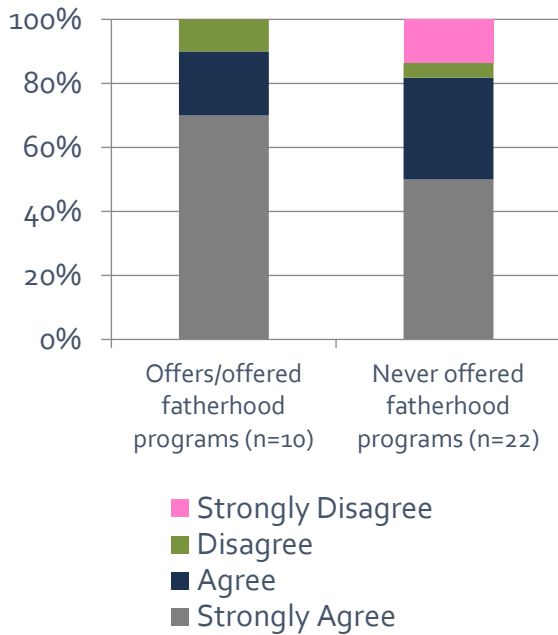
Research findings also indicate that successful programs offer a diversity of activities, emphasize male interests and needs (e.g., sports and child-development information), and use men as peer mentors for one another⁴¹. In Hawai'i, organizations overall report having a father-friendly space. The staff in the vast majority of organizations with current or past fatherhood programs and most of the organizations that never offered fatherhood programs welcome fathers and men who enter the organization's premises and who request and use the organization's programs (around 80%) (Figure 17). The vast majority of organizations with current or past fatherhood programs and most of the organizations that never offered these programs exhibit positive portrayals of fathers/men and children in photos, posters, bulletin boards, display materials in the main areas of the organization (like the waiting room) (90% and 60%, respectively), and have a space for fathers and children to interact together when waiting for service or assistance (80% and 55%, respectively) (Figures 18 and 19). However, when it comes to more specific details, such as a diaper deck in the men's restroom or reading materials directed toward fathers/men (such as books, magazines, and other literature), the rates are much lower (30% and less than 20% for the diaper change, respectively, and 70% and 30% for the reading materials, respectively) (Figures 20 and 21).

Figure 14. The organization connects fathers with other organizations that can provide fathers with resources needed to become involved parents



Successful programs emphasize male interests and needs. Most organizations exhibit positive portrayals of fathers and have a space for these men and children to interact when waiting for service, but only a few have a diaper deck in the men's restroom or reading materials directed toward fathers/men.

Figure 15. The organization expects that men will be represented on the staff



Research findings also indicate that programs are most successful when they adopt a relationship approach that emphasizes teamwork among the staff, reflective thinking, and strengths-based perspectives that view fathers as positive contributors⁴². Similar rates are found about the expectation that fathers will be included in services when both parents

Figure 16. The organization includes male staff to deliver the programs

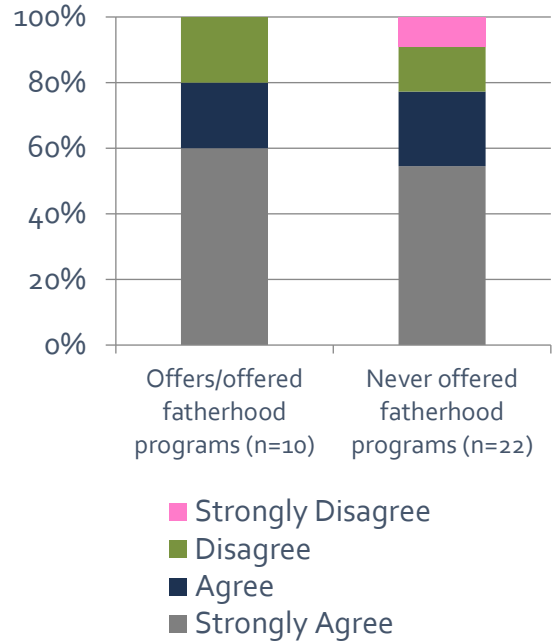


Figure 17. The staff welcomes fathers/men who enter the organization and who request/use programs

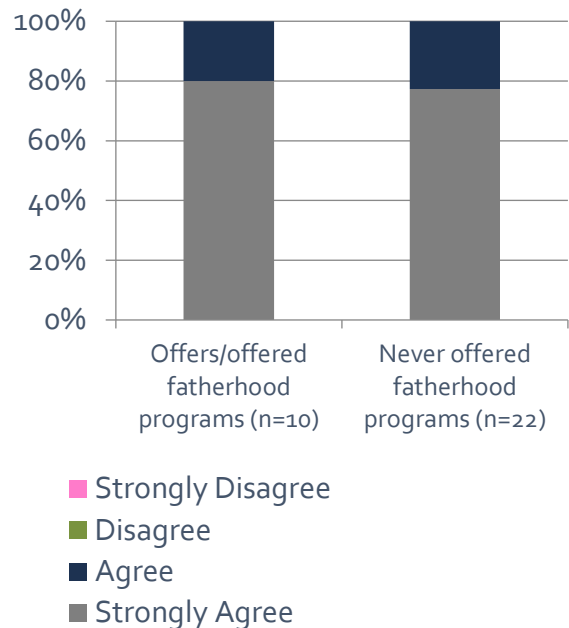


Figure 18. The organization exhibits positive portrayals of fathers/men in the main areas of the organization

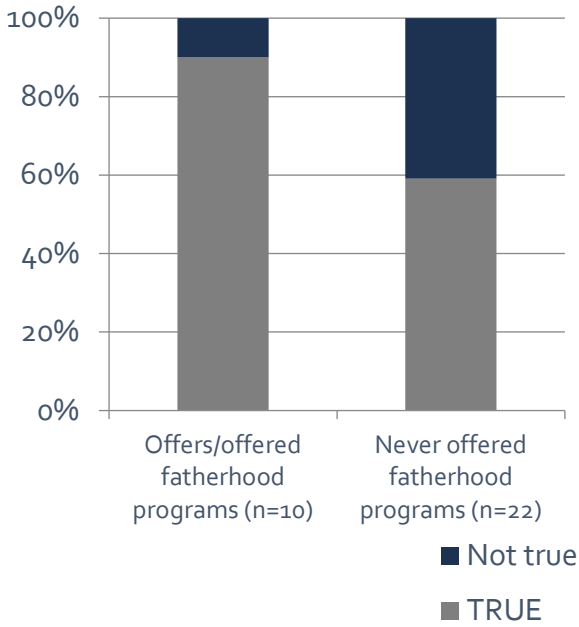


Figure 19. The organization includes space for fathers and children to interact together when waiting for service or assistance

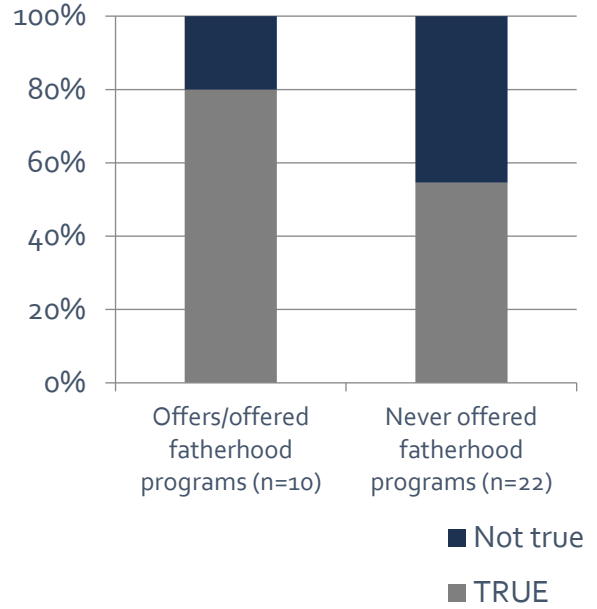


Figure 20. The organization includes a diaper deck in the men’s restroom

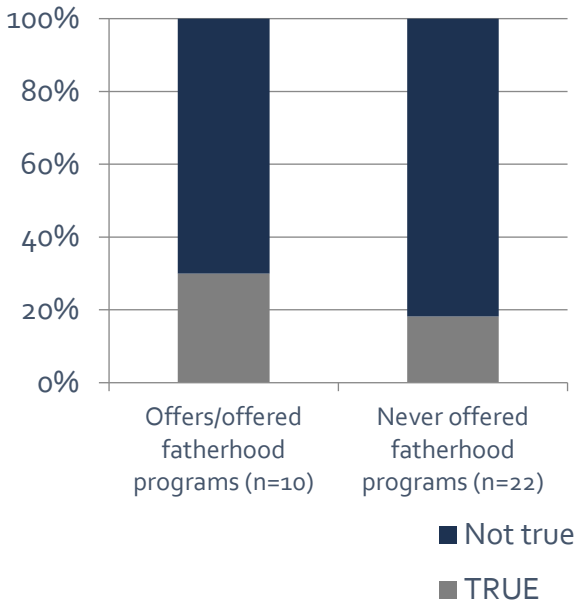
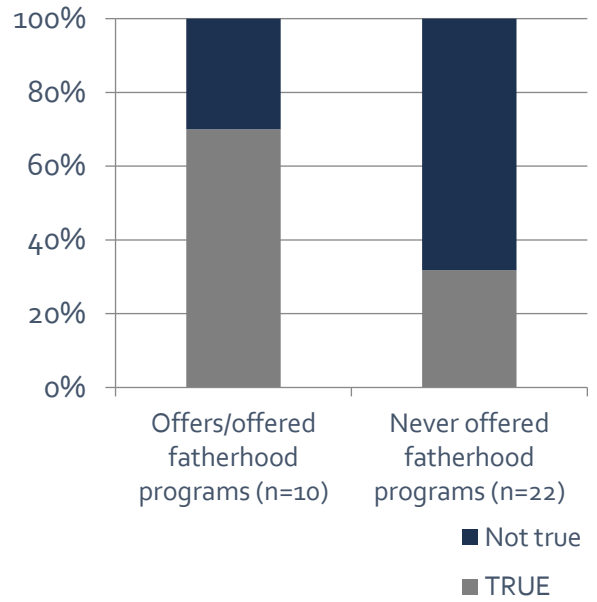
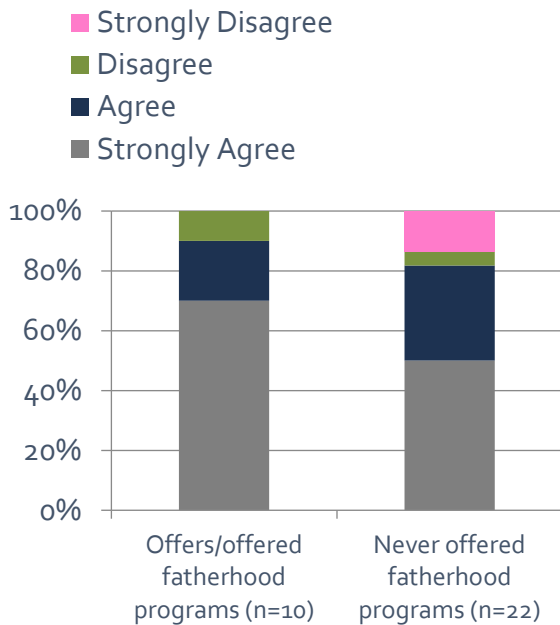


Figure 21. The organization includes reading materials directed toward fathers/men



are residing within the home of the child (100% and 90%, respectively), and that services will be provided to both parents regardless of how the other parent feels about that involvement (except in cases of domestic violence and abusive situations) (90% and about 80%, respectively) (Figures 22 and 23). In fact, all organizations with current or past fatherhood programs and 90% of the organizations that do not offer these programs report that they invite fathers to participate in the full range of program or service activities (for example, classes, groups, parties, childcare, field trips, outings, celebrations, and other events) (Figure 24). Moreover, 90% of the staff in organizations with current or past fatherhood programs trained to examine their own attitudes, beliefs, and behavior toward accepting and including fathers (Figure 25).

Figure 22. The organization expects that fathers will be included in services when both parents are residing within the home of the child



Additionally, between 60% and 70% of the staff in both types of organizations is open to constructive criticism regarding personal biases, including biases against men/fathers, and 70% of the organizations with current or past fatherhood programs and 50% of the organizations that never offered these programs conduct an assessment of the capacity to work effectively with fathers when reviewing staff performance (Figures 26 and 27).

Previous findings suggest that caseworkers may have negative views towards non-custodial fathers, including a tendency to stereotype men and male roles and a preference to work solely with mothers⁴³. When asked about working with men as

Figure 23. The organization expects that services will be provided to both parents regardless of how the other parent feels about that involvement (except in cases of domestic violence/abusive situations)

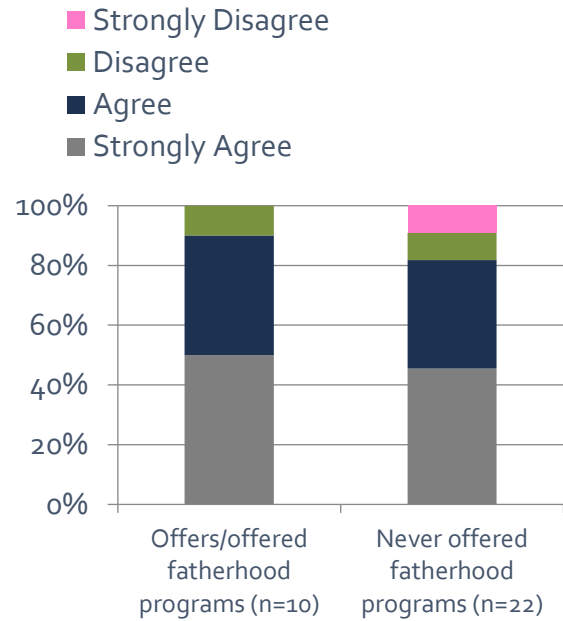
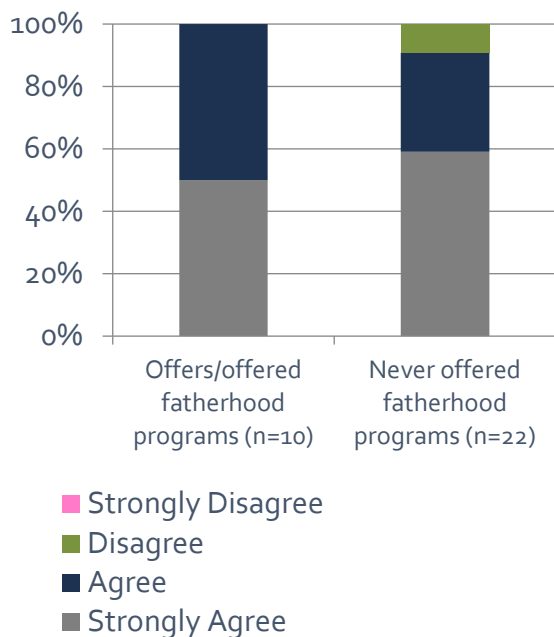
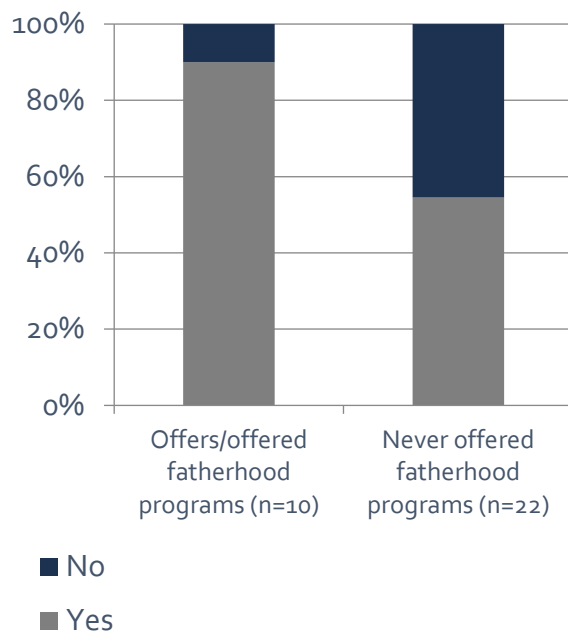


Figure 24. The organization invites fathers to participate in the full range of program or service activities



non-custodial parents, all organizations with current or past fatherhood programs and most of the organizations (about 80%) that never offered these programs have an expectation that non-custodial fathers will be encouraged to participate in the organization’s activities, but their expectations that information about the child will be reported to the non-custodial father as well are much lower (60% and 40%, respectively) (Figures 28 and 29). While staff makes every attempt to interact with mothers and fathers equally when they come in together to participate in a program or receive services in organizations with current or past fatherhood programs and in the organizations that never offered these programs (80% and 65%, respectively) and addresses written announcements, newsletters, etc. to both

Figure 25. The staff has been trained to examine their own attitudes, beliefs, and behavior toward accepting/including fathers



parents if parents live together (80% and 55%, respectively), the rates of staff that sends written announcements, newsletters, etc. to both parents at their separate addresses if parents do not live together are much lower (60% and 40%, respectively) (Figures 30-32).

Programs are most successful when they view fathers as positive contributors. Almost all organizations expect that fathers will be included in services, that services will be provided to both parents, and that fathers will participate in the full range of program or service activities. However, non-custodial fathers receive less information and outreach than custodial fathers.

Figure 26. The staff is open to constructive criticism regarding biases against men/fathers

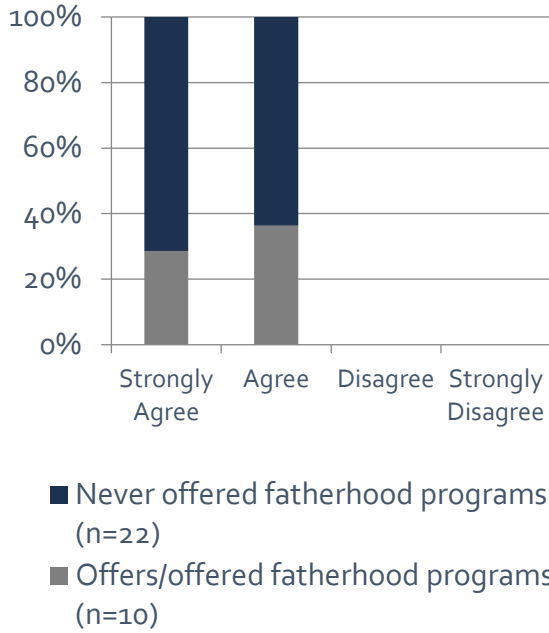


Figure 28. The organization expects that non-custodial parents will be encouraged to participate in the organization's activities

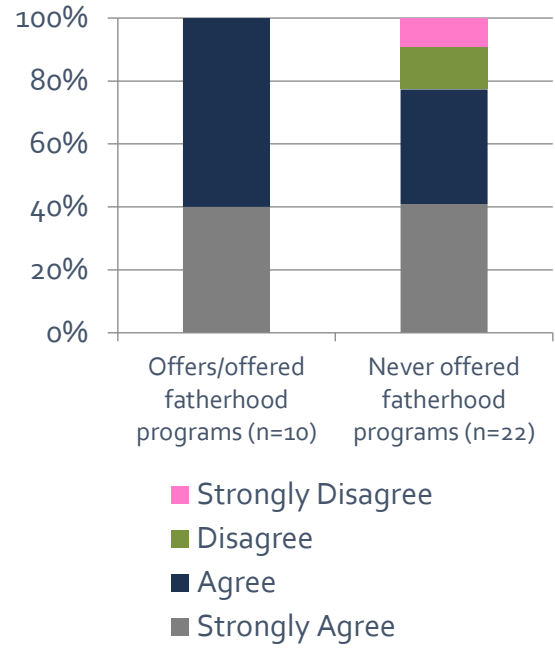


Figure 27. The organization conducts assessments of the capacity to effectively work with fathers

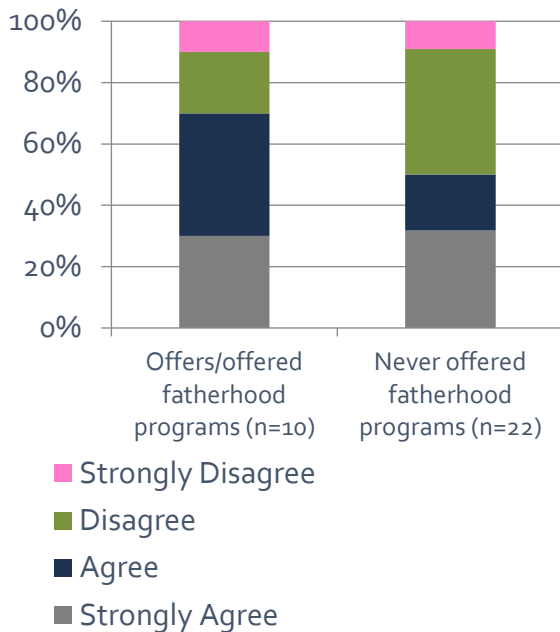


Figure 29. The organization expects that information about the child will be reported to the father (even if non-custodial)

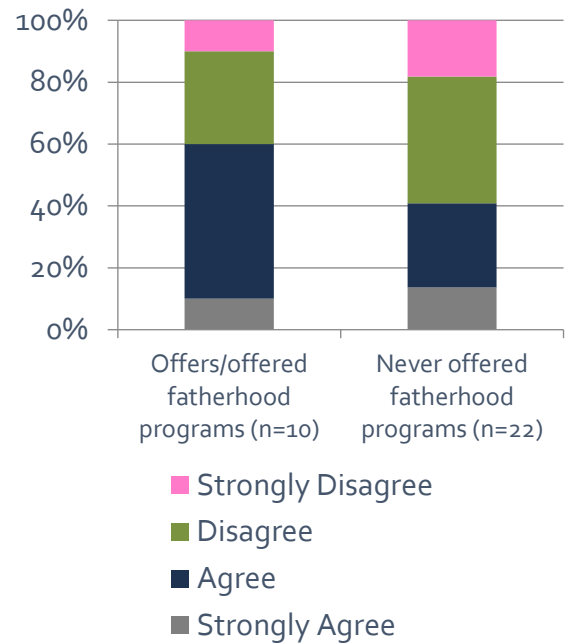


Figure 30. The staff makes every attempt to interact with mothers and fathers equally when they come in together to participate in programs/receive services

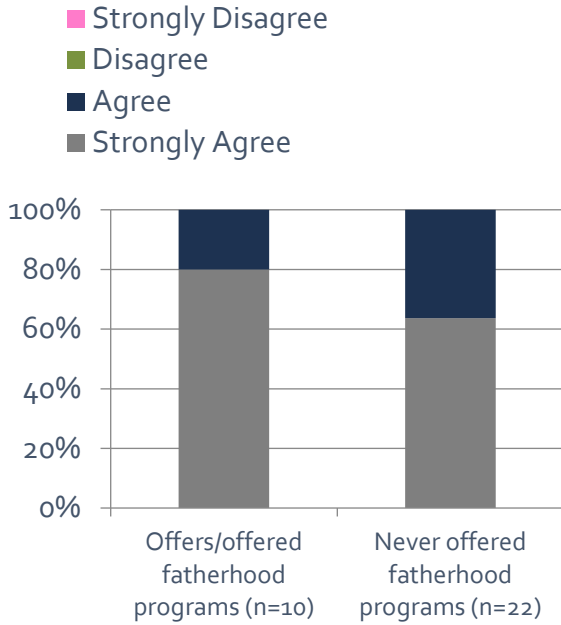


Figure 31. The staff addresses written announcements, newsletters, etc. to both parents if parents live together

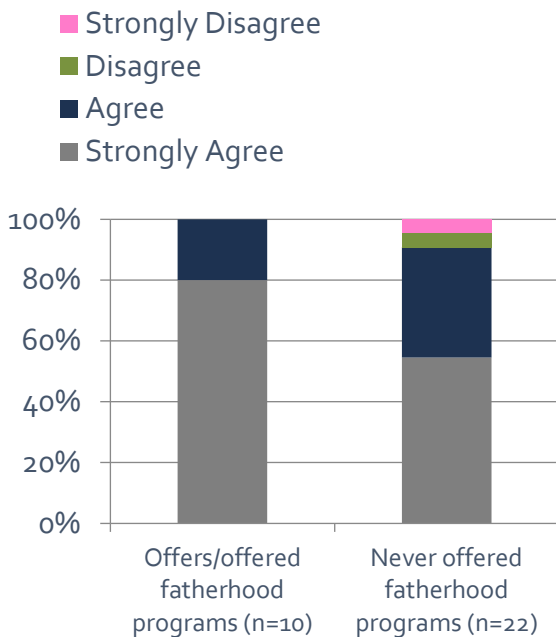
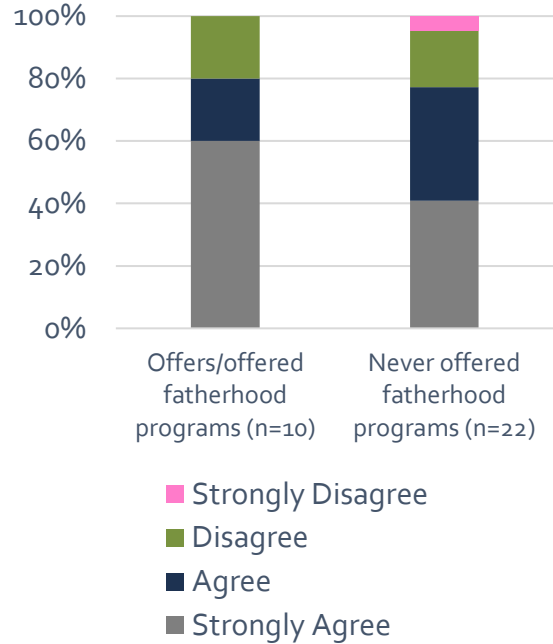


Figure 32. The staff sends written announcements, newsletters, etc. to both parents at their separate addresses if parents do not live together

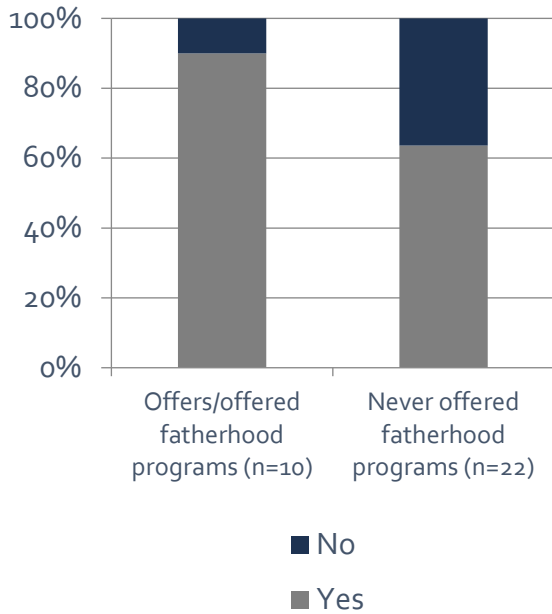


KNOWLEDGE ABOUT, AND WORK WITH, FATHERHOOD

Research findings indicate that, for fatherhood programs to be successful, staff must be trained to understand and appreciate the nuances of working with men⁴⁴. While 90% of the staff in organizations with current or past fatherhood programs has received training on the importance of responsible, committed fatherhood for children’s wellbeing, only about 60% of the staff in organizations that never offered these programs has been trained (Figure 33).

This is a bidirectional relationship; organizations do not provide training because they do not offer fatherhood programs, and at

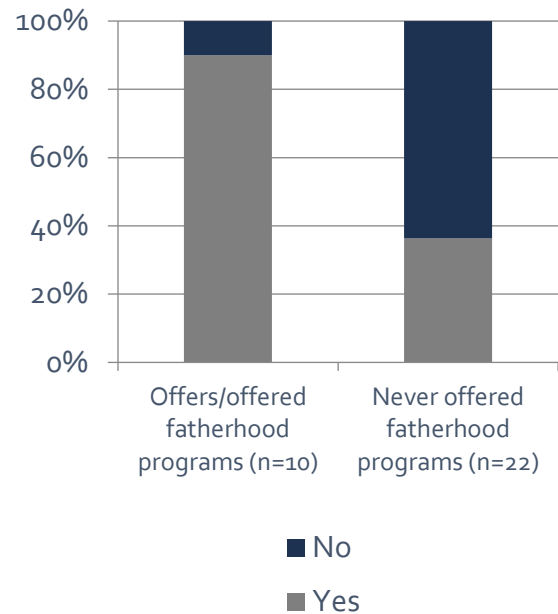
Figure 33. The staff has been trained in why responsible, committed fathering is important to children’s wellbeing



the same time they do not offer fatherhood programs because they lack training. This gap is even larger for specific training about barriers to father involvement in the lives of children faced by low-income fathers (90% and 35%, respectively) (Figure 34).

Research findings also indicate that, in order for fatherhood programs to be successful, they have to be sensitive to maintaining flexible scheduling that takes into account the economic role of men as family providers and the difficulty of juggling work and family demands, especially for low-income families⁴⁵. In Hawai’i, all organizations with current or past fatherhood programs and almost all organizations that never offered these programs deliver services and programs that have equal regard and respect for parenting approaches typical of fathers and mothers, but when it comes to offering or supporting special

Figure 34. The staff has been trained in barriers to father involvement in the lives of children faced by low-income fathers



events that celebrate fatherhood and fathers and to offering services and programs at times convenient for fathers to attend and participate, there are differences between organizations with current or past fatherhood programs and organizations that never offered these programs (80% and 60%, and 100% and about 80%, respectively) (Figures 35-37).

In order for fatherhood programs to be successful, they have to take into account the schedule of men as they juggle work and family. All organizations with fatherhood programs and 4/5 of organizations without fatherhood programs offer programs at times convenient for fathers.

Figure 35. The organization delivers services/programs that have equal regard/respect for parenting approaches typical of fathers and mothers

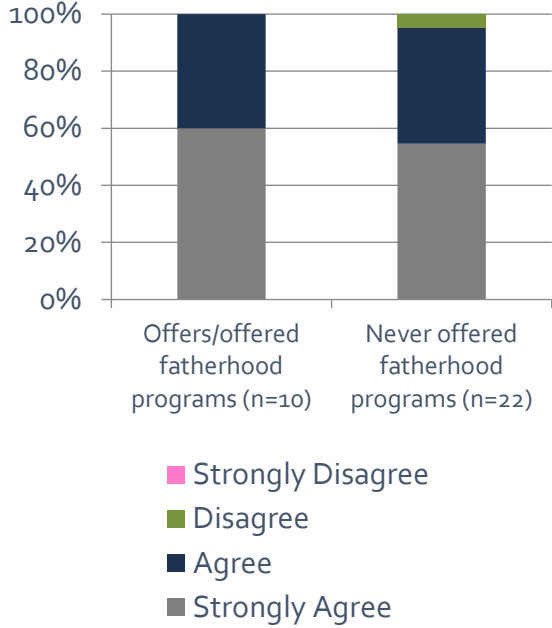


Figure 37. The organization delivers services/programs at times convenient for fathers

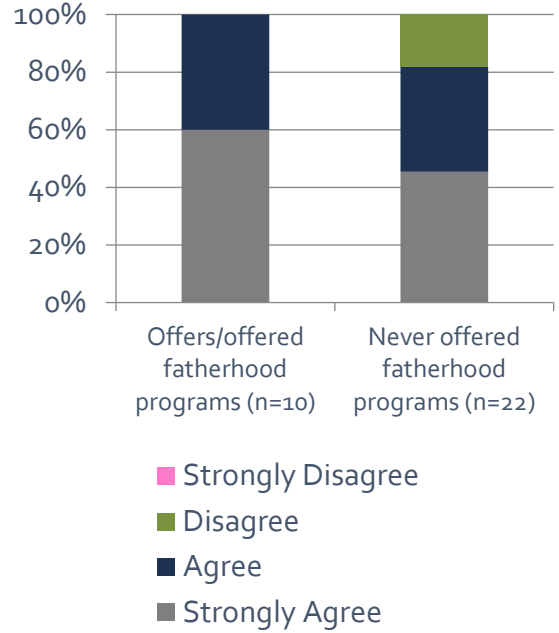
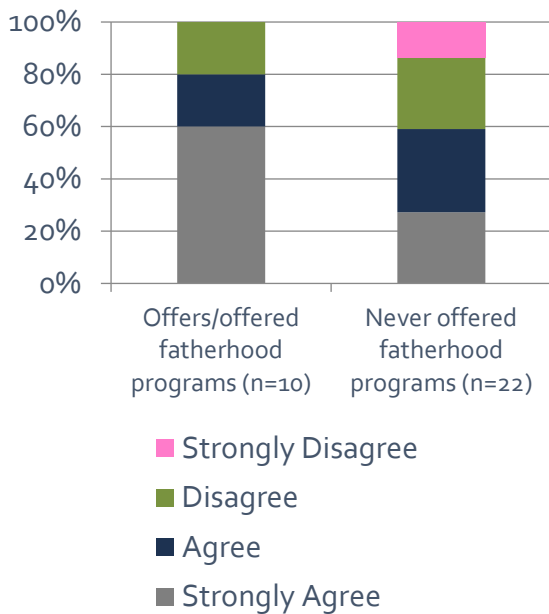


Figure 36. The organization offers/supports special events that celebrate fatherhood and fathers



In order for fatherhood programs to be successful, staff must understand and appreciate the nuances of working with men. Almost all organizations with fatherhood programs provide such training for their staff. However, the rate of the training is much lower for organizations that do not offer fatherhood programs: nearly 2/3 of the organizations are trained on why fatherhood is important for children, and just over 1/3 are trained on barriers to father involvement.

EXISTING FATHERHOOD PROGRAMS

MAIN PURPOSE

Descriptions of the mission statements of organizations that offer fatherhood programs or have offered these programs in the past were obtained from respondents and from the websites of these organizations. These mission statements were used to group these organizations according to their main purpose. Most of the organizations are family service organizations (28%) (Figure 38). Sixty percent of the fatherhood programs are offered (or were offered) by organizations that provide a variety of social services, but with a focus on serving families (i.e., family services). This is followed by education and school-based organizations (20%). Only one organization is classified as a boys/men organization (Figure 39).

THE PROGRAMS

Respondents from the eight organizations that currently offer fatherhood programs reported on the organizations' focus on fatherhood. The eight organizations offer altogether 15 fatherhood programs: 62% of the organizations offer one program only, 25% offer two programs simultaneously, and 13% offer five programs or more simultaneously (Figure 40).

In their own words, the organizations that offer fatherhood programs do so to "help them [the fathers] strengthen their own hopes and dreams," and do so by "modeling healthy adult behaviors" by providing "individual [one-on-one] and group services" during daytime and evenings with components such as "culture

and education” and “unique event[s] dedicated to fathers [like music nights],” offering “a healthy meal at the end of each class.”

Most organizations that currently offer fatherhood programs began doing fatherhood work at some point mid-way through their existence (62.5%), and the main motivation described by respondents is the gap in existing family services (e.g., “the need of clients already being served,” “there is a need and this is a missing element,” “it’s a natural progression to wish to create programs that serve both fathers and mothers, both together and separately, to provide them with the most comprehensive, well-rounded education and experiences,” “it is important... to the welfare of Hawaiians”).

Seventy-five percent of the participating organizations indicated that the fatherhood program is just one of many different services that they provide. No organization indicated

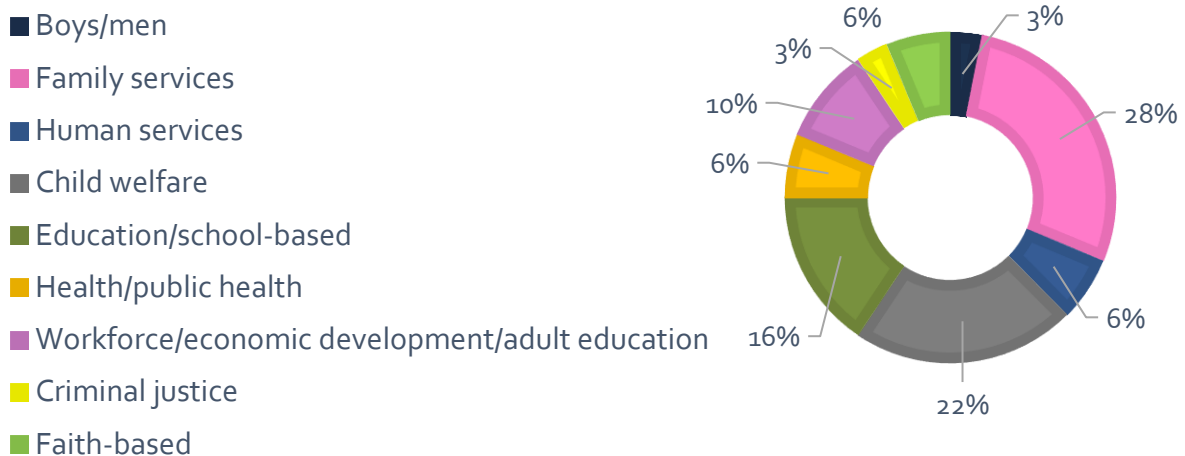
that their focus is fatherhood. (Table 3). The two organizations that offered fatherhood programs in the past offered one program each.

COMMITMENT

Effective fatherhood programs have some characteristics in common, such as having program leaders who believe in the program and providing training to those who work in the program⁴⁶.

Most of the eight organizations in Hawai’i that provide fatherhood programs feel very highly or highly committed to fatherhood work (75%). The two organizations that offered fatherhood programs in the past also feel committed to fatherhood work, but to a lesser extent. Moreover, these programs provide facilitators with training. Of the ten organizations with current or past fatherhood programs, 70% require professional development on fatherhood in order to work in fatherhood

Figure 38. Main purpose of all organizations (32 organizations)



programs (Figure 41). This professional development includes the provision of information that supports working with vulnerable families, including fathers; ongoing training for father-specific work through weekly team meetings; and ongoing training in best practices that includes certification as a certified trainer for a specific curriculum. All in all, all organizations expressed interest in professional development opportunities.

Figure 39. Main purpose of organizations that offer/offered fatherhood programs (10 organizations)

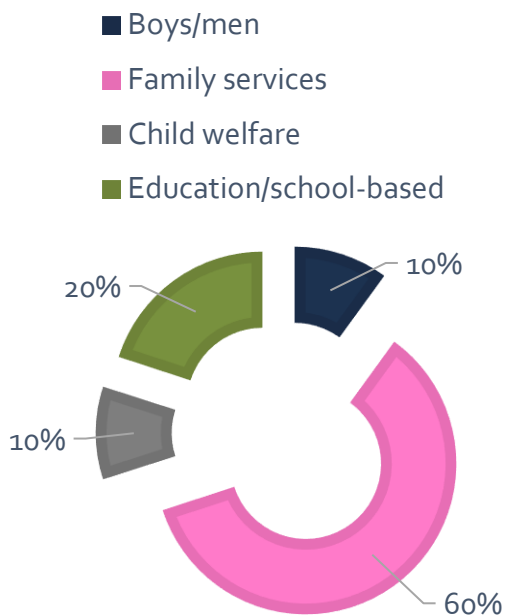


Table 3. Fatherhood focus (8 organizations)

	% of Organizations
Fatherhood focus	
The fatherhood program is one of a few different programs that the organization provides	25
The fatherhood program is just one of many different programs that the organization provides	75
Length of fatherhood work	
Since the organization's beginning	25
Mid-way through the organization's existence	62.5
Only recently (within the past year or two)	12.5

8 organizations offer altogether 15 fatherhood programs in order to “model healthy adult behaviors” and to “help them [the fathers] strengthen their own hopes and dreams.” More than 1/2 of the organizations started offering programs designed for fathers because of a need in the community.

Figure 40. Number of fatherhood programs currently offered by organizations (8 organizations)

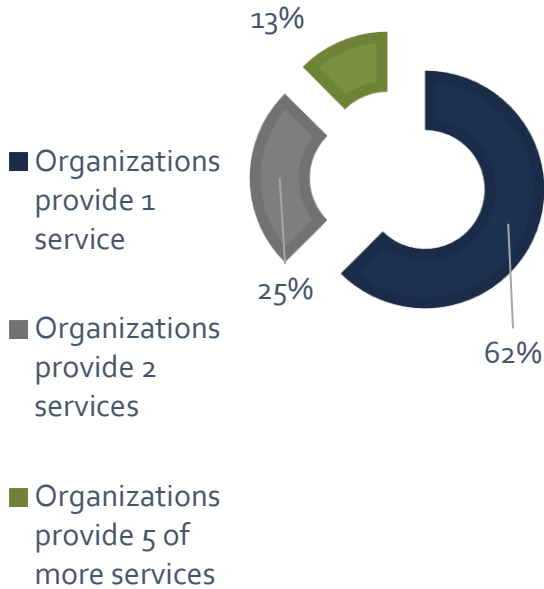
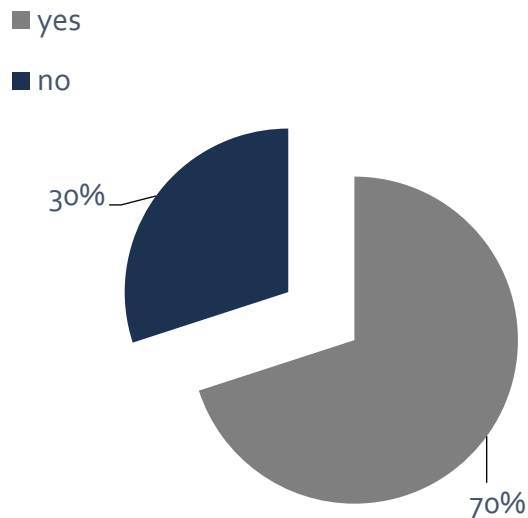


Figure 41. Professional development required by organizations that offer/offered fatherhood programs (10 organizations)



Effective programs designed for fathers are characterized by program leaders who believe in the program and provide training to those who work in the program. Most organizations that offer fatherhood programs feel very highly or highly committed to fatherhood work, provide facilitators with training, and require professional development.

SPECIFIC PROGRAMS

Programs designed for fathers often vary in terms of the specific outcomes that they are designed to affect and therefore include specific services. However, the ultimate goal of almost all fatherhood programs is to improve the wellbeing of children⁴⁷. All in all, fathers are interested in and need services that include parental, communication, and anger management skills, as well as educational and employment opportunities⁴⁸. To be effective, fatherhood programs should include a wide range of interventions. These interventions should target the multiple domains of responsible fatherhood, the different residential and marital statuses of fathers, and the social circumstances that influence men’s parenting, and include mothers where feasible to promote co-parenting inside and outside marriage, deal with employment and economic issues, and provide opportunities for fathers to learn from other fathers⁴⁹.

The survey listed different types of fatherhood services and asked those who currently offer programs or offered them in the past to select all the services provided by their organizations (Table 4). Examples include:

Parenting skills. If fathers are to positively impact their children's lives, it is critical for them to employ positive parenting behaviors. Thus, in order to help fathers become and remain engaged in their children's lives and raise well-adjusted children, the most frequently offered service is parenting skills, presently or past offered by 90% of the organizations (9 organizations).

Peer support. Fathers also experience considerable isolation from other men relative to the paternal role⁵⁰. Peer support opportunities are presently or were past offered by 70% of the organizations (7 organizations).

Co-parenting relationships. The quality of parental relationships can enhance or hinder non-resident father involvement⁵¹. Co-parenting services have the potential to reduce father-mother conflict and enhance relationship quality, all of which would lead to enhanced father's parenting and improvements in outcomes for children⁵². Engaging mothers alongside fathers in services helps keep men engaged, especially considering that mothers can be gatekeepers⁵³. Services that promote and strengthen co-parenting relationships are presently or were past offered by only 20% of the organizations (2 organizations).

Employment services and child support intermediation. An inability to maintain consistent employment often harms men's potential to be involved parents⁵⁴. Among low-income fathers, those who hold or held jobs in the last year are more likely to be involved with their children than those who do not work⁵⁵. But most low-income non-custodial fathers do not pay child support because they

often work irregularly and do not earn enough money to pay what is ordered⁵⁶. Services to improve work prospects among fathers have the potential to increase employment and subsequent child support compliance and involvement, thus helping to ensure that fathers become a primary and positive source of both economic and social support for their children. Employment and child support intermediation, two services that used to be the focus of fatherhood programs, are presently or were past offered by very few organizations (30% and 10%, respectively).

Specialized services for young fathers. Many young fathers are involved with their child during their first year of life, but their involvement tends to decline over time, and most young fathers are no longer actively involved by the child's fifth birthday⁵⁷, in part because the mother of the child keeps the young father at a distance⁵⁸, and in part because they feel inadequate to care for their children economically and in other ways⁵⁹. A few methods have been suggested to effectively support young men in their parenting⁶⁰, such as working in groups which can gradually promote confidence. Specialized services for young fathers are presently offered by 40% of the organizations (4 organizations).

Specialized services for ex-offenders. Incarceration affects the relationship of fathers with their children, and the effects of incarceration continue after release from prison⁶¹. Moreover, it is difficult for fathers with a history of incarceration to find employment, negatively affecting the father-child relationship because these men are unable to pay child support⁶². Specialized services for ex-offenders⁶³ are presently

offered by only one organization.

Most organizations (60%) provide between two and five services, while one organization provides one service only and one organization provides more than ten services (Figure 42).

Research suggests that fathering is more sensitive than mothering to contextual forces (e.g., father-mother relationship, economic resources, etc.), forces which can create obstacles to paternal engagement, but which could potentially be turned in a more supportive direction in fatherhood services⁶⁴. Father engagement is associated with different factors in family life including, but not limited to, the quality of the relationship between the parents and the balance between life stressors and social supports outside the immediate family⁶⁵. Fathers are more likely to be engaged in a positive way with their children when these aspects are more positive than negative. Therefore, interventions need to focus on enhancing the positive factors associated with father involvement.

CURRICULUM

Of the ten organizations with current or past fatherhood programs, 60% (6 organizations) use a curriculum (Figure 43). The different curricula focus on building connections and providing support (e.g., Boys to Men), personal development and life skills, parenting and relationship skills, and health (e.g., the Fatherhood Development Curriculum by the National Partnership for Community Leadership). While one organization developed and uses its own curriculum, half of the organizations that use a curriculum use the 24/7 Dad™ by the National Fatherhood Initiative, which includes topics such as self-

awareness, caring for self, fathering skills, parenting skills, and relationship skills.

Figure 42. Fatherhood services provided by organizations (10 organizations)

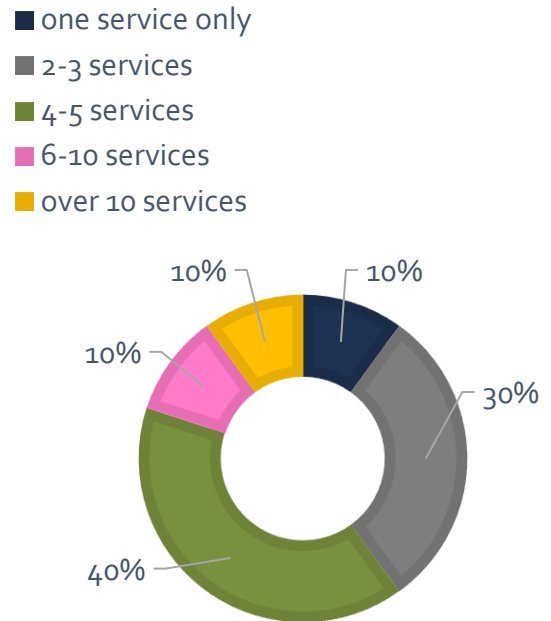


Figure 43. Curriculum used by organizations (10 organizations)

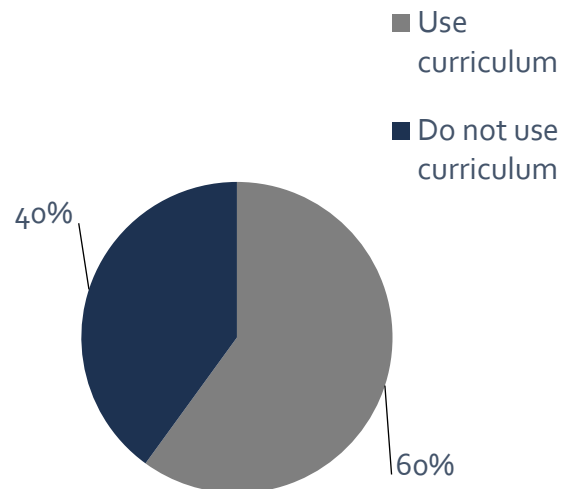


Table 4. Types of fatherhood services offered (10 organizations)

Types of fatherhood services offered	Number of organizations currently providing services	Number of organizations that provided services in the past
Alternative Education	0	1
Anger management and domestic violence prevention	3	2
Child support intermediation	1	0
Co-parenting (not marriage focused)	2	1
Culture Based	1	0
Employment services	1	2
Father-child activities	6	1
Healthy marriage	1	0
One-to-one home visiting services	1	0
Parenting skills	7	2
Peer support group	6	1
Specialized services for ex-offenders	1	0
Specialized services for young fathers	4	0

CLIENTS

Fathers are or were recruited or referred to the program(s) through existing groups/programs in the organization, social media, schools, word of mouth, public presentations, referrals from community and local agencies (including child welfare), and prisons (Figure 44).

Survey participants were asked to report on any target populations of fathers their organizations serve, considering that categories are not mutually exclusive (for example, a teen father can also be a father involved in the child welfare system). Eighty percent of the programs serve low-income fathers, and 70% of the programs serve fathers in the welfare system. Special groups of fathers

served in Hawai'i include Native Hawaiians and other Pacific Islanders, military fathers, and grandfathers raising grandchildren. These fathers range from low- to middle-income. (Table 5).

FUNDING

The eight organizations that offer fatherhood programs have received either private (e.g., family foundations, private donors), state, or federal fatherhood funding in the last five years. Of the 15 programs with funding, 80% have multiple sources of funding that include combinations of funds from private foundations, non-profit, and/or individual donors (86.7% of the programs), state funds (33.3%), and federal funds (13.3%). Of the 12

Figure 44. Not mutually exclusive sources of recruitment/referrals (10 organizations)

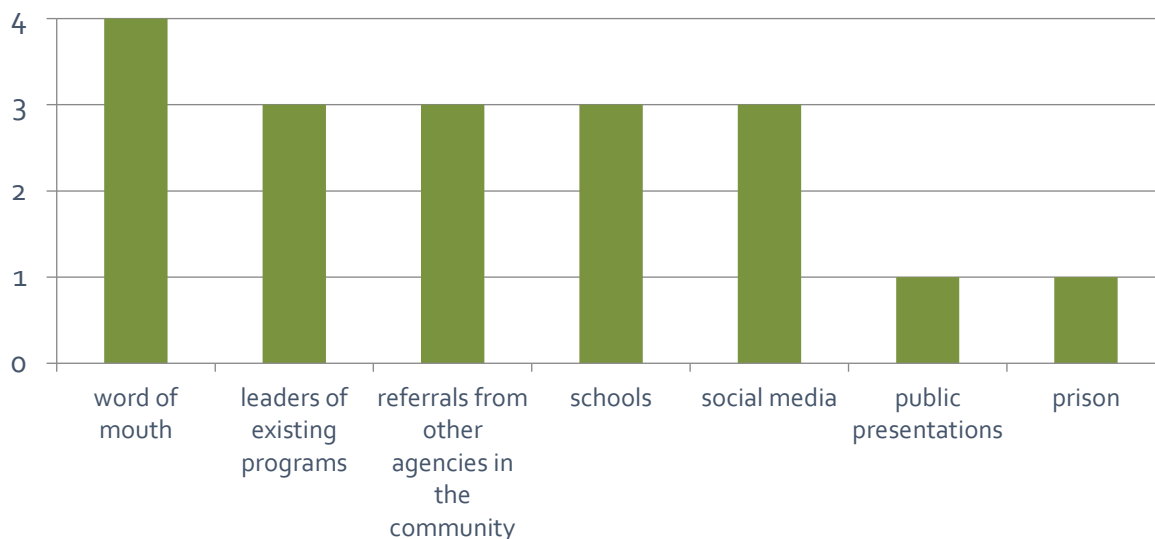


Table 5. Population served (10 organizations)

Target population	Number of organizations serving the population
Fathers involved in the child welfare system	7
Grandfathers raising grandchildren	5
Incarcerated fathers or ex-offenders	4
Low-income fathers	8
Middle-income fathers	5
Military fathers	5
Mother-father dyads	2
Native Hawaiian or other Pacific Islander fathers	6
Teen fathers	6

programs with multiple sources of funding, nine reported stable funding.

Only three programs have a single source of funding, and two of the three report unstable funding. Funding for these programs comes from private foundations, non-profit organizations, and/or individual donors. The only program with a single source of funding that reports stable funding has federal funding. (Table 6).

Lack of or unstable funding is a clear limitation

to the existence of fatherhood programs. Two organizations that received funding from private foundations still feel in danger of losing programming because of unstable funding.

When asked to describe in their own words the overall funding situation for their fatherhood programs, only two organizations reported stable funding, but this stability was reported for the short term only. Most organizations included comments such as “more funding is needed.”

Table 6. Funding situation for the current 15 fatherhood programs (8 organizations)

Programs	Funding Source		
	Private foundation / non-profit / individual	State	Federal
1	yes		
2	yes	yes	
3	yes	yes	
4	yes	yes	
5	yes	yes	
6	yes	yes	
7	yes		
8	yes (multiple)		
9	yes (multiple)		
10	yes (multiple)		
11	yes (multiple)		
12	yes (multiple)		
13	yes (multiple)		
14			yes (multiple)
15			yes

One organization explained its strategy for searching for funding: “we will seek state funds to continue the program if private funds are no longer available.” Another organization explained its strategy to work on a small budget to avoid being directly tied to outside funding, including relying on volunteer mentors and thus keeping the costs associated with programming relatively low.

The two organizations that offered fatherhood services in the past report lack of funding as a reason for ceasing to operate the fatherhood programs. In addition to lack of funding, one of these organizations also reported lack of community interest.

Consistent with nationwide findings⁶⁶, funding is a major challenge for the fatherhood field in Hawai‘i, and lack of stable funding is a threat to fatherhood programs. All in all, all organizations are interested in learning more about and accessing funding opportunities.

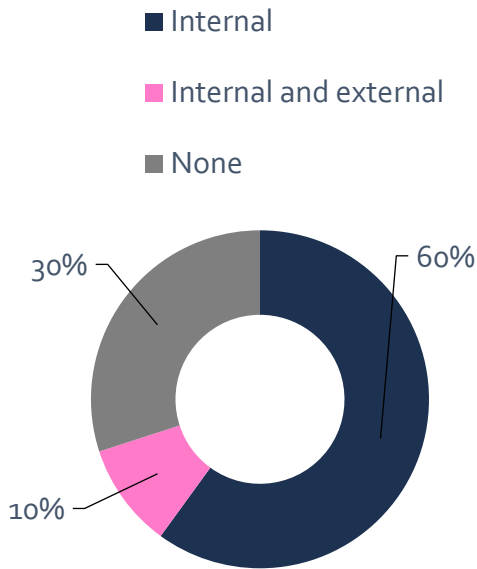
While all organizations that offer fatherhood programs received funding in the last 5 years, some organizations had to stop operating their programs due to lack of funding and other organizations feel at danger of losing programming because of unstable funding.

EVALUATION

Seventy percent of the organizations with current or past fatherhood programs require/required data tracking or evaluation (Figure 45). This includes demographic data (four organizations), enrollment numbers (five organizations), client satisfaction (three organizations), program attendance (five organizations), employment outcomes (one organization), child support outcomes (one

organization), parenting skills outcomes (three organizations), visitation with child (one organization), quality of co-parenting relationship (one organization), and child outcomes (two organizations) (Table 7). The remaining three organizations do not require any type of data tracking or evaluation.

Figure 45. Data collection, analysis, and report (10 organizations)



Four organizations use the data for internal program records, two organizations to determine whether to continue funding and/or operating the program, and three organizations for internal evaluation to improve program outcomes.

The data are (or were) collected, analyzed, and reported internally by the organization staff (seven organizations). But there are several advantages of working with an independent external evaluator, including less bias and more objectivity, new perspectives and fresh

Table 7. Data collection, analysis, and report (10 organizations)

Type of Data	Number of Organizations
Demographics	4
Enrollment numbers	5
Program attendance	5
Client satisfaction	3
Employment outcomes	1
Child support outcomes	1
Parenting skills outcomes	3
Visitation with child	1
Quality of co-parenting relationship	1
Child outcomes	2
Participation in events / program activities	1

insights, technical expertise and experience that may not exist in program staff, and credibility⁶⁷. One of the seven organizations has also been working with an external evaluator. In all but one of these seven organizations, data are used to report to funder, and the organization working with an external evaluator uses them also for an academic study.

The last several years have seen strong emphasis on evidence-based practice and the importance of conducting rigorous evaluations. However, consistent with nationwide fatherhood programs⁶⁸, it is not clear whether programs in Hawai'i have the capacity for doing so. While most programs conduct an internal data collection of client monitoring (demographics, enrollment numbers, and program attendance), the data collection of program outcomes is very limited. Only one program has been able to partner with an external evaluator to conduct a

scientifically rigorous evaluation. Moving forward, the state may need to consider how to support organizations to gain knowledge and tools for conducting meaningful evaluations of program outcomes and impacts. All in all, all organizations are interested in learning more about and conducting rigorous evaluation of their programs.

Most organizations conduct an internal data collection of client monitoring, and only 1 organization has also been working with an external evaluator. Some organizations do not require any type of data tracking or evaluation.

CONNECTION TO THE FIELD AND THE COMMUNITY

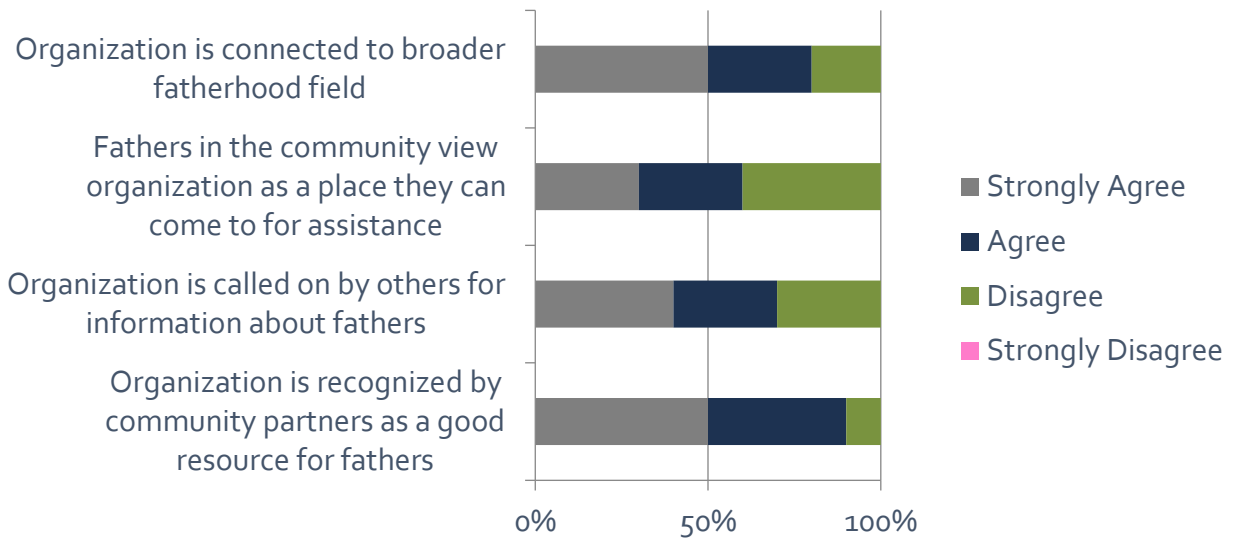
Most organizations (80%) reported feeling connected to the fatherhood field (that is, keeping up to date with what is happening in the fatherhood field locally and/or nationally). Resources and places organizations use to get information about the fatherhood field and to do networking include online sources such as the National Fatherhood Initiative, National Partnership on Community Leadership, mentor.org, fatherhood.org, fatherhood.gov, and social media, as well as the Hawai'i State Commission on Fatherhood, other organizations doing similar work, and internal and academic research.

While 90% of the organizations believe that they are recognized by community partners as a good resource for fathers, less organizations

report that they are called on by others for information about fathers and even less report that fathers in the community view their organization as a place they can come to for assistance (70% and 60%, respectively) (Figure 46). There seems to be a disconnect between how organizations are perceived in the community and the actual referrals. More coordination of services between different organizations could help build father-friendly and father-specific services without duplication to provide men with the resources, skills and opportunities they need (physical, mental, behavioral, emotional, financial, legal) to become and stay involved in their children's lives.

4 out of 5 organizations feel connected to the fatherhood field and get updated about the fatherhood field locally and/or nationally. Most organizations believe that they are recognized by community partners as a good resource for fathers. However, less organizations believe that they are called on by others for information about fathers and even less that fathers in the community view their organization as a place they can come to for assistance.

Figure 46. Connections to the field/community (10 organizations)



MOVING FORWARD

Moving forward, there is a series of interrelated activities with which the state could assist organizations towards the creation and delivery of effective fatherhood programs. The activities are interrelated because, for example, increased funding may allow for better trained staff and for more rigorous evaluations of programs effectiveness, and at the same time evaluation findings that show positive outcomes for men who participate in programs may be conducive to better funding opportunities.

Nationwide and in Hawai'i, funding is a major challenge for the fatherhood field and a major obstacle for organizations wishing to offer programs designed for fathers. Moving forward, considering that programs that are well-funded usually have more well-trained staff, more resources, and are better run programs⁶⁹, the state should consider supporting organizations finding and applying for funding opportunities to provide for this

work, including training for fatherhood leaders, staff salaries, incentives for participants, other materials, and program evaluation.

Most organizations collect data to monitor clients and assess some aspect of the effectiveness of their programs. However, there is a strong emphasis in the field on evidence-based practice and the importance of conducting rigorous evaluations⁷⁰. Moving forward, considering that nationwide and in Hawai'i it is not clear whether programs have the capacity to conduct such evaluations, the state should support organizations in gaining knowledge and tools for conducting meaningful in-house evaluations of program outcomes and impacts, and in contracting with independent evaluators to enhance the evaluations with technical expertise. A better understanding of the keys to the success of these programs will enable practitioners to provide services tailored to the needs of the

unique characteristics of families in Hawai'i, and potentially secure funding.

In addition, few organizations have well-trained facilitators or instructors within the organization, as well as male presence among volunteers and paid staff. Moving forward, the state should disseminate information about the importance of having leaders in fatherhood programs who have substantial training and experience in the service-delivery field and experience working with the target population⁷¹.

Finally, there seems to be a disconnect between how organizations are perceived in the community and the actual referrals they receive. Moving forward, the state should help with coordination of services between different organizations to build father-friendly and father-specific services without duplication to support men as they develop or increase the resources, skills and opportunities they need (physical, mental, behavioral, emotional, financial, legal) to become and stay involved in their children's lives, and should help increase awareness within communities about the availability of fatherhood programs.

ACKNOWLEDGEMENTS

We want to thank all organizations that participated in the survey. Without the thorough responses of the many individuals this report would not have been possible.

Organizations that currently offer or have offered fatherhood programs: Adult Friends for Youth; Armed Services YMCA; Boys to Men Hawai'i; EPIC Ohana; Family Support Hawai'i; Keiki O Ka 'Āina Family Learning Centers; Maui Economic Opportunity, Inc. – Head Start; Maui Family Support Services, Inc.; Parents and Children Together; and PARENTS, Inc.

Organizations that have never offered fatherhood programs: Big Brothers Big Sisters Hawai'i; Big Brothers Big Sisters Kaua'i; Blueprint for Change; Camp Mokuleia; Catholic Charities Hawai'i; Child & Family Service; Community Assistance Center; Hawai'i Counseling and Education Center, Inc.; Hawai'i International Child; Hawai'i Literacy; Healthy Mothers Healthy Babies; InPeace; Kamehameha Schools; Kaua'i Economic Opportunity, Incorporated; Kids Hurt Too Hawai'i; Life's Choices Kaua'i; Pacific Gateway Center; Planned Parenthood; Seagull Schools; Student Parents at Mānoa; Susannah Wesley Community Center; and UH Mānoa Children's Center.

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