

NWX-OS-OGC-RKVL (US)

Moderator: Jaclyn Ruiz
June 23, 2015
2:00 pm CT

Coordinator: Welcome everyone thank you for standing by. At this time all participants have been placed on a listen only mode until the question and answer portion of today's conference. At that time if you would like to ask a question please press star 1 on your touchtone phone.

Today's conference is being recorded. If you have any objections you may disconnect at this time.

I would now like to turn the conference over to Jaclyn Ruiz. Thank you may begin.

Jaclyn Ruiz: Thank you. Good afternoon everybody and welcome to today's Webinar on Young Father's Adding New Tool to Your Toolbox to Help Recruit, Retain, and Engage Young Father's and Program.

Today we'll be discussing as the title mentions Recruiting and Retaining and Engaging Young Fathers in Program.

As we know supporting young fathers can have significant and positive effects on both young fathers and their children.

And the Office of Adolescent Health has been developing a number of tools to help programs be able to strengthen their capacity to serve young fathers.

So through this Webinar we hope to introduce you to these tools that will help provide some examples of how you can use the tools to help recruit, retain and meaningfully engage young fathers.

These tools are currently under development, they are in the sort of last stages of finalization. And we hope to have them - well we will be having them - I apologize - available to you at the PAF Conference which our speakers will sort of talk a little bit more about.

The Webinar was developed by Child Trends under a contract with OAH. And it is being used as a technical assistance product for all OAH pregnancy assistance fund grantees.

So on today's call we have two presenters. Our first presenter is Dr. Mindy Scott the Deputy Program Area Director and Senior Research Sciences at Child Trends.

Mindy Scott is a Member of the Parenting and Family Dynamics and Reproductive Health and Family Formation Areas at Child Trends.

She's involved in a number of research and evaluation projects focusing on healthy marriage, responsible fatherhood, and teen pregnancy prevention.

She has conducted research on adolescent and young adult relationships via association between adolescent risky sexual behaviors and young adult reproductive health outcomes.

And healthy marriage and relationship education for teens (adults) with a specific focus on young fathers and their involvement with partners and children.

Our second presenter is Dr. Brandon Stratford a Research Scientist at Child Trends. Brandon works in the health and research area at Child Trends. He provides technical assistance to the teen pregnancy prevention grantees.

And has also provided technical assistance to pregnancy assistance fund grantees.

He also developed - he also developed a tool that will be presented on this Webinar. And Dr. Stratford has also worked as an educator and a school based social worker.

And has experience implementing a number of evidence based programs related to child and adolescent mental and behavioral health as well as positive parenting in both English and in Spanish.

So thank you both for being on the call today. With those introductions I'm going to go ahead and hand it over to Mindy.

Dr. Mindy Scott: Great thank you Jaclyn and good afternoon everybody. We are excited to be meeting with you today to present the new tools that OAH is developing which focus on young fathers. And I want to thank OAH for the opportunity to present this work.

The goals for today's Webinar are for attendees to be able to describe how the new tools that will be reviewed can be integrated into your own programs. And to be able to navigate through the tools in order to identify specific strategies for improving services specifically for young fathers.

There are a few interactive features of the Webinar platform that we're using today. And those include a polling feature, and a Q&A feature.

The Q&A feature I just want to point out can be found at the top of your screen. There are a few pull down options and there is a Q&A pull down option.

And participants are encouraged to write in comments and questions in the Q&A box throughout the Webinar. And we'll also be asking you to provide comments to specific questions about serving young fathers in that Q&A box at certain points of the Webinar.

So before we begin we want to start with a quick poll to practice using the polling feature, and to help give us a better idea of who is the audience today.

So here the poll has opened and we want you to indicate whether you currently serve young fathers, or have plans to serve young fathers in the future.

And your results - the results that we see will help us better tailor the rest of our talking points to make sure that they are most relevant to who's in the audience.

So if you can give us your response now - either yes, no or maybe. You have - you are currently serving young fathers, or have plans to serve young fathers in the future. We'll give people a couple more seconds to respond - great.

So let's close the polls and we'll show everybody the results. Okay so here you can see that we have a large proportion of the listeners today are currently serving young fathers, or have plans to serve young fathers in the future. Or, may have plans to serve young fathers in the future.

Really the tools that we'll be presenting today can support grantees at all stages of programming for young fathers. So whether you want to improve existing services or, are planning for the future these tools will give you some tips and guidance for how to do that.

Okay I'm going to give a little bit of background and a brief explanation on the importance of young fathers in their children's lives. And how programs can help support young fathers and their families.

Traditionally programs tend to target their outreach and services toward young mothers. However, research shows that supporting young fathers can have significant and positive effects on both young fathers and their children.

The Pregnancy Assistance Fund or PAF provides funding to grantees to implement programs that support expected and parenting young mothers and young fathers. Plus providing an important opportunity to improve the wellbeing of young fathers and their families.

Programs can play an important role in supporting young fathers and their families by addressing the potential challenges faced by young fathers and their children as a result of early childbearing.

For example, young fathers can face financial challenges due to lower income, lower economic stability, and lower occupational attainment.

Young fathers may also experience greater instances of relationship turbulence and may have trouble paying child support.

Children of young fathers also face challenges. Compared to the children of older fathers these children are sometimes more likely to have low or very low birth weight. Or, to be born prematurely.

Children born to young fathers may also have access to fewer positive resources in the home and tend to demonstrate lower cognitive ability and greater behavioral problems.

However, it's important to note that programs can promote the many factors that help young fathers overcome these challenges.

For example, the potential harmful effects of being born to a young father may be reduced by increasing father's ability to provide financially for their children.

By creating safe and stable home environments for children. And by encouraging positive co-parenting relationships - and more stable relationships with mothers and partners.

Teaching fathers how to be involved with their children in positive ways can also contribute to improved child wellbeing.

Under PAF funding is provided for the development and implementation of programs for expected and parenting teens, women, fathers, and their families. With fathers named as a specific target population.

As we saw from the poll many participants are serving young fathers in various ways. However, we have heard from grantees that they have faced challenges in recruiting, retaining, and engaging young fathers.

Specific challenges include difficulty reaching young fathers because they are not in school, or incarcerated, or are working.

Young fathers can also be challenging to recruit because agencies often refer mothers to programs but not fathers. Additionally relationship issues where the - a baby's mother may make some fathers reluctant to participate.

And sometimes programs focus mainly on mother related topics and don't always include information or skills that young fathers consider useful for their own involvement with their children.

So we hit a point where we'd like to hear from the audience about specific challenges that you have faced recruiting, retaining, and engaging young fathers.

Did any of the examples I just provided stand out to you? Or, are there other challenges that you'd like to mention?

And we'll give people some time to write your responses in the Q&A box. And we'll review some now as participants want to comment on some of the challenges that they've experienced.

But feel free to provide comments like this throughout the Webinar, and we'll come back to them more at the end of the Webinar as well. If people have some comments to write in right now - we welcome those comments.

Not seeing anything right now. But want to make sure people have a little bit of time if you're - so if you are thinking about some of the challenges that you have faced and want to address them later you can write them in.

Oh, we have one coming in. Yes, so here we have a participant that also notes that they are reaching dads that are out has been difficult. And that is definitely something that we've been hearing from grantees.

And another comment that retention is also difficult because of fathers working to balance school and work. And so, you know, I think this definitely speaks to the challenges of first recruiting dads into the program sort of identifying them. And having dads able to attend the program.

And then once you are in the program retaining the dads. Especially because of competing demands like school and work.

So, thank you very much for your comments. And again just please feel free to continue to type in comments and questions throughout the Webinar.

Okay. So going - moving on we are going to now introduce the four new tools that OAH is developing to support programs and their work with young fathers.

These tools were developed by OAH with support from Child Trends through a number of activities. We conducted - OAH conducted a review of research

on young fathers as well as a synthesis of comments and successful program approaches used to serve young fathers.

The tools were developed with a specific audience in mind. And that audience is you -- PAF grantees. And other programs serving young fathers.

And the reviews were conducted with the goal of providing multiple high quality well developed products and resources to support programs.

The specific tools consist of our recruitment tip sheet, a retention tip sheet, checklist and a toolkit. And we'll provide more details on each of those tools throughout the Webinar.

Specifically we'll review key features of each tool - each of the tools and participants will have the opportunity to explore the tools in greater detail with us today.

So first I'll start with the recruitment tip sheet. And this is titled Five Things to Know about Recruiting Young Fathers.

Our purpose of the tip sheet is to provide you with five tips or things to know about recruiting young fathers. And also to provide many resources to explore for more information.

Each tip includes a paragraph description with sites for where more information can be found. And at the end of the tip sheet is a summary of all of the resources used to develop the tool and links for additional information from those resources.

And I do want to make a quick disclaimer about the resources provided in this tip sheet and all other tools. The tools provide information about some but not all of the relevant resources available to support organizations in serving young fathers.

OAH does not endorse any of the resources listed other than those developed by OAH.

There are a number of uses for this tip sheet. OAH suggests integrating the tool into your staff training or integrating those specific tips into your recruitment efforts.

And as we are reviewing the tips in more detail please feel free to write in some of your own suggestions for how you think the tool can be incorporated into your program.

With that I'd like to turn things over to Brandon who will review the five tips in more detail with you.

Dr. Brandon Stratford: All right thanks Mindy. So I wanted to start out actually by saying that as a member of the team that helped to develop these tools I want to express gratitude for the grantees that reviewed drafts and shared their own experiences and strategies with us as we were developing these tools.

We definitely recognize - and OAH certainly recognizes that a lot of good work is being done. And we want to give you an opportunity to share your own wisdom with your colleagues.

So we've got another question for you because we'd actually love to hear from you right now. So if you could please take a moment to go up to the

Q&A box and share some key ways you think that programs can successfully recruit young fathers.

So I'll go ahead and give everybody a little bit of time to type up one of your maybe favorite strategies. And then I will read a couple out before we kind of jump into the tips.

So one person says to ask the mom - particularly for those organizations that have a longer history of working with young moms - talking to them to get them to bring their partner in can be a good recruitment strategy.

Anybody else have anything they'd like to share with your colleagues? All right well - as they - oh, do I have another one? Using sports to attract them and making sure to schedule activities after work hours.

Going to where fathers are, barbershop, basketball court, et cetera. Providing food - we'll talk a little bit about incentives. Having other male mentor - or be a part of the process.

So I think you'll hear a lot of these as we go through the tips. So it's great to here that a lot of what's included in the tip sheet is actually coming up here with your colleagues. And I think one of the exciting things about the tip sheet is that - it also includes resources.

And again we did ask your colleagues to review the resources so hopefully we definitely kind of hold them down with OAH and with past grantees. So hopefully you'll find them all to be really targeted to what you're doing.

So we'll go ahead and talk a little bit about the five tips that are included in the recruitment tip sheet. And as I mentioned they'll probably sound familiar. I think a lot of you had already mentioned some of these things.

So Number 1 is visibility - Programs that want to serve young fathers must be highly visible in the community because young fathers aren't always easily identifiable.

The more visible your program is, the more likely it is that everyone including young fathers will hear about it.

So be sure to advertise your program frequently using a variety of strategies. And you also want to make sure to connect with other organizations that are working with young fathers or their families. So that they can promote your programs to their own participants and across the community.

Number 2 - Include young fathers in planning and recruitment. Including young fathers in all aspects of program planning can help them to feel more confident that your program will meet their needs.

One strategy that has been highlighted by both researchers and program staff is the use of peer outreach strategies to connect with potential participants.

Young fathers may be debating whether to give your program a try. And hearing from peers may boost their confidence in your program.

You might also consider planning activities where participants invite their friends, or even hiring young fathers who have completed the program to recruit participants.

Remember to engage young fathers when planning your program and when creating promotional materials.

Finally, research also suggest that having program staff that reflect the demographics of the population you're serving can increase the effectiveness of your recruitment efforts.

Number 3 - Flexibility and incentives - I think we've heard a little bit about this in people's comments.

Maintaining flexibility and providing tangible incentives are also common themes both in the research literature and in discussions with program staff.

While providing incentives such as money, transportation and meals can help recruit fathers, you might also consider ways to be flexible with timing and location.

Try to schedule activities at convenient times for young fathers. And consider locations that are appealing such as shops, or recreational facilities, rather than relying just on schools or clinics that might be intimidating.

And actually I think we also heard that some of these young fathers may not be in school. So school may not be the best place to be providing programming for them either.

So knowing times and locations that are convenient can be tricky. And this is where involving young fathers and your planning can be a big help.

Number 4 - Provide support to overcome challenges. Young fathers can face a host of challenges so it's important to make sure that they are aware of

support and resources you can provide to help them overcome those challenges.

If you haven't already done so you should consider conducting a needs and resources assessment of young fathers in your community.

Once you identify the needs that are most relevant for young fathers in your community, you can partner with organizations that deliver programming and resources that are complimentary to what your program does.

Keep in mind that an important part of recruitment efforts is establishing a relationship with potential participants. One way to develop those relationships is to show them that you're trustworthy.

If a young father mentions a need that your program can't address be sure to tell them that you'll look into it. And don't forget to follow up.

You also want to make sure that the places where you refer young fathers are able to meet their needs and will treat them with respect.

There are a number of resources out there to help you identify youth friendly services and programs so that you can make sure that the referrals you are making are the high quality relevant organization.

And finally Number 5 - Create a safe space. Young fathers often feel judged by others. So it's important that your program provide a safe space. The need to create a safe space was a consistent theme when I was talking with program staff to develop these products.

A bad interaction with staff can really damage the relationship you are building. So make sure all staff - even those who don't work directly with young fathers are trained in making young fathers feel welcomed.

Pay attention to the messages you're communicating to young fathers. And strive to emphasize their important role as a father rather than just focusing on their challenges.

One important way to make young fathers feel respected is to speak with them about their lives and to show genuine interest and concern. And follow-up with practical resources when you can.

Hopefully this discussion has sparked some ideas and reinforce probably some of the ideas you already had.

And again I want to mention that one of the great things about this product is that you'll see that there is a lot of great resources in here. So even if this all sounds familiar hopefully these resources will really help you to implement these things.

So now I'm going to turn it back to Mindy to introduce us to the next tool.

Dr. Mindy Scott: Well all right thanks Brandon. So the next tool is another tip sheet - this time we're focusing on retaining young fathers.

Again the purpose of the retention tip sheet is to provide you with an overview of five important things to know about retaining young fathers. And to provide you with additional resources to explore on this topic.

The tip sheet is structured in a similar way as the recruitment tip sheet. Again, with detailed explanations and overviews on five different tips for retaining young fathers.

And at the end of the tip sheet is another resource list with links to additional information focused on retaining young fathers.

Again some ideals for how to use this tool - the tool could be integrated into your staff trainings. And also the specific tips that are provided could be added or integrated into your current retention efforts.

And again just encouraging participants just to think about other ways that the tool can be used. And please feel free to write in some suggestions in the Q&A box and we'll view those later during the Q&A discussion part of the Webinar.

So that was just a quick review of this tip sheet. But Brandon will now review the five tips in more detail and talk more about some specific ways that you are working to retain young fathers.

Dr. Brandon Stratford: All right so before we go through the tips just like we did before I want to give you all an opportunity to share your wisdom. So if you could take a moment to go up to the Q&A box and let us know what you think programs can do to keep young fathers coming back.

It's one thing to recruit them and get them to come and try out your program, but what do you all feel about some of the successful ways that you've been able to keep them coming back.

So I'm sure everyone is typing furiously away. We'll give a few seconds for people to get their thoughts down. And then I will read out some of your responses.

So I will mention while we are waiting for that that another thing that somebody mentioned back with recruitment was that sometimes it seems that most of the resources available are tailored to females, or to young mothers more so than young fathers.

And so it can feel like the programming isn't - doesn't feel as relevant for our young fathers. So that's definitely something that we've heard.

And so here are some strategies so far involve them in the development of programming to increase buy in. And make sure that the programming is delivered by people who are very visible in the community and providing incentives.

Being flexible, reaching fathers during non-traditional hours -- like nights and weekends. Using social media - which we'll talk about a bit I think. Getting feedback from fathers themselves about what their needs are.

Developing opportunities for them to become peer leaders. And developing relationships with them.

Providing incentives and communicating. Doing follow-ups when they stop participating. So make sure to check in with them if they haven't been there for a while.

All right - great. So keep them coming but we're going to go ahead and move on and start talking a little bit about the tips that are in the tip sheet.

And again I think you're going to hear a lot of similarities between what we just heard from your colleagues. And also probably some similarities between what you'll hear now and we just discussed in terms of recruitment.

Because when we vote for recruitment and retention are just ways to you know, meaningful engage with young fathers. And it's just that kind of different stages.

But - so we'll start off with number one - Respect and Positivity - young fathers generally want to be there for their child but can feel overwhelmed by the challenges they face.

So we need to be aware of the negative stereotypes that young fathers face and present them with some positive messages.

One important way to counteract the negative stereotype is to model respect and positivity in all of your interactions with young fathers. And again to make sure to train staff understanding different cultural perspectives and ensuring that the program space is young father friendly.

And actually we'll get back to that one about being a young father friendly space in a minute when we get to the next product which is the checklist.

So Number 2 - Relevant Programming and our Directing Barriers. Remember that young fathers are often juggling many roles providing relevant programming and addressing barriers to participation can increase the chances that your program will make it closer to the top of their priority list.

As with all of us young fathers are more likely to keep coming back to a program if their needs are being met. Being flexible in time and location can help address some barriers to participation.

But, it's also important to remain consistent to ensure that your program becomes something that they can depend on.

It's also important to help young fathers set goals and link them to relevant services. Again, this is very much about tailoring and personalizing the activities -- the things that are directly relevant to what the young fathers are needing.

Many of the programs staff I spoke with for this project emphasized how important particularly it is to link young fathers to employment opportunities and educational support.

They also noted that providing meaningful incentives and making sure lessons are interactive and include practical skills can go a long way to getting young fathers to come back.

Mentoring as somebody mentioned I think earlier - mentoring is - there is a lot of research to suggest that high quality mentoring can benefit all youth - and young fathers are no different.

They can benefit from positive relationships with caring adults and peers. In order to keep young fathers engaged in your program consider incorporating a mentoring component. And make sure that mentors and peers have time to spend together both in formal and also informal settings.

You might also consider inviting older fathers to share their experiences and advice.

Keep in mind though that developing a mentoring relationship takes time. And mentoring that doesn't allow adequate time can actually have negative consequences.

Number 4 - Varied Communication Strategies - and I think people mentioned this before as well.

So keeping in touch with young fathers can prove challenging - don't give up. Use a wide variety of strategies and embrace young fathers preferred methods of communication.

Remember though to make sure that staff are provided with guidance and training to maintain professional boundaries. Especially when it comes to using social media like Facebook or Instagram.

And don't forget to ask young fathers how they prefer to be contacted. Don't just make assumption based on what you know. But if you got young fathers in your program make sure to check in with them and see how they would prefer to be contacted.

And another strategy that we actually heard from some grantees is you may want to connect with other family members. Some people I think even today talked about connecting with young mom's to be able to connect with young fathers.

And also connecting with other family members can make it so - you know, if you're trying to contact a young father and his phone has been cutoff or

something like that you might at least have some other folks who are in his social circle that you can rely on to help give messages.

And Number 5- Continuous Quality Improvement. Make sure to use data to continuously improve your program to ensure that you remain relevant.

Regularly collect and review data on community needs and resources. Track data on your program to understand how well they are being implemented. And make sure to develop a performance management system.

You could also potentially include young fathers on an advisory board for planning so that they can help you take a look at the data and help you to know what it means in terms of what young fathers might be needing.

So now I'll hand it back to Mindy to talk about that checklist I mentioned.

Dr. Mindy Scott: Sure. All right, so the third product is a checklist - as Brandon just mentioned. And this is really a tool to help programs determine whether your organization is young father friendly.

That means that the tool can help excessive young fathers feel welcomed in your program, feel valued, feel heard, when they receive services.

The checklist focuses on five different areas that can be accessed in terms of how young father friendly your program is.

For example, your program environment or atmosphere, staff practices, programming, messaging and policies.

The checklist also includes tips and suggestions for ways to improve in each of these five areas. And again additional resources that focus on making your program young father friendly.

Here we've got an example of the tips of suggestions provided in a checklist for improving the young father friendliness of your program environment or atmosphere.

And there are sections throughout the checklist like this for each of the five topics that I just listed.

And here is a page from the checklist where we list some resources that are provided throughout the checklist with links that direct you to each resource.

So now Brandon is going to review a specific example from the checklist tool where he will go over a checklist specifically for accessing your programs environment or atmosphere.

Dr. Brandon Stratford: All right thanks Mindy. So here is an example of one of the areas for us that (meant). This one is the environment and the atmosphere of your program.

So we're going to take a look just at four of the items here. And first I want to go over the response choices.

So for each question in the whole checklist you'll have four response choices. First one is describes us well. So you should select that one if you feel like your organization consistently demonstrates all of most what is described in the item.

The next choice is almost there. So you select this choice if you feel like your organization frequently demonstrates most of what is described in the item.

The next one select just getting started if your organization isn't demonstrating what is listed on the item. But it made plans or is attempting to improve.

And number - and the last one is does not describe us. And should select this one if your organization isn't demonstrating what is listed and has not identified this as a priority area for now.

And kind of want to emphasize that because I think it's important to do an honest assessment here. And to recognize that there are a lot of things at this checklist and, you know, they're all important.

But when you have only a limited amount of time and resources you have to prioritize.

So it's - you know, it's important to acknowledge those parts that may haven't been prioritized yet. So that you can consider whether you want to make them a priority or whether you know, that's something you want to do down the road.

So the hope is that these options recognize and credit organizations that are in the planning stages for early implementation of a young father friendly practice. As well as those that are more seasoned in serving young fathers.

We encourage you to walk through your physical space as you answer the questions as some of the questions are about what is displayed in your space.

And it's best to base your order on objective evidence rather than opinion whenever possible.

And now that you know a little bit more about what the scores are intended to reflect, let's talk a little bit about who should be involved in assigning these scores and how to go about it.

It's important to have a variety of individuals contribute to the scoring in order to include different perspectives.

For example, you may want the program director - someone who works as a recruiter, and someone who facilitates the program as well as a young father or two.

If you are in a clinic setting the receptionist may have some great ideas about how young fathers feel in the waiting room.

If you are in a school setting, teachers, counselors, and school nurses may be able to tell you how the program is perceived by young men at the school.

A case worker who works exclusively with young mothers may have heard from their clients about the needs and concerns of their children's fathers.

So depending on your staff time and schedule it may be helpful to go through the list together answering each question allowed.

If you're unable to complete the assessment as a group, encourage staff to review the list together at a later staff meeting so that each staff member has the opportunity to give his or her input.

The discussions - there are some discussions questions included in the checklist that we hope can help you to initiate some of these conversations.

So we'll review also some of the recommendations for improving this particular area of environment and atmosphere in a later slide.

But right now we're going to go to the next slide - and actually we're going open a poll. Because we want to know how you would describe your program for this category.

So - oh, we might actually close the poll up for just second. And put the - we'll go - and put the grid back up so that you can- know you know you're going to be accessing yourself take a look at these items.

I'll read through them briefly. We exhibit positive images of young fathers and children, in photos, posters, bulletin boards, and display material.

We display materials that fathers may find useful. Such as job postings, informational, and educational opportunities, health services, and health insurance. And social or recreational events that may be appealing to young fathers.

And again I think this speaks to what somebody said before about sometimes materials seeming to be geared mostly towards young mothers. So we're taking a look at the materials that you have out based on a young fathers perspective.

We have space for fathers and children to interact with one another when waiting for services or assistance.

For example, there is a diaper changing area for young mothers. Try to make sure there is also a diaper changing area for young fathers.

And finally our space is appealing to young fathers; we use a gender neutral color scheme.

So now that we've read through those. We'll go ahead and put up our poll again and see where do you all feel like your programs are in terms of these items around environment and hemisphere.

So remember mostly means - that of those that were listed up there they're pretty consistently hitting the mark on all of them.

Described as well - means you might be seeing the mark on a couple that maybe they are a couple that you have them room for improvement on.

And for those of you who feel like you - none of those really describe you very well that's fine too.

I think as I mentioned the important part of this activity is being honest about it, and being able to identify is this, you know, a priority area. And then you might want to devote some more resources to it and if not that's fine too.

So looks like we've got about 10 folks who responded so far. I'll give just a couple more in case there is anybody else who is still thinking through there answer.

And - all right, so we'll go ahead and close the poll and take a look. And it looks like about two thirds of you feel like you're doing pretty well on most of them. One or two would you say describe you very well.

We've got a couple of folks who it seems have really (registered) a lot of time into this and they would say they've got three or four items that describe them pretty well.

And then we've got a couple who don't feel like any of them describe them very well. And so they meant totally fine, and recognizing that is an important step to being able to prioritize.

So moving along here are our items again. So just to kind of remind us, you know, if you said that you weren't - that none of these really described you well you might want to consider looking at a couple of these and seeing if there are particular ones that you might want to focus on.

And as I mentioned before this isn't something that you should be doing on your own. You should be doing it with your colleagues and you should definitely be taking the time to look around and ask young fathers their opinions too.

So here are a couple of ways. I'll let you take a look at those really quickly. But it could be things like, you know, changing the materials that you use. Making sure that some of them have young fathers in them.

Again, the diaper changing can be a big message to dads. If you're expecting them to be involved, you know, allowing them to have that space where they can change a diaper.

Collaborating with local schools, community colleges, things like that. Making sure that you're finding community organizations that are relevant to

the needs of your young fathers. Can help to increase your scores here on environment and atmosphere.

So I will go ahead and turn it back to Mindy. To talk about our final product.

Dr. Mindy Scott: Okay thank you Brandon. So here we have our final product and this is our toolkit on the effects of positive young father involvement. And it's titled Getting to Young Fathers a Toolkit for Understanding the Roll of Young Fathers in the Lives of Their Children.

The title is showing up to describe the content of the toolkit and the purpose of the toolkit. Which is really to help to sell negative stereotypes surrounding young fathers. And to demonstrate the positive influence that young fathers can have in their children's lives.

So it has three sections that focus on who are young fathers, and how involved are they with their children. The effects of positive father involvement. And tips on how to educate your community on the important role of young fathers.

Throughout the toolkit we provide several charts and figures to visually detect the numbers in terms of research and data on fathers. So just how involved young fathers are in the first few years of their child's life.

There are also details on the ways that positive father involvement can influence a child life, a mother's life, and also the lives of fathers themselves.

And the toolkit is this three interactive activities at the end - at the end of the tool that can be incorporated into your program.

And another resource list. There is additional links and information on the role of fathers and how they can serve as a positive influence in their children's life.

And I will turn things back over to Brandon who will lead you through one of the interactive activities. And this activity is called Setting the Record Straight.

Dr. Brandon Stratford: All right. So as you can see here this activity should take approximately 30 minutes to be conducted with groups of two to three young mothers or family members. And you'll need to make copies of this worksheet - Getting to Know Young Fathers - which we'll see on the next slide.

For each group it's a series of true or false statements for the participants to review and discuss. Addressing Negative Stereotypes of Young Fathers.

The toolkit includes a description of how to conduct the activity - or a suggestion. But you should feel free to adapt any of the activities in the toolkit to your particular population.

So obviously we're not in a situation where we're going to take 30 minutes. Nor, or we going to make you get into groups of two to three. But we're going to go through part of the activity now just so you can kind of get a sense for it.

So, stereotypes are perceptions that people might have about a certain group of people.

While they may sometimes be true for a particular individual, they're rarely true for an entire group of people.

If we were doing this activity in person I'd ask you if you or anyone you know have ever encountered stereotypes. And I'll assume most of you have. But when you're doing this activity you'll want to leave time for discussion here.

So, one important way to keep stereotypes from negatively influencing our thoughts and actions is to challenge commonly held views of certain groups of people.

Many people are defensive about acknowledging that they hold stereotypes views. However, most people do hold some stereotype views. The important thing is to be aware of them so that you can do something about them.

Today we'll review some statements about young fathers to see which are true, and which are false.

Don't worry if you don't get them all right, that's part of the reason we're doing this.

If we were all together I'd divide you up into groups. But since we're not we're going to do this virtually. I'm going to bring up two polls and give you an opportunity to respond. We'll discuss the answer after each one.

And keep in mind while some of the false statements might be true for some individuals, they've been classified as false, because they are not true for most young fathers according to research.

So we'll go ahead and bring up our next poll. Most young fathers were involved with their partners for less than six months before becoming a father. Would you say that is true or false?

All right, I'll give you maybe five more seconds. We've got 10 people who have responded so far. You're one of those who's still deciding - it's fine - if you're not sure you can just go ahead pick one.

All right. And we'll go ahead and show the results now. And we're almost split 41% - say it's true. And 58 % - say it's false. So the answer is false.

The vast majority of research about adolescent pregnancy is focused on mothers. And even the ones - when fathers are the subject of interest the information is still often gathered from the mothers.

So it's kind of difficult to draw really strong conclusions about young father's commitment to the relationship.

However, we do have evidence from a few studies that suggest that most fathers have actually known the mother of their child for well over a year before the birth of their child.

So when the toolkit comes out make sure to check it out because there is definitely more information in there about the study that I'm referencing.

But in the interest of time we're going to go ahead and do our next poll. And this one says - most young fathers provide some kind of financial support. Like buying clothes, diapers et cetera. Is that true or false?

Remember, this is most. Which means more than half. And we got some answers I'll give just a couple more seconds. And let's go ahead and close it up. There was a little more agreement on this one - 75% said true and 25% said false. The answer is true.

So, some people get tripped up on this one because the media often portrays young fathers and low income fathers that don't live with their children as not paying child support. That perception seems to be supported by research which indicates that the majority of low income fathers and young fathers who don't live with their children aren't making formal child support payments.

Several studies have found evidence to suggest that the majority are in fact providing informal financial support such as buying items for the child or providing the mother with cash or transportation. It's not to say that making formal child support payments isn't important. But it's important to recognize the various ways in which young fathers are supporting their children, especially if we want to focus on establishing positive, respectful relationships with young fathers. Again, you can read more about the studies in the tool kit.

So we'll go to our slides again to finish up here and let's - all right so as you can see, this activity is intended to give participants an opportunity to talk about stereotypes and their negative influence and the correct misperceptions. An important aspect of this activity is to help draw out the various negative impact that stereotypes of young fathers can have on young fathers themselves and also on their children. For example, not only my young fathers feel judged but service providers might not make an effort to invite young fathers to family oriented activities, assuming that they won't be interested.

As a result, fathers may miss out on opportunities to enhance their relationship with their child. So, that's it for this activity. As I said, there are a couple of others in the toolkit and you can certainly feel free to adjust them to match your community and the folks that you're working with. And I will turn it back to (Mindy).

Dr. Mindy Scott: All right, great, thank you (Branden) and thank you for reviewing each of the tools in so much detail. We're really excited about the information and the resources and the tips and guidance that are provided in all of those tools. So, before we move on to some more Q&A we just have a couple of announcements to make. As we mentioned the tools are in the final stages of development and will be made available for you this summer.

And I wanted to just give a quick reminder that the past [Grand T] conference that is taking place on July 13th and July 14th in Washington, D.C. will focus even more on working with young fathers. And, (Jackie) is going to give a quick update on upcoming webinars and then we'll move on to the Q&A and feedback part of the webinar.

Jaclyn Ruiz: Thank you (Mindy) and as (Mindy) mentioned, during - well, as I mentioned earlier, during the PAF conference, we will have these materials available. They might be in JAK format but they will physically be available at the PAF conference so anybody invited to that conference will be able to you know, browse through them, look at them and actually be able to physically see them.

We do have a couple of webinars coming up on July 28th; we're going to have a webinar on intimate partner violence, prevention identification and intervention. On July 30th, there is another webinar on community mobilization that is open to all grantees and then on August 25th we are going to have sort of a closed webinar for our PAF grantees to sort of talk about performance management. This was something that I talked about last year and we are sort of taking it to the next level, getting a little more in-depth about performance management. So, please be tuned for more information on those.

I'm going to hand it back to (Mindy) so we could actually - (Mindy) do you want to or (Janice) do you want to open up the feedback? I'll just sort of talk a little bit about that. So, (Mindy) is going to welcome questions so please don't leave. But, we realize that sometimes you guys have your questions you leave, and we really want to get your feedback on how you feel the webinar went. So, you will be able to actually click on the evaluation survey through the live meeting window.

So, (Janet), our gracious technical host, will bring that up so please as you guys are asking questions and (Mindy) and (Brandon) are answering them, please feel free to go ahead and start giving us your feedback on how you feel the webinar went and any other feedback you may have for the Office of (unintelligible) and Health. So, I'll turn it back over to (Mindy).

Dr. Mindy Scott: All right, great, thanks. So, we're going to get the feedback form back up on the screen and you can - here it comes and you can fill that in right there, right now. We will also post the link to the form in the Q&A box so you can copy and paste that. If you would prefer to use the link and it's been posted now, but we definitely encourage participants to fill the form in right now while it's up on your screen. But while you're doing that, we would love to hear some more questions and comments from the audience.

We thank everyone for the comments and suggestions that they have provided so far but if you have additional questions, please type them into the Q&A box now and we can also take questions over the phone. If folks want to dial in or want to open the phone lines and we can take questions over the phone as well.

Coordinator: And at this time, if you would like to ask a question via the phone lines, please press star 1 on your touchtone phone. Please be sure your phone is on mute in

order to ask your question. Once again, to ask a question via the phone lines, please press star 1 at this time.

Dr. Mindy Scott: Okay we'll give the audience some time to type in their questions and comments as well. Some of the questions that we have, that we would like to hear about, more about are things that we talked about today. For example, what strategy that we discussed today are you already using, what are some strategies that you can see in terms of applying these tools to your programming.

We'd love to hear some suggestions and comments around strategies for using the tools. If there are suggestions for other areas where you feel more tools and resources are needed, please let us know that. And if there are any questions you have about the tools and the tip sheets that we presented today, are there any questions on the phone lines?

(Operator): At this time, we have no questions.

Dr. Mindy Scott: I can review -- while people are thinking and typing in their questions, I can review a few more comments that people provided around strategies that they are using to recruit and retain fathers. We did cover a lot of these and hopefully you saw that a lot of these strategies are explained in more detail in the tip sheets, but some other things that stand out here are you know, being flexible, reaching fathers during non-traditional hours, on nights and weekends.

We had a few people mention the use of incentives and in the tip sheets we talk about different types of incentives like transportation, food came up a couple of times in the comments today. Also there are programs that provide diapers and other material goods in terms of incentives. Someone mentioned

that the resources that are available in these programs are often tailored to females more than males.

And so there is a need to have more appropriate resources that are father friendly and more information about how to access those resources. And so hopefully these tools are a good starting point in terms of having the resources and the information that is very much focused on serving young fathers and the kind of unique needs and experiences of young fathers.

Jaclyn Ruiz: So I know somebody on the chat just asked about the availability of this presentation and so the Power Point as well as the audio and transcript will be available on the OH website at a later date, and when we say later date, we just have to make sure that is (unintelligible) before we post it so that sometimes can take a week or two before we can post it on the OH website.

So (Mindy) and (Brandon), I have a question. Are there any - so I know that for this, these tools that you put together, you not only did a lot of research but you also spoke to a few people who were engaging with young fathers. Are there any best practices, and when I say best practices maybe anything that goes a little bit further than just the best practice but that has some evidence to support certain activities or programs that are working really well with young fathers? For example, I know I have a grantee that some of their sites use sort of fatherhood mentors but then they actually have a pilot program that they are implementing in a certain area where it is sort of a specifically tailored program with curriculum and everything for young fathers and I was wondering if you could speak anything to that?

Dr. Mindy Scott: Sure. As part of the development of the tools, we definitely focus on as much evidence as we could find through research and also program evaluations and common practices that had been evaluated to the extent possible. There is a

pretty limited set of programs that have been developed specifically for young fathers. There are more programs that are serving fathers in general and young fathers tend to be one of the populations being served.

But we did draw as much as we could on evaluated programs and what was working best and most successful in evaluated programs and also programs that really were focusing their efforts on young fathers and using strategies that were very particular to young fathers. So I think that's the goal to really think about having a program and implementing components that have been developed specifically for young fathers or sort of tailored for young fathers and to the extent possible tested and validated with young fathers.

Dr. Brandon Stratford: Yes I would just say that I think it's important as (Mindy) said, sometimes people might take a parenting program that tends to be implemented with young mothers and just try and get a group of young fathers and I think that that's something that you really need to make sure that when you're doing a program it is tailored to what young fathers are looking for and that it's really - I heard from a lot of folks that we spoke to that it's important to really link to resources, to really be that person who they feel they can trust to help them find things that are really relevant to their own goals and what they are wanting to achieve.

And when they you know, feel that connection and that trust then it's easier to go into some of the other content areas that we would like to go into but may not be on the top, the priority list for some young fathers because they do have so many kind of pressures and challenges that they are facing. So, you know, really being aware of what their needs are and being respectful of going to that place where they are and trying to help connect them to the you know relevant things for their particular needs will help them to see you as a resource and with our own agenda sometimes can cause problems.

Jaclyn Ruiz: Well thank you (Brandon) and (Mindy). We are past the hour so I want to be respectful of everybody's time. Thank you so much. I'm really hoping that the silence is that you guys are in deep thought about this topic and when we get together at the PAF conference later on next month, they'll be wonderful engaging conversation about how you engage, recruit and retain young fathers. So I just want to thank (Mindy) and (Brandon) one more time and thank you all for joining us and have a great day.

Coordinator: This does conclude today's conference. All parties may disconnect at this time.

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