

Milwaukee Fatherhood Initiative (MFI)

Milwaukee Black Male Achievement Advisory Council

August 27, 2014



The Fatherless Home

- o Father absence is an epidemic affecting families from all walks of life and income levels.
- o The problem is most acute in the African American community. **Nearly 2 in 3 African-American children and 1 in 3 are Hispanic children live apart from their fathers compared to 1 in 4 white children.**
- o **The problem of father absence puts African American and other men and boys of color at a significant social, educational and economic disadvantage compared to their peers.** It is strongly linked to:
 - Poverty
 - Teen pregnancy
 - Juvenile delinquency and incarceration
 - Wisconsin has highest black male incarceration rate in nation***
 - Low educational attainment
 - Unemployment
 - 44.7% of metro area working age black males and 65% of working age Hispanic males were employed in the 2010 Census compared to 75% of white males***
 - Other social problems

Milwaukee Fatherhood Initiative (MFI)

- o The Milwaukee Fatherhood Initiative (MFI) evolved from a two-day training session in October 2005 led by the National Fatherhood Initiative at the request of Mayor Tom Barrett. More than 25 community leaders participated.
- o Out of the planning session, a subcommittee emerged with charge of convening a citywide Fatherhood Summit in the fall of 2006. The inaugural Milwaukee Fatherhood Summit was held in October of that year with over 1,200 men attending.
- o Due to overwhelming response, the Mayor and the planning team formalized the MFI, including hiring a full-time director.



***“Father involvement not only helps children and families, it strengthens the entire city.”
~ Mayor Tom Barrett***

Milwaukee Fatherhood Initiative (MFI) Annual Fatherhood Summit

- o The Milwaukee Fatherhood Summit is the largest annual gathering of men in the state - drawing an average of 1,000 men a year.
- o Since the 2006 inaugural summit, the MFI has connected over 9,000 men to education, employment, child support, driver's license recovery, health and other services free of cost.
- o **Over 95% of men served by the MFI at annual summits and year-round have been African-American males.**
- o This year's 9th annual Fatherhood Summit: ***The Pursuit of Opportunity through Healing and Change*** will take place Friday, October 31– Saturday, November 1, 2014 at Destiny Youth Plaza (76th Street and Good Hope Road).

Please spread the word!

2013 Milwaukee Fatherhood Summit Outcomes

- ❑ **Attendance**
902 - Participants

- ❑ **Health**
471 - Received information on Affordable Care Act (ACA) enrollment.
245 - Blood Pressure Screenings
90 - Body Mass Index Screenings
29 - Received info on cigarette smoking effects, and counseled around desire to quit
28 - Mental health screenings
23 - HIV/STD tests

- ❑ **Driver's License Recovery**
138 - Received assistance (125-in person; 13 by phone after event)

- ❑ **Child Support Assistance** – 17 staff assisted
375 - Men Served (261 met qualifying state debt standards)
\$670,903.37 - Total amount of forgiveness

Thanks to the Milwaukee Fatherhood Initiative, I was able to get help with my child support issues and was accepted into the Milwaukee County's Pathways to Responsible Fatherhood Transitional Jobs Program. Thank God for the MFI. ~ Charles Hollins

Milwaukee Fatherhood Initiative (MFI)

Key Programs and Services

- ❑ **Check Yourself – 100% of men served through this new effort launched by MFI and Clean Slate Milwaukee have been African American males**
- ✓ Check Yourself events offer resources to reduce barriers to employment and promote personal responsibility. Services offered:
 - Child Support
 - Child Custody
 - Driver's License Recovery
 - Expungement
 - Financial Literary
- ✓ Two Check Yourself events were held in March and June 2014 at the Parklawn YMCA (a Housing Authority City of Milwaukee site).
- ✓ **The next Check Yourself event is scheduled on September 6, 2014 at Hillside Family Resource Center (another Housing Authority City of Milwaukee site).**

Please spread the word!

Milwaukee Fatherhood Initiative (MFI)

Key Programs and Services (Continued)

❑ **Child Support 101 – 2500+ served**

Collaborative effort between the MFI and Milwaukee County Child Support Services. Over \$6 million in child support interest debt owed to the State of Wisconsin reduced for fathers while encouraging responsible fatherhood through workshops.

❑ **Driver's License Recovery – 2000+ served**

Collaborative effort between the MFI and Center for Driver's License Recovery and Employability. The program has helped to restore driving privileges and improve the employability of thousands of dads.

❑ **Annual Daddy Daughter Dance – 2400+ served**

Collaborative effort between the MFI, Milwaukee Public Schools and Social Development Commission. These events allow fathers to see an example of how their daughters should be treated and form firm and lasting impressions about their ideal mate. They are planned in February around Valentine's Day.



Milwaukee Fatherhood Initiative (MFI) Key Programs and Services (Continued)

❑ **To Be or Not to Be (A Father Now) Dialogues – 300+ served**

These candid talks address pregnancy prevention from the male perspective. They involve biological fathers and young men who are not fathers ages of 17-30. These dialogues have encouraged non-parents to delay fatherhood while encouraging those with children to delay having more children until they are socially, emotionally and financially ready.

❑ **Annual Milwaukee Brewers Outing – 100+ served**

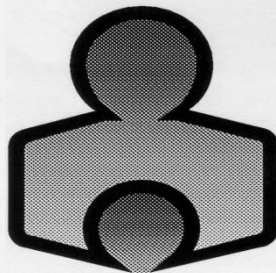
These events are sponsored by the MFI and Milwaukee Brewers. They allow fathers and their children to attend home games and road trips. These outings have created special bonding experiences and memories for fathers and their children.



Milwaukee Fatherhood Initiative (MFI) Key Programs and Services (Continued)

▣ The Nurturing Fathers Program (NFP)

- NFP is an evidence-based MFI program designed to teach fathers effective skills for healthy family relationships and child development. The curriculum has been used by thousands of men and many organizations worldwide.
- NFP is included in National Register of Evidence-based Programs and Practices (NREPP).
- NFP is recognized by the Substance Abuse and Mental Health Services Administration (SAMHSA) – a U.S. Department of Health and Human Services agency.



Nurturing Fathers Program (NFP) Course Outline

During the 13-week course and each 2 ½ hour weekly class, participants are trained by MFI staff to become better dads. Intrinsic motivation, positive reinforcement and self-esteem are fostered through the NFP.

Week 1: The Roots of Fathering

Week 2: Self-Nurturing Skills I--Fathering "The Little Boy Within"

Week 3: Self-Nurturing Skills II--The Power to Meet My Own Needs

Week 4: The World of Feelings and Male Nurture

Week 5: The Power to Nurture--Fathering without Violence or Fear

Week 6: Overcoming Barriers to Nurturing Fathering--Anger, Alcohol/Other Substances & Stress

Week 7: Discipline and Fun & Games

Week 8: Play Shop--Fun & Games for Fathers and Their Children

Week 9: Nurturing Relationships I--Fathering Sons/Fathering Daughters

Week 10: Nurturing Relationships II--Teamwork Between Father and Spouse/Co-Parent

Week 11: A Time and Place for Fathering

Week 12: Healing the Father Wound

Week 13: Graduation Ceremony and Closing Activities

Nurturing Fathers Program (NFP)

Past Workshops

- ❑ NFP workshops are facilitated by MFI staff in the broader community and at prison sites. Average class size is 15-25 men. Past workshops have been conducted at:
 - **Milwaukee Secure Detention Facility** – MFI provided training for two cohorts of inmates – one in 2012 and another in 2013. Nearly all graduated.
 - **La Luz Del Mundo Family Services (LLDMFS)** – LLDMFS is the MFI's south side satellite office and is located near Cesar Chavez Drive and Greenfield Avenue. The main office is housed within Housing Authority of City of Milwaukee on Lisbon Avenue (north side). MFI provides training to men referred by courts. Two cohorts trained in 2013 and 2014 respectively. Nearly all graduated in 2013. The 2014 class on track.
 - **City of Racine** – MFI trained team of community leaders, including YMCA employees, to be NFP facilitators in 2007. Nearly all completed the training, and NFP programs are offered in the community.
 - **Children's Outing Association (COA)** – MFI staff conducted training at the COA (a key partner) in 2006 for local area men. Nearly all completed program.

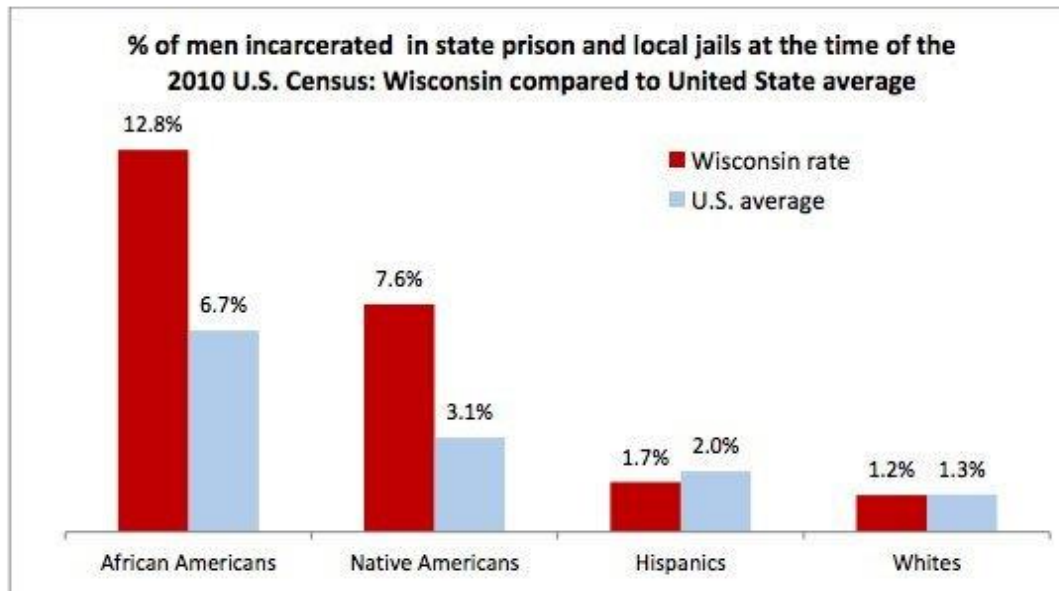
Nurturing Fathers Program (NFP) Program Ramp Up

- o MFI has entered into agreement with program author, Mark Perlman, to be statewide training entity on NFP and will ramp up the program in the broader community and at correctional sites.
- o MFI will sponsor free 2 day NFP facilitator training session at Milwaukee Area Workforce Investment Board (a key partner) September 24-25, 2014. Cohort will include fatherhood service providers who are part of Lifecourse Initiative for Healthy Families (LIHF) - created by Wisconsin Partnership Program at University of Wisconsin School of Medicine and Public Health. MFI will offer 4-6 slots to State of Wisconsin Department of Corrections - Division of Community Corrections in recognition that evidence-based practices produce better outcomes in the criminal justice system.
- o MFI staff will travel to Florida October 21-24, 2014 to receive “Consultant-Facilitator” and “Master” level training. After completing the training, they will be empowered to train others to become NFP facilitators in 2015 and beyond.
- o Training will be led by Perlman. He is a Florida Supreme Court certified family mediator with 35+ years of experience working with children, parents and families.

Importance of Concentrating NFP Efforts on African American Males Impacted by Criminal Justice System

2010 Census Data

- 12.8% (1 in 8) of African American working age men in Wisconsin behind bars.
- Incarceration rates for African Americans nearly double national average of 6.7% (1 in 15).



Source: Wisconsin's Mass Incarceration African American Males: Workforce Challenges 2013, University of Wisconsin-Milwaukee, Employment and Training Institute

Rising Incarceration Rates African American Males Milwaukee County

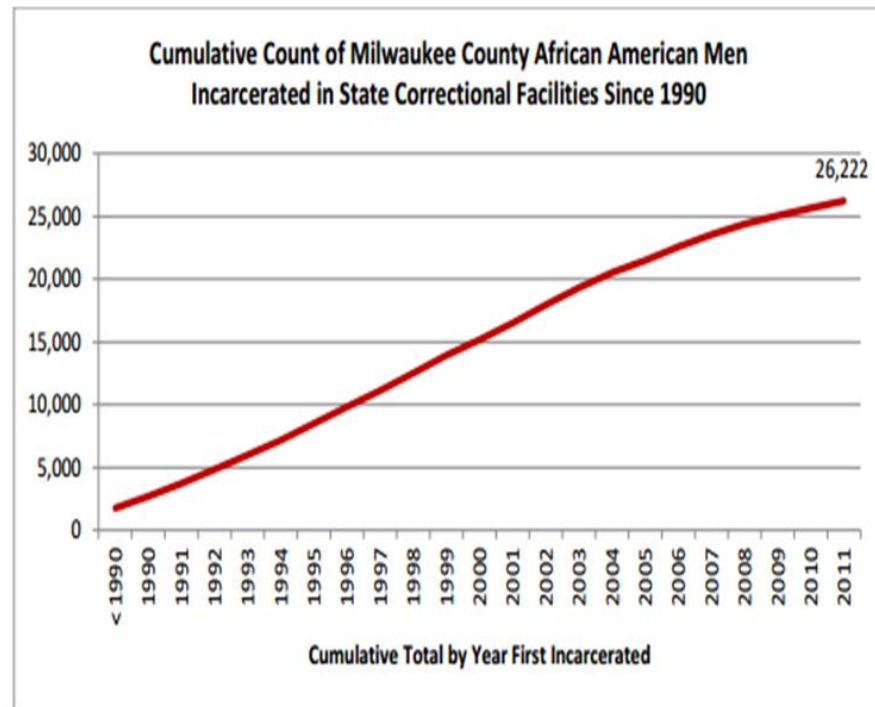


- o Incarceration rates are at epidemic levels for African American males in Milwaukee County.
- o Over ½ of African American men in their 30s and half in their 40s have been incarcerated in state correctional facilities.
- o Approximately 17,000 men in Milwaukee County are on probation or parole, most are African American and reside in the city of Milwaukee.

Source: Wisconsin's Mass Incarceration of African American Males: Workforce Challenges 2013, University of Wisconsin Milwaukee, Employment and Training Institute and State of Wisconsin Department of Corrections

Black Male Incarceration

Critical Need to Reverse Negative Indicators



Source: Wisconsin's Mass Incarceration African American Males: Workforce Challenges 2013, University of Wisconsin-Milwaukee, Employment and Training Institute

Black Male Recidivism Rates Positive Indicators

- o There is positive news to report on the recidivism front.
- o Recidivism rates for African American males have decreased over the past 5 years in Milwaukee County and continue to decline.
- o Progress can be attributed to factors including evidenced-based practices.

Source: State of Wisconsin Department of Corrections

The NFP holds the promise of building on the momentum!

Demonstrated Success – Dennis’ Story



*Participated in NFP and graduated in 2006

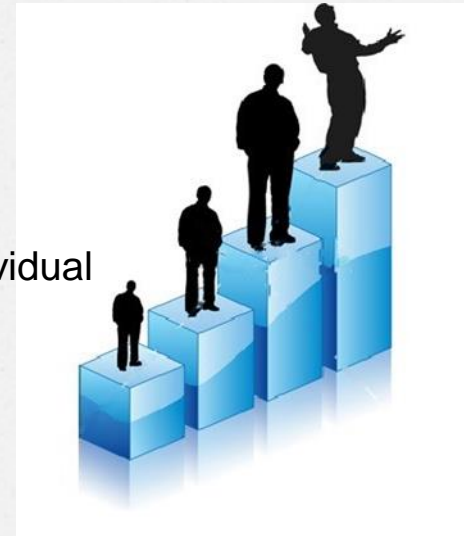
*Today, certified NFP facilitator

*Hired to be MFI Outreach Coordinator in 2011

NFP Program Ramp Up Measuring Success

MFI will measure program success by:

- o Pre-test - Personal Assessment
- o Post-Test – Assess how program changed individual
- o Participant attendance rates
- o Program completion rates
- o Number of men connected to other MFI services including child support, driver's license recovery and other barriers that stand in way of responsible fatherhood



10 Most Important Things for Being a Great Dad

1. Show up/Be there
2. Support and Respect Your Child's Mother
3. Listen
4. Discipline with love
5. Be a role model – teach by example
6. Know and be known to people in your child's world
7. Play and read with your child
8. Show affection – let them know you love them
9. Teamwork – take an active role
10. Keep a sense of humor

***“Of all the titles that I've been privileged to have,
the title of 'dad' has always been the best.”***

~ Ken Norton

Milwaukee Fatherhood Initiative (MFI) Legacy Supporters



- o MFI legacy supporters include:
 - * City of Milwaukee
 - * County of Milwaukee
 - * Black Health Coalition of Wisconsin
 - * Housing Authority of the City of Milwaukee
 - * Greater Milwaukee Foundation
 - * Lynde and Harry Bradley Foundation
 - * United Way of Greater Milwaukee
 - * Diverse coalition of dozens more individuals and business, faith-based and community-based organizations

Milwaukee Fatherhood Initiative (MFI)

Partners and Supporters

The Milwaukee Fatherhood Initiative (MFI) is a collaborative effort involving dozens of supporters and partners that touch every sector, far to many to name. They include (but are not limited to):

Business and Philanthropic Partners

Cousin's Subs, Forest County Potawatomi Bingo Foundation, Greater Milwaukee Foundation, Harley Davidson USA, Helen Bader Foundation, Johnson Controls Inc., Lena's Foods, Levy Foods, Marcus Corporation, Milwaukee Brewers, Milwaukee Bucks, Northwestern Mutual Foundation, Quarles and Brady, WE Energies

Health

Aurora Family Services, City of Milwaukee Health Department, Columbia St. Mary's Parenting Network, Wheaton Franciscan Health Care, State of Wisconsin Department of Health and Family Services, Wisconsin Donor Network

Education and Workforce Development

Milwaukee Public Schools, Milwaukee Area Technical College, Maximus, Milwaukee Area Workforce Investment Board, State of Wisconsin Department of Workforce Development, UMOS

Government and Legal

City of Milwaukee, County of Milwaukee, Justice 2000, Wisconsin Community Services – Center for Driver's License Recovery and Employability, U. S. Probation Office

Faith- Based and Community-Based Organizations

Christian Faith Fellowship Church, Milwaukee Urban League, New Concept Self-Development Center, New Hope Project, Project Return, Rosalie Manor, Running Rebels, Salvation Army of Greater Milwaukee, St. Charles Youth and Family Services, Social Development Commission, United Way, St. Vincent Family Resource Center, YMCA of Greater Milwaukee, YWCA of Greater Milwaukee