



Organizational Self-Assessment of Father Friendly Services

Date: _____

Name(s): _____ Job Title: _____

Agency or Program: _____

The Alameda County Fathers Corps (ACFC), established in 2013, is a collaborative effort of First 5 Alameda County, Alameda County Health Care Services Agency, and Alameda County Social Services Agency. The ACFC advocates for family service providers to provide father-friendly services to fathers and father-figures.

The [ACFC Father Friendly Principles](#) were adopted by the Alameda County Board of Supervisors in February 2015. This self-assessment tool is aligned with the principles and will help your agency assess its father friendliness and serve as a guide to integrating the Father Friendly Principles into the delivery of services to families.

Below are a number of statements that describe father-friendly practices. Rate your agency or program on each item, using the scale provided. Please try to provide an accurate description of current practices in your agency, rather than an idealized picture of what you think should happen. Try to answer all questions, even if you are not certain of your answer.

Include Needs of Fathers	Not Applicable (N/A)	Haven't thought about this or don't know	Started to think about this, but haven't made progress	Made good efforts, but have work to do	Efforts have been successful/ Ongoing progress expected
	0	1	2	3	4
1. All family services include a father-specific component.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Parenting groups have been designed with both mothers' and fathers' issues in mind.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Program hours accommodate the time constraints of working fathers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Organization's mission, vision, and/or value statements explicitly state the importance of including fathers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Provide Father-Friendly Services	Not Applicable (N/A)	Haven't thought about this or don't know	Started to think about this, but haven't made progress	Made good efforts, but have work to do	Efforts have been successful/ Ongoing progress expected
	0	1	2	3	4
5. Funding for serving fathers is consistent and ongoing.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Work with mothers includes a focus on working cooperatively with fathers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. When the relationship between parents is fractured, efforts are still made to work cooperatively with both parents (except in domestic violence and abusive or neglectful situations).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Services for fathers utilize a balanced approach that focuses on assets fathers bring as well as any challenges fathers may face.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Efforts are made to interact with fathers who accompany mothers to the program even when they tend to hang back.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Portray Positive Father Images	Not Applicable (N/A)	Haven't thought about this or don't know	Started to think about this, but haven't made progress	Made good efforts, but have work to do	Efforts have been successful/ Ongoing progress expected
	0	1	2	3	4
10. The physical environment has a general feel that is inviting to men/fathers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Books, journals, articles, videos, and other materials directed towards fathers are available to look at or borrow.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Create Positions that Serve Fathers	Not Applicable (N/A)	Haven't thought about this or don't know	Started to think about this, but haven't made progress	Made good efforts, but have work to do	Efforts have been successful/ Ongoing progress expected
	0	1	2	3	4
12. Male staff are in place at all levels of leadership, program design, program delivery and recruitment of clients and staff.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Male staff feel comfortable, valued and respected within the agency.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. Fathers who have completed programs are asked to work as mentors, recruiters, group facilitators, and so forth.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Train Staff on Fatherhood Issues	Not Applicable (N/A)	Haven't thought about this or don't know	Started to think about this, but haven't made progress	Made good efforts, but have work to do	Efforts have been successful/ Ongoing progress expected
	0	1	2	3	4
15. Periodic staff development is provided to train new personnel on engaging fathers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. Staff members are aware of, sensitive to and constructively responsive to issues faced by fathers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. Female staff are comfortable and skillful in working with fathers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18. Staff recognize and respect father-mother differences in parenting styles.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19. Your organization has participated in an Alameda County Fathers Corps Father-Friendly Principles training.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20. Alameda County Father-Friendly Principles have been formally adopted by your agency.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Train Staff on Fatherhood Issues	Not Applicable (N/A)	Haven't thought about this or don't know	Started to think about this, but haven't made progress	Made good efforts, but have work to do	Efforts have been successful/ Ongoing progress expected
	0	1	2	3	4
21. Information about community services for fathers (manhood development, housing assistance, legal assistance, education and employment assistance, mental health, substance abuse, and D.V. programs) has been collected and relationships have been forged with key people in these agencies so staff can make referrals and effectively support fathers and father-figures.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Expect Father Participation	Not Applicable (N/A)	Haven't thought about this or don't know	Started to think about this, but haven't made progress	Made good efforts, but have work to do	Efforts have been successful/ Ongoing progress expected
	0	1	2	3	4
22. Contact information is routinely collected from both parents.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
23. The message is stressed to fathers that their role as active parents is critical to their children's development.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
24. Intake and other data collection methods are standardized for both parents rather than just modified from the forms for mothers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Design Programs for Fathers	Not Applicable (N/A)	Haven't thought about this or don't know	Started to think about this, but haven't made progress	Made good efforts, but have work to do	Efforts have been successful/ Ongoing progress expected
	0	1	2	3	4
25. The organization is recognized by community partners as a resource for fathers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
26. Parenting groups have been designed with the needs of fathers in mind.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
27. Father specific data are used when designing and/or making program decisions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments:

Now that you have completed the assessment, please consider your responses to the statements above and identify areas where changes can be and/or should be made. Under each of the categories below, take time to pinpoint two or more short-term steps and two or more long-term steps your agency can take towards becoming more father-friendly.

Include the Needs of Fathers

Short-term action steps:

- 1. _____
- 2. _____

Long-term action steps:

- 1. _____
- 2. _____

Provide Father-Friendly Services

Short-term action steps:

- 1. _____
- 2. _____

Long-term action steps:

- 1. _____
- 2. _____

Portray Positive Father Images

Short-term action steps:

- 1. _____
- 2. _____

Long-term action steps:

- 1. _____
- 2. _____

Create Positions that Service Fathers

Short-term action steps:

- 1. _____
- 2. _____

Long-term action steps:

- 1. _____
- 2. _____

Train Staff on Fatherhood Issues

Short-term action steps:

1. _____
2. _____

Long-term action steps:

1. _____
2. _____

Expect Father Participation

Short-term action steps:

1. _____
2. _____

Long-term action steps:

1. _____
2. _____

Design Programs for Fathers

Short-term action steps:

1. _____
2. _____

Long-term action steps:

1. _____
2. _____