



Chief Executive Office.

COUNTY OF LOS ANGELES

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March 6, 2024

To: Supervisor Lindsey P. Horvath, Chair
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From: Fesia A. Davenport FAD
Chief Executive Officer FAD (Mar 6, 2024 10:35 PST)

PROCLAIM JUNE 2023 AS FATHERHOOD WELL-BEING MONTH IN LOS ANGELES COUNTY (ITEM NO. 19, AGENDA OF JUNE 27, 2023)

On June 27, 2023, the Board of Supervisors (Board) adopted a motion (Motion) directing the Chief Executive Officer to report back to the Board identifying service gaps and recommendations to improve public social service access for fathers. The Motion further directed the Chief Executive Office (CEO) to convene community stakeholders and relevant County departments, including the Departments of Public Social Services (DPSS), Child Support Services (CSSD), Public Health (DPH), Mental Health (DMH), Children and Family Services (DCFS), Economic Opportunity (DEO), and the Anti-Racism, Diversity, & Inclusion (ARDI) Initiative to discuss ways in which the County can better serve fathers to access public benefits and remain involved in their children's lives.

Overview

In September 2023, the CEO convened a Fatherhood Workgroup (Workgroup) comprised of representatives from the County departments outlined in the Motion, ARDI, Office of the Public Defender (OPD), CEO's Homeless Initiative, Department of Youth Development (DYD), and Children's Institute, Inc. (CII). CII was added to the Workgroup due to its subject matter expertise and as a community partner that helped to inform the development of the Motion.



"To Enrich Lives Through Effective And Caring Service"

From October 2023, through January 2024, the Workgroup met monthly to develop a baseline inventory of County services (Attachment I) and community-based partnerships (Attachment II), including a partial list of organizations provided by CII focusing on fathers¹. The Workgroup also co-created and implemented three 90-minute Listening and Working Sessions (Sessions) held in November 2023 and January 2024. The Working Sessions were held to review the feedback received from fathers and the initial responses of departments.

Highlights of County services/County-Community partnerships directed at fathers:
County departments were surveyed to identify services and resources targeting fathers and their needs. Below are a few takeaways.

- **Only DCFS and DMH reported having services or initiatives directly targeting fathers.**
- **DCFS and DMH both identified the need to recruit and hire more staff (specifically men) of color** so that African American and Latino fathers can receive culturally responsive services from workers that look and are from the same cultural background as the fathers served.
- **Five County departments (CSSD, DCFS, DEO, DMH, and DYD)** stated that they belonged to seven father-engaging community partnerships.
- **Partnerships ranged from collaborations with the City of Long Beach, America's Job Centers of California, and CBOs.** Collectively, services included providing supports to formerly incarcerated fathers/young men and youth in the Juvenile Justice system; case management, employment services, parenting classes/training; and advocating/liaising with DCFS/Family Court and the Department of Justice.
- **Service gaps identified by departments include** not having enough departments participating in fatherhood partnerships to comprehensively meet the needs of fathers; limited-service delivery due to data sharing restrictions; and a lack of programming tailored to address the needs of fathers.

Overview of Sessions

In total, 136 fathers, community partners, County and CII staff attended the Sessions. On average, nearly half of all attendees were community members/partners and many were persons of color. Assemblymember Gipson, author of HR 36, provided remarks at the Working Session.

Session highlights, County responses and CII recommendations

Fathers identified over 60 issues/challenges related to accessing County services, including others that fell outside of the County's purview (e.g., state laws/regulations). Issues raised, including brief corresponding descriptions, were organized into 15 thematic categories (e.g., Advocacy/Mediation). The issues gathered, along with the County's 80 responses, are detailed in Attachment III. Additionally, a high-level summary of

¹ For the purposes of inclusivity, the Workgroup defines fathers to include "men, fathers and father figures."

27 County responses and eight CII recommendations are outlined in Exhibit A. Below are a few highlights of the County's responses and the type of issues raised by fathers.

- CSSD and OPD to provide community-based child support and expungement clinics.
- CSSD to enter into a Memorandum of Understanding with CII, father-serving agencies, and County departments to coordinate community-based service delivery.
- DCFS to engage judges/attorneys regarding systemic bias against fathers via "brown bag" lunches addressing racial equity, disproportionality, and disparity.
- DCFS to hire/assign one Parents in Partnership team member to every regional office to help fathers navigate the agency.
- DEO/DMH to identify community agencies to co-host mental health services and male-centered support groups.
- DPSS to partner with CII and CBOs, to explore becoming DPSS Application Assistants.

Conclusion

The challenges raised by fathers speak to stressors related to: 1) not knowing what father-centered County services exist, where to find them, or how to navigate them; 2) services that do exist are not well-coordinated, nor delivered by men with lived experiences or from the same racial/cultural background as fathers; and 3) legal challenges and policies are allegedly biased against fathers, as in the case of child support, child welfare, and emergency housing for fathers with children.

Next Steps

Given the issues fathers raised, and the Board's direction to identify service gaps and recommendations for improving their access to services, the CEO recommends that fathers be added as a subpopulation to each of the County's prevention and promotion initiative's focus areas,² and that focus area subcommittees work to further guide the implementation of the County's recommendations, and explore options to ensure that fathers have efficient access to accurate information and essential resources needed.

Should you have any questions concerning this matter, please contact me or Carrie D. Miller, Branch Manager, Policy Implementation and Alignment, at (213) 262-7823 or cmiller@ceo.lacounty.gov.

FAD:JMN:CDM:CP:kdm

Attachments

c: Executive Office, Board of Supervisors
 County Counsel
 Child Support Services
 Children and Family Services
 Economic Opportunity
 Mental Health
 Public Defender
 Public Health
 Public Social Services
 Youth Development

² The three focus areas include: child welfare and family wellbeing, homelessness and housing, and behavioral health.

County Services Targeting Fathers

A survey was developed to capture County departments' services and resources targeting fathers¹ and their needs. Below is a high-level summary of some of the key takeaways from the survey and input from the Workgroup.

The results at-a-glance:

- 1. **Only two Workgroup member departments (DCFS and DMH) reported having services or initiatives for engaging fathers.** This apparent dearth in services is due mostly to departments offering services to the public-at-large, and not to fathers specifically.

The remaining “at-large” Workgroup departments are committed to establishing (CSSD, DPSS) or expanding initiatives (OPD) to reach out to fathers and increase access to services offered (see also Listening Session highlights below).

- 2. **Father engagement efforts consist of training staff to engage and advocate on behalf of fathers** (e.g., DCFS’s father engagement training for staff and cultural broker advocates) and **providing direct support to fathers suffering from mental health issues** (e.g., DMH’s father support and education groups across six of the eight Service Areas).
- 3. **DCFS and DMH identified the need for the County to fill staffing gaps with men of color** so that African American and Latino fathers can receive culturally competent services from workers that look and are from the same cultural background as the fathers being served. Specifically, DMH suggests increasing recruitment efforts at Historical Black Colleges and universities with large Latino and Asian-Pacific populations.

Generally, member departments recommended that the County offer the following services and supports to fathers whenever possible:

- 1. **Parenting education and support programs** that cater to fathers’ unique needs and challenges to help them develop their parenting skills.
- 2. **Launch public awareness campaigns** that promote the value of involved fatherhood and challenges stereotypes related to traditional gender roles.
- 3. **Offer mental health resources and supports for fathers** who may experience stress, anxiety, or depression related to parenting responsibilities.
- 4. **Develop social media messaging** to outreach to this population.
- 5. **Create a two-way warm hand-off referral process** with other agencies and include a listing of available services.
- 6. **Support community-based initiatives that engage fathers** in their children’s schools and activities.
- 7. **Continuously review and update laws and regulations** to address issues related to paternity, visitation rights, and parental responsibilities.
- 8. **Ensure that fathers are treated fairly and equally** in custody disputes and family court proceedings, considering their rights as parents.
- 9. **Assist fathers with re-obtaining their driver’s license** after it has been taken away due to child support related issues.

The table below contains the detailed responses that Workgroup members provided to the survey conducted.

¹ For the purposes of inclusivity, the Workgroup defines fathers to include “men, fathers and father figures.”

Inventory of County Provided Fatherhood Services

D e p t	Service/ Resource	Brief Description	How service helps fathers stay involved with their children	Services successful?	Funding used	Service gaps	Changes needed	How would changes be evaluated?	Other/ creative ideas
C S S D	Child support services	<p>CSSD services are provided to the public and are not specific to fathers or mothers.</p> <p>CSSD does partner with outside agencies, such as Friends Outside LA and the Fundamentals of Fatherhood program, to provide outreach and services specifically to men, fathers, and father figures.</p>							<p>Develop communication campaign specifically geared towards fathers.</p> <p>Partner with more agencies/departments serving fathers.</p>
D C F S	Training, Cultural Brokers, Eliminating Racial Disproportion ality and Disparity (ERDD)	<p>DCFS provides father engagement training to staff and has added this training as part of the new hire academy.</p> <p>Cultural brokers advocate for families/fathers, hold DCFS accountable to its values and ensures families/fathers understand the processes/system with which they have become involved.</p> <p>DCFS also has a Father Strong workgroup to help the entire Department better engage with fathers.</p>	<p>Help staff understand the issues and needs of fathers to open the door for better engagement. DCFS has increased release of children to more fathers (even though still a small number) than in previous years.</p> <p>DCFS is working to involve fathers in more case plans and encourages inclusion of paternal family as part of child's team.</p> <p>Additionally, outside/ community resource development is still a work in progress.</p>	<p>Yes. As part of a number of other strategies to reduce disproportionality and disparity for African American (AA) children, DCFS has been able to reduce the number of AA children coming into care by +25% in 8-10 offices over the last three years.</p> <p>These changes in practice have also led to other ethnic groups (Latino, Caucasian, and API) seeing reductions in entries of up to 5%.</p>	Father engagement training is part of DCFS's training plan and part of the academy contract.	<p>DCFS needs more countywide training and support groups specific to fathers and their needs.</p> <p>This will require additional funding resources.</p>	<p>DCFS is working on providing paid services that are court ordered for parents.</p> <p>DCFS is exploring what free or low-cost services are available, and options to pay for additional services and are also above, we are working to develop a countywide resource guide for services available to fathers.</p>	<p>Measure linkage to services and determine if these increased services lead to more fathers reunifying with or maintaining their households.</p>	

ATTACHMENT I

D e p t	Service/ Resource	Brief Description	How service helps fathers stay involved with their children	Services successful?	Funding used	Service gaps	Changes needed	How would changes be evaluated?	Other/ creative ideas
D M H	Father's support groups in six out of eight Service Areas	<p>DMH has Father's Support Groups in most Service Areas across the County.</p> <p>The aim of these groups is to provide:</p> <ul style="list-style-type: none"> Support and education to fathers, who may be suffering from MH issues. A safe environment for men to share and learn coping skills. <p>The groups work on topics like men health and wellbeing.</p>	By helping men work on strategies that improve coping skills, they are better prepared to stay engaged with their children and family.	<p>The success of the groups is measured by the number of attendance and their individual reports of improvement.</p> <p>Attendees, share specific incidents and how they were able to manage or react in a more appropriate manner due to the skills taught in the groups.</p>	Funding is from Mental Health Services Act - Prevention and early Intervention (MHSA PEI), some Medi-Cal billing when consumers are receiving on-going treatment from our Mental Health clinic.	Staffing gaps specifically for men of color, in addition the department has multiple pressing priorities that aren't always falling under this theme.	The County could provide a countywide initiative to bring on men of color in all departments. The fathers we are typically trying to serve don't often see clinician, and other county workers who look like them.	Looking at our County hiring policies and numbers, by reviewing the numbers with an equity lens we can see we don't have enough people of color working in these spaces.	Engage Historical Black Colleges and seek out universities with large Hispanic and Asian Pacific populations to attract people of color to work in this space within the County.
D P S S	Cash assistance, food assistance, and health care benefits to all whom meet criteria	<p>DPSS programs serve the public at-large. Although DPSS currently does not outreach or target men/fathers/father figures, DPSS does offer cash assistance, food assistance, and health care benefits to all whom meet the criteria.</p> <p>DPSS will explore developing targeted outreach strategies to men/fathers/father figures to increase access to our available services.</p> <p>The development of outreach efforts for the targeted population can be accomplished in the short-</p>						The success of the changes would be based on the increase in fathers applying for DPSS services and receiving benefits.	

ATTACHMENT I

D e p t	Service/ Resource	Brief Description	How service helps fathers stay involved with their children	Services successful?	Funding used	Service gaps	Changes needed	How would changes be evaluated?	Other/ creative ideas
		term and will remain in place on an ongoing basis to target men/father/father figures. This will also include working with community agencies and faith-based organizations who interact or service men/fathers/father figures to collaborate and disseminate information on DPSS services.							
P D	Criminal Record Expungement Assistance	The Office of the Public Defender offers services to the public-at-large and our services are not specific to fathers or mothers. Our Mobile Expungement Unit collaborates with numerous county departments and CBOs. We also attend a multitude of resource fairs and other community-based events to assist those in need of criminal record expungement assistance.			Homeless Initiative				

County-Community Fatherhood Partnerships

County departments were surveyed to identify father-serving partnerships that they belonged to that included community-based organizations (CBOs), other providers and stakeholders. The results of the survey are summarized in the table below. Additionally, a partial list of regional father-serving organizations was compiled by CII and can be found following the survey results.

Inventory of County-Community Fatherhood Partnerships

D e p t. t.	Partnership	Description	How services are accessed	How services help fathers stay involved	Are services successful?	County funds used?	Changes needed	How changes would be evaluated	Creative or “off-the-wall” ideas?
C S S D	Friends Outside in Los Angeles County (FOLA), Dads Back! Academy F.I.R.E/Dads Back! Academy partnership	The mission of Friends Outside in Los Angeles County (FOLA) is to assist children and families, prisoners, and former prisoners with the immediate and long-term effects of incarceration, and to act as a bridge between those we serve, the community at large, and the criminal justice system, thereby enhancing the character of justice.	The Dads Back! Academy provides comprehensive services to justice-involved fathers and father figures, including activities centered on Responsible Parenting, Healthy Marriages, Skills Building and an Economic Stability job preparation program for reentering fathers. CSSD provides information and assistance on child support to program participants.	The fathers receive instruction and support on parenting, healthy marriage, and economic stability; participate in case management sessions and support groups; receive assistance with child custody/child support challenges; receive services from linkage organizations; and get their basic needs met - all to help them get and/or stay involved in their children's lives.	Yes. Success is defined as demonstrating measurable outcomes, such as more interaction with their children, improved relationships with the co-parent, gainful employment, etc.	No. FOLA is funded through various means, including grants and donations.	Additional partnerships between FOLA and other County departments.	Measurement of success could be the number of fathers referred by County departments and the number of those that complete the program. They could also self-report levels of success or perceived improvement after completion of the program.	none
C S S D	City of Long Beach – Fundamentals of Fatherhood Partnership (FFP)	The FFP program works to improve father child bonding, co-parenting, economic stability, and mobility. It offers Life Coaching, the Nurturing Fathers parenting program in 10 weekly sessions and employment development to fathers and father figures.	FFP offers a free, 10-week program on parenting, as well as assistance with employment and case management services. FFP provides parenting classes, life coaching, career coaching through financial literacy workshops, job skills training and job placement, as well as linkages to resources. CSSD and FFP have partnered on a referral program, where child support services are provided to FFP participants.	Evidence-based Nurturing Fathers parenting classes help to improve healthy relationships, parenting, and communication. A Case Manager is assigned to work with the father on establishing goals and improving life skills to strengthen relationships. After completion of the program, FFP offers FAN (Fatherhood in Action Network) Groups where fathers gather in safe space to talk, get support, and stay connected.	When fathers complete the 10-week program, FFP holds a Rite of Passage ceremony to celebrate graduates and continues to provide support. One way that FFP defines success is the completion rate of the program and the continued participation in the Fatherhood Action Network. The partnership with CSSD is viewed as successful when CSSD is able to assist the FFP fathers with their	No. FFP is funded through the City, grants, and partnerships with nonprofit organizations.	Additional partnerships between FFP and other County departments.	Measurement of success could be the number of fathers referred by County departments and the number of those that complete the program. They could also self-report levels of success or perceived improvement after completion of the program.	None

ATTACHMENT II

D e p t.	Partnership	Description	How services are accessed	How services help fathers stay involved	Are services successful?	County funds used?	Changes needed	How changes would be evaluated	Creative or “off-the-wall” ideas?
					child support cases and concerns.				
C S S D	Families Uniting Families	<p>Their mission is to cultivate nurturing and knowledgeable families to protect and meaningfully enhance the welfare and stability of vulnerable children and their families.</p> <p>They achieve their mission, in part, by providing significant support and advocacy for all families through our Project Fatherhood (PF) program. They place a significant focus on fathers who are involved in the child welfare and criminal justice systems; however, they support mothers, and children as well</p>	Weekly positive parenting classes and processing groups (online and/or in person). One-on-one clinical case management and parent coaching. Financial planning, job development, and housing support. Legal assistance. Advocacy/ liaising with DCFS, Children’s and Family Court, and the Department of Justice (DOJ).	Their services are positively impacting families. Over the past 11 years, nearly all of their fathers and mothers (over 98%) that were involved in the child welfare system never had to re-engage with the system again. That means more than 1000 of LA County’s most vulnerable families have been successfully meeting their own basic and advanced needs.	They’ve helped over 1000 fathers, mothers, and caregivers realize their goals of leading high-performing families that are full of love and joy.	No.	<p>Additional partnerships between FP and other County departments</p> <p>Changes would be long-term and no or low cost.</p>	Measurement of success could be the number of fathers referred by County departments and the number of those that complete the program. They could also self-report levels of success or perceived improvement after completion of the program.	None
C S S D / D E O	America's Job Center of California (AJCC) Referral Program Persons Paying Support (PPS) Referral Program	While not limited to "fathers," approximately 94% of CSSD’s caseload are men/fathers. The Department of Economic Opportunity (DEO) and Child Support Services Department (CSSD) are in the process of collaborating to create a referral program to help remove barriers faced by PPS. Individuals in need of employment services will be referred to any of the AJCCs in the County	The AJCC Referral Program assists parents with child support obligations obtain permanent employment. Two important steps towards reaching this objective are to make parents aware of employment services available to them and helping them eliminate barriers to employment.	<p>Allows fathers to remain employed and pay child support owed.</p> <p>Additionally, there is evidence to demonstrate that non-custodial parents who pay child support are more likely to be involved with their children for the long-term.</p>	TBD. Success would be defined as parents being gainfully employed and supporting their children.	<p>There is no additional funding on the CSSD side (CSSD receives state and federal funding).</p> <p>DEO: No additional funding on the DEO side for PPS Referral Program.</p> <p>AJCCs use Workforce Innovation and</p>	<p>Services are limited/constricted by confidentiality/ data sharing.</p> <p>Changes to data sharing abilities between County departments would be helpful abilities.</p>	Changes could be evaluated for success by reviewing if there was an increase in services provided between "shared" customers.	N/A

ATTACHMENT II

D e p t.	Partnership	Description	How services are accessed	How services help fathers stay involved	Are services successful?	County funds used?	Changes needed	How changes would be evaluated	Creative or “off-the-wall” ideas?
						Opportunity Act (WIOA) funds for their services			
D C F S	Parenting/ support and focused training	<p>These programs and trainings provide education, data, and support to all of those who work with fathers and to fathers themselves in having a deeper understanding on how important it is for them to be involved in their child(ren)'s lives.</p> <p>The training component is intended to focus on improving father engagement efforts and practices while also identifying individual biases and systemic practices that may negatively impact the outcomes for fathers in the public child welfare system.</p>	Through community partnerships such as, Thriving Dads, Project Fatherhood and other father specific parenting and support programs.	They allow fathers to have a voice, connect with other fathers that are going through the same experience, and ultimately a support to fathers in the process of navigating the child welfare system.	Success is defined by those who complete the programs, offer additional support as fathers with lived experience/expertise to new fathers coming into the programs, and when family reunification is achieved and/or when a child(ren) are released to non-offending fathers.	<p>No.</p> <p>Some of these programs are free of charge and some are on a sliding scale.</p> <p>There is a need from some specific funding sources to expand free services to fathers and to include specific trainings to both internal and external stakeholders.</p>	<p>Service Gaps:</p> <p>Children’s court identify a PIP/Father champion to be co-located and to engage father’s early on and link them to services.</p> <p>Public Affairs needs to create a special bulletin/ social media outreach page for fathers like we do for LGBTQ population.</p> <p>Need to engage fathers who successfully reunified with their kids to provide video testimonials to share with the community/staff and identify father champions to serve as quasi fatherhood brokers (similar to cultural brokers).</p>	It should be evaluated by the fathers that are served through surveys, along with a quality assurance component, and success should be evaluated based upon evidence-based measures.	Fathers with lived experience should be compensated when they are involved in advocacy or support to other fathers that are involved with the public child welfare system.

ATTACHMENT II

D e p t.	Partnership	Description	How services are accessed	How services help fathers stay involved	Are services successful?	County funds used?	Changes needed	How changes would be evaluated	Creative or “off-the-wall” ideas?
							Policies to include program development and contracts specific to fathers, which should include providers that represent the fathers that are served throughout the public child welfare system and other systems like DMH.		
D Y D	DYD's Credible Messenger Program works with Anti-Recidivism Coalition (ARC) and Healing Dialogue in Action (HDA). Note: DMH is a key partner to DYD inside the juvenile facilities – collaboration often occurs through the MDT process, discharge	ARC and HDA are CBO's that largely service youth and young adults in the justice system as they reenter community. While their programming and activities are not solely for boys, over 95% of their participants are boys.	ARC and HDA provide a host of wrap around services to young men who have been justice-system involved. Those services include counseling, housing, employment assistance and civic organizing. Additionally, some of the young men involved in the programming are also parents. Additional programming is also provided to assist with parenting at a young age.	Both ARC and HDA provide travel assistance to youth in custody to ensure they maintain contact with their children and also provide counseling and parenting classes as part of their reentry programming.	DYD's partnership with ARC and HDA is relatively new and has not been fully assessed. Anecdotally, credible messengers and youth note the impact of the interaction and coaching and its positive impact on youth behavior and transformation. We believe all these efforts increase the likelihood that a father will remain out of the justice system and be in the best position to actively participate in the life of their child.	DYD contracts for credible messenger services. Contracts are in excess of \$2M annually and the funding source is AB109 and SB823.	N/A	N/A	DYD is very interested in being a part of the conversation to increase opportunities for fatherhood engagement.

ATTACHMENT II

D e p t.	Partnership	Description	How services are accessed	How services help fathers stay involved	Are services successful?	County funds used?	Changes needed	How changes would be evaluated	Creative or “off-the-wall” ideas?
	planning and by providing mental health resources.								
D P S S	No current partnerships for this pop.	The development of outreach efforts for the targeted population can be accomplished in the short-term and will remain in place on an ongoing basis to target men/father/father figures. This will also include working with community agencies and faith-based organizations who interact or service men/fathers/father figures to collaborate and disseminate information on DPSS services.	N/A	N/A	N/A	N/A	N/A	N/A	

**A Partial List of Father Serving Organizations
In Los Angeles County**

Orgs with Fatherhod Programs	Website	Attended Sessions?	Notes
Black Infants and Families	https://www.blackinfantsandfamilies.org/fatherhood#info	N/A	County program
City of Long Beach - Fundamentals of Fatherhood Program	https://www.longbeach.gov/health/healthy-living/community/community-impact/strengthening-families/fundamentals-of-fatherhood-program/	Yes	
D.A.D. Project	https://www.dadproject.org/	N/A	
East Los Angeles Women's Center	https://www.elawc.org/male_engagement	No	
Eisner Health – Hundley Fatherhood Program	https://eisnerhealth.org/fatherhood-programs/	No	
Families Uniting Families	https://familiesunitingfamilies.org/project-fatherhood/	N/A	
First 5 CA	https://www.first5california.com/en-us/articles/fatherhood-the-importance-of-dads/	N/A	Serves parents generally
First 5 Los Angeles	https://www.first5la.org/article/resources-for-dads/	No	Includes several resources for fathers/links to fatherhood networks
Foothill Family Service, Parents Invested in Relationship Success (PAIRS)	https://www.foothillfamily.org/services/youth-family-services/pairs-program/	N/A	Serves parents, gender neutral
Friends Outside in Los Angeles County - Dads Back! Academy F.I.R.E.	https://www.friendsoutsidel.a.org/programs/dads-back-academy/	Yes	
Los Angeles Dependency Lawyers (LADL)	https://www.ladlinc.org/	Yes	Serves parents, gender neutral
National Responsible Fatherhood Clearinghouse*	https://fatherhood.gov/	N/A	*National organization
Para Los Ninos	https://paralosninos.org/2022/02/02/what-it-means-to-be-a-father-2/	Yes	Fatherhood workshops as of 2022
Volunteers of America of Los Angeles, Fatherhood FIRE	https://www.acf.hhs.gov/sites/default/files/documents/ofa/voa-la-508.pdf	No	

Los Angeles County Fatherhood Initiative
Listening Session Findings and Departments’ Responses

Problem Statement

Fatherhood well-being is critical to father involvement. Healthy fathers are a positive presence in their children’s lives. Data show that involved fathers lead to increased childhood outcomes, such as school performance, physical and emotional development, and engagement in positive social activities. Additionally, father involvement significantly supports the family, leading to healthier births, lower risk of postpartum depression, and reduced parenting stress. However, the disproportionate systemic inequities that fathers of color experience require meaningful and targeted interventions and investments. By taking immediate and long-term actions to improve fathers’ access to County services, the County can be a leader in this area and make a difference in the lives of fathers and their families.

Listening and Working Sessions Overview

In November 2023, CII hosted two 1.5-2-hour listening sessions—one at its community hub in Watts and one at its community hub in Echo Park/Historic Filipinotown. In those two sessions, attendees discussed challenges and solutions to improve fathers’ access to critical services. In January 2024, CII hosted one 1.5-hour Working Session at its community hub in Watts. In that session, attendees reviewed feedback collected in the first two Listening Sessions and further finalized the themes included in the report back to the Board. To ensure strong attendance, CII conducted outreach to fathers, father figures, community partners, and elected officials. This included emailing more than 20 organizations with fatherhood programs, as well as over 200 past and present Project Fatherhood participants.

CII staff hosted, co-organized, co-facilitated, and took notes of feedback received at all three sessions. After each session, CII staff compiled and organized notes by topic (for the Listening Sessions) or theme (Working Session) and shared them with the County. In collaboration with County staff CII developed a facilitation guide for each session. At the first Listening Session, participants self-selected into one of four focus groups: housing, child support, child welfare, and mental health/coping. Participants could stay in the group for the entire session or move to a different group at any time. Due to lower attendance at the second Listening Session (potentially affected by the 10-freeway closure), CII held one large group discussion on the same four topics as the first session. Questions in the first two sessions focused on activities or processes attendees thought the County should start, stop, or continue. As the Working Session was to focus on sharing themes from the previous two, CII developed and co-facilitated with CEO staff a presentation summarizing the findings. Attendees were asked how well the findings captured the conversation, and what areas the County should focus on addressing.

Attendees

In total, about 136 people attended at least one of three community convenings; several people attended multiple. Attendees included community members (many of whom were Project Fatherhood participants), community organizations serving fathers, representatives from several County departments, and CII staff members. Assemblymember Mike Gipson, author of HR 36, attended and provided remarks at the last session. On average, about 50 percent of attendees across all three sessions were community members or partners. CII did not collect demographic information from attendees at any session. However, as several attendees were Project Fatherhood participants, demographics largely reflect the demographics of the program. Anecdotally, fathers attending were African American and Latino fathers. Please refer to the table below to see attendees disaggregated by designation.

Session	Community Members & Partners	Elected Officials	County Staff	CII Staff	% of Attendees who are Community Members/ Partners	Total Attendees*
Listening Session #1	30	0	20	5	55%	55
Listening Session #2	13	0	18	9	33%	40
Working Session	24	1	10	6	59%	41
*Attendee count only include those who signed the sign-in sheet						136

Session findings, County responses and CII recommendations

Fathers identified over 60 issues/challenges related to accessing County services, including some issues falling outside of the County’s purview (e.g., State, or Federal laws and regulations). Issues raised, including brief corresponding descriptions, were organized into 15 thematic categories (e.g., Advocacy/Mediation, Implicit Bias against fathers), and further organized into short- (0-6 months), mid- (6-12 months) and long-term (1-2 years) categories. Additionally, Exhibit A, contains a high-level summary of key County responses and CII recommendations for addressing issues raised by fathers during the sessions.

The issues raised, along with the County’s 80 responses to each of the issues, are detailed below.

Listening Session Details and County Departments’ Responses and CII Recommendations

Categories	Issue/Description	Dept(s)	0-6 Mths	6-12 Mths	1-2 Yrs.	Dept. Rec.(s) Describe the proposed: policy, program, practice to address issue
Advocacy/ Mediation	1. Fathers need advocates to help mediate conversations/relationships with mothers.	DMH, DCFS, other?	X			<div>1. DMH:<div><div>a. DMH Child Welfare Division provides a “Engaging Fathers & Other Adult Males in the Therapeutic Process” training for both DMH and DMH contracted staff. The training originally was developed to target DMH and DMH contracted provider staff who are working with children and families involved in the child welfare system. DMH Child Welfare Division will conduct two trainings in March 2024. The dates are March 7th at 1-3:30 pm and March 13th 9 am -11:30 am. As a result of the increased demand to outreach and engage a wider net of men and fathers before they become involved in the child welfare and/or justice systems, DMH is in the process of expanding the availability of the trainings to include a recorded version so that staff in both the child and adult mental health systems can access the training. The recorded webinar will be available at the end of February. DMH will post it on the DMH website and continuously send the link to our providers.</div><div>b. DMH Outpatient Care Services established support groups for individuals who identify as men at the adult outpatient clinics in Service Areas, 2 (San Fernando Valley), 5 (West Los Angeles), and 7 (East Los Angeles) and have plans to expand throughout the County by April 1, 2024. The group facilitators have already been identified. The groups are in collaboration with the Patient Resource Centers and are facilitated by training clinical staff. Topics of discussion include:<div><div>i. Men’s Depression</div><div>ii. The Dangers of Isolation</div><div>iii. Grieving and Taking Loved Ones for Granted</div><div>iv. The importance of Men’s Groups for Men</div><div>v. Becoming a Man Without Having Had a Father</div><div>vi. Fear</div><div>vii. Fatherhood Support Group</div></div></div></div><div>2. DCFS:<div><div>a. Enhanced Parents in Partnership (PIP) program (hiring) – DCFS is in the process of hiring Parents with Lived Experiences to orient, support, and help navigate the DCFS agency.<div><div>i. Hiring is currently taking place and will be ongoing until all 20 Offices have at least one PIP assigned to them.</div><div>ii. 10 hired presently with remaining 9 to be hired by April 30, 2024.</div><div>iii. All to be onboarded by June 30, 2024.</div></div></div><div>b. Father Centered Services/classes – The Eliminating Racial Disproportionality and Disparity (ERDD) Advisory Workgroup – Father Engagement subcommittee is developing a plan for 2024 to expand the Men In Relationships Groups (MIRG).<div><div>i. Explore the expansion of MIRG groups to 3-5 additional office in 6-12 months.</div><div>ii. Train staff in various offices (1-3 months).</div></div></div></div></div></div>

Categories	Issue/Description	Dept(s)	0-6 Mths	6-12 Mths	1-2 Yrs.	Dept. Rec.(s) Describe the proposed: policy, program, practice to address issue
			X	X		<div>iii. Make virtual classes available to clients in other offices (1-3 months).</div> <div>c. Expand use of internal Father Strong Champions across DCFS Regional Offices (Father Strong Workgroup in collaboration with Regional Office Administration).<div><div>i. Establish list of office Champions (1-2 months).</div><div>ii. Develop list of services and supports and assistance champions can provide (by March 15, 2024).</div><div>iii. Develop universal referral forms to be utilized by all champions (2-4 months).</div><div>iv. Implement the above Countywide by September 30, 2024.</div></div></div> <div>3. CII Recommendation(s): County departments serving fathers should explore developing a cohesive partnership infrastructure with community-based organizations (CBOs) serving fathers to ensure 1:1 care coordination and supportive peer connections for fathers. This could include matching fathers with advocates (with lived experience) to provide education on how to access County services and understanding their parental rights (0-6 months)</div>
Advocacy/ Mediation	2. Need to educate moms on the importance of dads being part of their kid’s lives.	DCFS and DMH	X			<div>DCFS, in collaboration with DMH and Multidisciplinary Assessment Teams (MATs) will:</div> <div>a. Ensure the participation of fathers and other “father like” figures in the initial MAT Children and Family Team Meetings (CFTM).</div> <div>b. Re-engage office Management and Father Strong Champions in an effort ensure this process is taking place (1-2 Months).</div> <div>c. Develop a method of tracking participation of fathers in MAT CFTMs (1-2 months).</div> <div>d. Evaluate the need for potential new policy (4-6 months).</div> <div>e. Include information on the importance of fathers in the lives of children in the staff engagement phase of the MAT CFTMs (immediately).</div>
Advocacy/ Mediation	3. Mediation support: need to emphasis parents’ rights.	DMH, DCFS, other?	X			<div>1. DMH: As part of the Child and Family Team (CFT) Process, the mental health intake, and during case conferencing, parents are provided information about their parental rights as it related to mental health services for themselves and their children. (Ongoing)</div> <div>2. DCFS to reestablish PIPs at court to be available to parents daily. They will resume their presence in the lobby and provide assistance and information rights to mothers and fathers.<div><div>a. Continue with Hiring of all PIPs by April 30, 2024;</div><div>b. Onboard PIP at court by June 30th; and</div><div>c. Assess the need to develop PIP policy and or protocols.</div></div></div> <div>One of the tasks that PIPs perform is to inform parents of their rights (in court, access to court reports, visitation, etc).</div>

Categories	Issue/Description	Dept(s)	0-6 Mths	6-12 Mths	1-2 Yrs.	Dept. Rec.(s) Describe the proposed: policy, program, practice to address issue
Advocacy/ Mediation	4. Use 3rd parties (like CII and Project Fatherhood) as advocates for fathers (fathers sometimes feel more comfortable with CBOs/non-government agencies).	All	X			<div>1. DPSS:<div><div>a. Can provide the list of its existing CBOs who provide application assistance as well as advocacy for program benefits such as CalFresh, General Relief, and Medi-Cal.<div><div>i. The list of CBOs that are part of the application assisters is updated on a regular basis as soon as changes are reported (additions or deletions).</div><div>ii. DPSS will coordinate an effort to identify CBOs that work with fathers by partnering with CII and leveraging their expertise to identify CBOs that work with fathers and father figures. Also, DPSS will send an e-mail blast to our CBO partners to help identify other agencies that work with fathers and father figures. Moreover, we will provide the CBOs with a toolkit on how to become an application assister. (0-6 months)</div></div></div><div>b. Recommend all departments develop similar lists. Once departments identify CBOs, County can compile list into a Master Directory of agencies and types of services each department provides. Directory will then be made available to our Fatherhood population via a designated County webpage where various resources may be accessible.</div></div><div>2. CSSD can enter into an MOU with CII and/or other agencies that serve fathers and formalize existing relationships and partnerships, to address the child support needs identified by the agency/network and other County depts (e.g., DCFS, DEO, DMH, DPSS, PDO, others as needed) including:<div><div>a. staff and customer trainings</div><div>b. regular meetings to discuss service delivery and protocols</div><div>c. referrals to child support and other resources, and on-site and direct access to child support services.</div></div><div>Note: An MOU is required due to confidentiality and data/information being shared. Potential partners could also be suggested by the Board of Supervisors, to ensure resource and access equity among the five districts. Estimated implementation: 1-2 years.</div><div>3. CII Recommendation(s)<div><div>a. Reduce hiring barriers for fathers with lived experience to work in these advocate roles (1-2 years).</div></div></div></div></div>
Advocacy/ Mediation	5. Develop materials/offer classes related to educating/ protecting: Parental rights/ Co-parenting	DCFS		X		<div>DCFS: Update/Expand Father Resource Guide</div> <div>The Father Strong Workgroup in collaboration with the Good+Foundation to identify community-based programs and resources that offer classes related to parental rights and co-parenting (Thriving Dads, 24/7 dads and Nurturing Fathers) by July 1, 2024.</div> <div>Resource guide with the identified agencies to be created and distributed to DCFS Regional Offices by September 1, 2024</div>

Categories	Issue/Description	Dept(s)	0-6 Mths	6-12 Mths	1-2 Yrs.	Dept. Rec.(s) Describe the proposed: policy, program, practice to address issue
County-Community Partnerships	1. Need stronger collaboration between departments and community agencies.	CSSD, DCFS, DEO, DPSS	X	X	X	<p>1. DCFS:</p> <ul style="list-style-type: none">a. Continued participation in countywide ERDD Advisory Meeting.b. Develop/improve partnerships with other County Departments (DMH, Probation, DPSS, CSSD). <p>2. DPSS: Establish a CEO-led workgroup consisting of the departments involved in the Motion and subsequently added as a result of the Listening Sessions, and others yet to be identified that play a role in the well-being fathers. Members will consist of designated staff from selected County departments serving fathers to:</p> <ul style="list-style-type: none">a. Meet periodically to discuss updates, identify program/services Point of Contacts, best practices, and identify available programs and services related to this population. Create a scheduled calendar to convene one-stop shops to provide application assistance for services such DPSS services, expungements, child support inquiries, consumer rights, and any other resources available for fathers. During the session include a survey to gather fathers’ input on issues/services they would like to receive more information.b. Develop County Father Friendly Guidelines/Principles similar to those used in Alameda County and Long Beach for all father-serving departments to adopt. <p>3. CSSD commits to participating in the workgroup and partnerships detailed by DCFS and DPSS above. CSSD could join/participate within 0-6 months of implementation.</p> <p>4. DEO: America’s Job Centers of California (AJCCs) are contracted through organizations within the communities. DEO is currently going through the procurement process as part of the AJCC modernization efforts. Once completed, DEO can work with the AJCCs to better inform CBOs about the various departmental services available. This task would be linked through an “End to Start” to the recommendation of a resource packet of various County services offered by the County departments. Timeline: 1-2 years</p>
County-Community Partnerships	2. CBO-led programs are helpful to men while navigating the County system.	CII, DCFS, DPSS	X	X	X	<p>1. DPSS</p> <ul style="list-style-type: none">a. Can provide the list of its existing CBOs who provide application assistance as well as advocacy for program benefits such as CalFresh, General Relief, and Medi-Cal. CBOs can request similar list from other departments.b. Recommends increasing awareness of the opportunity for CBOs to become Application Assistors with a BenefitsCal (DPSS online application portal) CBO Account. <p>2. DCFS to support the proposed CII Fatherhood Advisory Council (see below) by having Father Strong Champions available to participate in meetings and provide information on DCFS programs, resources, and initiatives to support fathers.</p> <p>3. CII Recommendation(s): Over the next year, the County should explore establishing and convening a Fatherhood Advisory Council (“the Council”) composed of fathers, father figures, community leaders, CBOs, and County departments. The Council could advise the Board of Supervisors, County departments, the CEO’s Office, and other department leaders engaged in</p>

Categories	Issue/Description	Dept(s)	0-6 Mths	6-12 Mths	1-2 Yrs.	Dept. Rec.(s) Describe the proposed: policy, program, practice to address issue
						prevention and promotion work, on how to coordinate service delivery, have awareness of key opportunities and challenges affecting fathers and their children, and facilitating and championing County-community partnerships more effectively. The Council could convene quarterly. (6-12 months).
Courts	1. Court appearances are stressors/barriers to stable environment (dads need to maintain work, childcare, etc.)	CSSD, PD	X	X		<div>1. CSSD:<div><div>a. CSSD can provide remote appearance information verbally and in writing to fathers who have upcoming child support court dates at Mosk (the child support court) to help provide a less stressful option for participating in the court process and remove the barrier of having to attend in person, which may impact the father’s work, childcare, and other circumstances. This can be implemented in 0-6 months.</div><div>b. CSSD can also develop a communication campaign to educate fathers on the court process, so that they understand their rights and responsibilities in the process, taking away some of the stress of the “unknown.” and empowering fathers to be active participants in the process. This can include messaging on social media, the CSSD public website, texts, and emails. This can be implemented in 6-12 months.</div><div>c. CSSD commits to participating in Expungement Clinics organized by PD to provide on-site child support assistance to help remove child support as a barrier or perceived barrier to successful outcomes for justice-involved fathers. This can be implemented in 0-6 months of the PD’s implementation.</div></div></div> <div>2. PD: The Expungement Unit at the Public Defender’s Office completes in-person intakes at community outreach events and makes all court appearances for clients. Clients do not need to appear in court for expungement hearings. PD can collaborate with DCFS and CSSD to plan expungement clinics where we can assist fathers in navigating through the steps necessary to clear their criminal records. Our unit is mobile, so we have the ability to travel throughout LA County to assist fathers in their own communities. (6-12 months)</div>
Courts	2. Offer services to dads while at court – service access should not depend on having an open case (e.g., DCFS)	CSSD, DCFS others?	X	X		<div>1. DCFS to reestablish PIPs at court to be available to parents daily. They will resume their presence in the lobby and provide assistance and information rights to mothers and fathers.<div><div>a. Continue with Hiring of all PIPs by April 30, 2024</div><div>b. Onboard PIP at court by June 30th</div><div>c. Assess the need to develop PIP policy and or protocols</div></div></div> <div>2. CSSD staff on-site at Mosk can provide referrals, including to the Family Law Facilitator, AJCC referral program, homeless referral program, and others, and develop a resource sheet/guide to disseminate to fathers who are at Mosk for child support court hearings. This can be implemented in 6-12 months.</div>
Courts	3. Address bias [against dads and in favor of moms] in the court system. Stigma/bias in judges leads to not	DCFS, DPSS, others?	X			<div>1. DCFS:<div><div>a. Engage Judges and attorneys in an effort to address systemic bias against fathers.</div></div></div>

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	granting dads 50% custody of their children - anything less than 50% can mean that dads can't qualify for DPSS services.		X			<p>b. ERDD Steering Committee to continue with "Brown Bag" Lunches with Judges to address bias and racial equity including disproportionality and disparity (ongoing).</p> <p>2. DPSS will develop a factsheet which helps to clarify, in a simplified manner, for our Fatherhood population about DPSS programs and services available and explains eligibility requirements when custody is shared. 0 to 6 months goal</p>
Courts	4. Child Support Courts should enforce visitation/parenting time and parent resources.	CSSD, others?			X	CSSD: This would require legislative/regulation changes and/or the development of a separate County department, as per FC 17400, the local child support agency is not authorized to enforce visitation or custody/Parenting Time Orders (PTO). The County may wish to explore legislation action on this item.
CSSD	<p>1. Change child support policy to consider father's basic needs (shelter, utilities, food) when determining child support. For example:</p> <p>a. County should stop harassing men who don't have money/can't pay child support (just trying to survive) (phone calls/ etc.)</p> <p>For example, forcing child support that the fathers have no way of paying, creates a domino effect that impact fathers' ability to secure housing and stability. One dad shared a story about the impact of large/uncollectible child support debt and created economic hardships: he has a \$200K child support debt, in part because he didn't know that child support was required (didn't know about all of his kids). He experienced bank account seizure, couldn't get a passport.</p>	CSSD		X	X	<p>CSSD:</p> <p>a. CA child support guidelines are determined by the State Legislature and codified (FC 4050 et seq), so this would require legislative/regulation changes. The County may wish to explore legislation action on this item. Note, SB 343, which has already passed, will effect changes in this area to create more realistic orders.</p> <p>b. There is a Debt Reduction Program to help eligible dads reduce child support arrears that are owed to the government. CSSD can implement a communication campaign to spread awareness of this program, including messaging via social media, the CSSD public website, texts, and emails. This can be implemented in 6-12 months.</p>

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	b. Forcing dads to take on all debt including their partner’s child support debt.					
CSSD	2. Stop taking away driver's licenses due to child support orders [hamstrings dads’ ability to seek employment/stay employed and pay Child Support]. NOTE: SB1055 approved by the Governor implements January 1, 2025. Prevents DL suspension for those at or below 60 percent of the county’s median income.	CEO and CSSD	X		X	1. CSSD: SB1055 (effective 1/1/25) eliminates driver’s license suspension/revocation due to child support for most parents. 2. DEO is collaborating with CSSD on implementing a program that would direct impacted customers to the AJCC for state-issued driver, business and/or professional license conditionally released. The conditional release would be dependent on the customer’s enrollment to an AJCC program.
CSSD	3. Need to require that moms provide receipts on child support orders.	CSSD, State DCSS			X	CSSD: Family Code and case law prevent this (FC 4053, In re Marriage of Cryer, In re Marriage of Chandler, etc.). The County may wish to explore legislation action on this item.
CSSD	4. Child Support orders a. Need to be more transparent as to how they are determined. b. Make orders easier for dads to understand. c. Develop a process that includes the voices of fathers.	CSSD		X	X	CSSD: a. Can implement a communication campaign to help make order establishment and the court process easier to understand, however Judicial Council forms/standard orders must use court-approved language. Any changes to those would need to be approved at higher levels within the court. The CSSD communication plan would include messaging via social media, the CSSD public website, texts, and emails. This can be implemented in 6-12 months. b. CSSD can implement a standard process to solicit input from parents/fathers on the court process to help inform CSSD of their experience, which can be used to make changes for positive future outcomes. CSSD can develop a survey to parents/fathers to be disseminated/available via text, email, QR code, and paper. This can be implemented in 1-2 years.
DCFS	1. Need to better screen foster homes for children that enter care children are leaving their foster care homes and end up homeless.	DCFS				DCFS continues to utilize Enhanced Transition Planning for youth 16 and older to ensure housing plans to prevent homeless are in place and works with Support Housing Division (SHD) to develop more housing resources for Non-Minor Dependents.
DCFS	2. Social workers should not be allowed to speak directly to landlords [without dads being present]. This results in housing crises for fathers, forcing them	DCFS				DCFS will work to ensure proper engagement that is not punitive and is collaborative between all parties involved.

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	to leave their home without any resources [and becoming homeless?]					
DCFS	3. Must address DCFS workers’ retaliation against dads, which occurs whenever dads raise concerns about DCFS worker(s).	DCFS		X		1. DCFS Details <ul style="list-style-type: none">a. ERDD advisory workgroup – develop strategy to effectively engage regional offices regarding this matter.b. Change perception regarding fathers when it comes to self-advocacy.c. Utilize national data outlining the importance of fathers in the lives of children.d. Father Strong Leads to discuss with regional office management by June 30th, 2024.e. Ensure Regional Office Father Strong Champions are available to support colleagues and staff in the engagement of fathers (see above Father Strong Champion development) by September 30, 2024.
DCFS	4. Provide more services to help to keep families out of the child welfare system.	DCFS, DEO	X			1. DCFS: Conversations pertaining to primary prevention are ongoing and taking place with prevention and aftercare agencies and other community partners during regional community alliance meetings (Ongoing). 2. DEO: Share available employment and support services offered through the America’s Job Center of California (AJCC). Customers could be directed, as needed, to the AJCCs for enrollment to the programs.
DMH	1. Support access to consistent and stable mental health services.	DEO, DMH	X	X		1. DEO: Once procurement and onboarding of the new AJCCs is completed, DEO may be able to offer the AJCCs as possible locations for these sessions, as needed. 2. DMH <ul style="list-style-type: none">a. Initiate a countywide pilot program for the implementation of a male-focused support groups. DMH established men’s support groups at the adult outpatient clinics in Service Areas, 2 (San Fernando Valley), 5 (West Los Angeles), and 7 (East Los Angeles) and have plans to expand throughout the County by April 1st. Group facilitators have already been identified. The groups are in collaboration with the Patient Resource Centers and are facilitated by training clinical staff. Topics of discussion include but are not limited to:<ul style="list-style-type: none">i. Men’s Depressionii. The Dangers of Isolationiii. Grieving and Taking Loved Ones for Grantediv. The importance of Men’s Groups for Menv. Becoming a Man Without the Presence of a Fathervi. Fearvii. Fatherhood Support Groupb. Explore collaborating with other departments to build on existing media efforts/campaigns/slogans promoting “male mental health awareness”.
DMH	2. Provide community-based and community-hosted workshops on mental health/mental health services,	DMH		X		DMH: Identify community agencies to co-host male centered psychoeducational support groups that will encourage and promote increased access to formal mental health services.

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	using an “each one, reach one” approach.					<div>a. Communities targeted: African American/Latino/Indigenous/API males from across LA County. Areas with high population of the targeted group.</div> <div>b. Leveraging the existing resources from our CBOs that are already engaged with these populations and responding to their needs.</div> <div>c. Greater focus on issues related to identified cultures utilizing a phased approach.</div>
DMH	3. Engage youth in mental health services, for example school field trips to DMH.	DMH	X			<div>DMH:</div> <div>Engage youth through the Community Schools Initiative (CSI) and CalMHSA, the SBCAP team supports peer programs at high schools. These programs focus on providing participating students with proper tools, training, preparation and support necessary to deliver mental health-oriented presentations and activities for their classmates which encourages students to seek out mental health supports at their campuses. Some examples include the Youth Community Ambassador Network (YCAN) Program.</div> <div>Through YCAN, 78 high school students, across ten LAUSD schools, were trained as Youth Community Ambassadors to serve as peers and lay mental health access agents, navigators, and mobilizers within their school communities. YCAN peers deliver monthly mental health-oriented campaigns and activities within their respective high school sites.</div>
DMH	4. Healing Services/Coaching Supports: <div>a. Help dads deal with broken relations between father and mother/ and father and child.</div>	DMH, DCFS, CSSD, all?	<div>X</div> <div>X</div>		X	<div>1. CSSD can develop an internal process for staff to share resources/referrals to local agencies and other County departments, such as DMH, that assist fathers, as needed. This can be implemented in 1-2 years.</div> <div>2. DMH:<div>a. Child Welfare Division provides a “Engaging Fathers and Other Adult Males in the Therapeutic Process” training for both DMH and DMH contracted staff. The training originally was developed to target DMH and DMH contracted provider staff who are working with children and families involved in the child welfare system. The dates are March 7th at 1-3:30 pm and March 13th 9 am -11:30 am. As a result of the increased demand to outreach and engage a wider net of men and fathers before they become involved in the child welfare and/or justice systems, DMH is in the process of expanding the availability of the trainings to include a recorded version so that staff in both the child and adult mental health systems can access the training. The recorded webinar will be available at the end of February. DMH will post it on the DMH website and continuously send the link to our providers. (Ongoing)</div><div>b. DMH Mental Health service array includes, individual, group therapy, family therapy, rehabilitation therapy, case management, crisis intervention, psychiatry and medication support depending on the needs of the client. All services are individualized and tailored to the client’s needs. (Ongoing)</div></div>

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						<div><div>a. Men’s Depression</div><div>b. The Dangers of Isolation</div><div>c. Grieving and Taking Loved Ones for Granted</div><div>d. The importance of Men’s Groups for Men</div><div>e. Becoming a Man Without the Presence of a Father</div><div>f. Fear</div><div>g. Fatherhood Support Group</div></div>
DMH	1. Address long waits to access DMH services through Medi-Cal.	DMH				As a result of the pandemic, the demand for services has grown exponentially. In addition, there has been an exodus of clinicians across the country who have opted to work in the private practice sector providing telehealth services instead of public mental health. In response, DMH launched a campaign to hire staff and expanded opportunities for staff to work in alternate locations including telehealth opportunities. DMH has re-evaluated workflows to increase access to services, pivoted to maximize staffing patterns and continually re-evaluates priorities to ensure that clients with the highest needs are seen first. DMH worked closely with our contracted providers to develop strategies to increase capacity across the County. We also implemented the state screening tool to screen clients who do not meet the criteria for specialty mental health and referred them to the managed care providers.
Housing & Homelessness	1. Fund/establish shelters that accept single fathers. Q: Why does the County not have emergency housing for single dads with kids and/or affordable housing? (The County confirmed that there is no emergency housing for dads other than general 211/311 services).	CEO-HI, CII			X	<div>CEO-HI:</div> <div><div>1.</div><div><div>211 provides shelter, including emergency shelter, to single men and single men with children.</div><div>Examples: Transitional Housing/Shelter (Single Parent Families), Transitional Housing/Shelter (Homeless Families, Single Parent Families Headed by Fathers), Domestic Violence Shelters (Single Parent Families Headed by Fathers)</div></div></div> <div>In general, if a single father is requesting shelter, they should call 2-1-1. The 2-1-1 system will connect the single father to a Family Solution Centers, which has access to motel vouchers.</div> <div><div>2.</div><div><div>CII Recommendation(s):</div><div><div>a.</div><div>Explore allocating funding for emergency and affordable housing serving single fathers.</div><div>In all listening sessions, attendees consistently identified challenges finding affordable and stable housing for fathers with children specifically. While 2-1-1 includes some emergency housing support for this population, no attendees outside of a few County representatives knew of these options. Consider increasing funding for organizations noted in the 2-1-1 directory serving this population, for example, could support subsidized housing and/or outreach campaigns by organizations/County departments to increase utilization of those services by single fathers (12 months).</div></div></div><div><div>b.</div><div>Explore changing Transitional Housing Program Plus (THP-Plus) and other THP policies to allow gender flexibility in slot allocations, per the CA Alliance/The Catalyst Center policy and contractual recommendations from their Thriving into Adulthood project. The Catalyst Center found that housing and program vacancies</div></div></div>

Categories	Issue/Description	Dept(s)	0-6 Mths	6-12 Mths	1-2 Yrs.	Dept. Rec.(s) Describe the proposed: policy, program, practice to address issue
					X	<p>designated for “male” and “female” participants limit housing availability for current and former foster youth (aged 16-26).</p> <p>Across CII-hosted listening sessions, young fathers expressed difficulty in seeing their children due to housing insecurity. Changing L.A. County THP policies would support housing stability for fathers by allowing young families to live together in a graduated manner with various supports. Ensuring these policies include fathers would also support their housing stability, facilitating father/child visitations if participants co-parent separately. (1-2 years)</p>
Housing & Homelessness	3. Provide services for homeless individuals, specifically men, across the County (zip codes matter)[relates to challenges accessing the County’s CES system].	CEO-HI, DEO	X			<p>1. CEO-HI: Services and resources are available to all individuals, including men, on the 211 site. Resources include COVID-19 info and supports, food, healthcare, housing, income and employment, education, mental health, re-entry services, legal services, crisis services, transportation, utilities and community services, immigration, youth services, family and children, LGBTQ, disability services, seniors + older adults, and veteran services.</p> <p>2. DEO can share marketing material for the LA:RISE program with identified CBOs that work with customers experiencing homelessness. The program works with the AJCCs and Social Enterprises to assist customers experiencing homelessness obtain employment and support services.</p>
Housing & Homelessness	4. Clearly define what is meant, and what are the differences between: “at-risk,” “couch surfing” and “chronically homeless” (on the streets) to understand what services dads qualify for. [Is there systemic opportunity to explore how we can define "homeless" or "unhoused" so that we can expand access to programs and services for dads/families?].	CEO-HI				<p>CEO-HI:</p> <p>According to HUD’s definition of “at-risk” of homelessness, which lists several criteria to meet the condition, a person is considered “at-risk” if the person “is living in the home of another because of economic hardship,” which would include couch surfing. According to HUD’s definition of homelessness, someone who is couch surfing is not considered “homeless”, although many homelessness agencies consider couch surfing to be a form of homelessness (for example, DPSS). A person is chronically homeless if the person has been living as in a place not meant for human habitation, a safe haven, or in an emergency shelter, for at least 12 months or on at least four separate occasions in the last three years, as long as the combined occasions equal at least 12 months and each break in homelessness separating the occasions included at least seven consecutive nights of not living as described.</p> <p>Measure H funding is flexible and the definition of "at-risk" is not as strict as the HUD definition. Therefore, Measure H funding can be used to assist single male head of households with a variety of programs, such as prevention assistance, interim housing (usually in the form of a motel voucher), housing navigation services, time limited subsidies, employment services, benefits advocacy, etc...</p>
Housing & Homelessness	5. Establish accountability for County funded housing developments to include affordable housing.	CEO-HI				<p>CEO-HI:</p> <p>The Housing Element, which serves as a policy guide to address the comprehensive housing needs of the unincorporated Los Angeles County, focuses on providing decent, safe, sanitary, and affordable housing for current and future residents, including those with special needs. Strategy 2, Ensure Housing Affordability, explores a variety of mechanisms to enhance affordability with the goal of creating a housing supply that ranges broadly in costs to enable all households, regardless of income, to secure adequate housing.</p>

Categories	Issue/Description	Dept(s)	0-6 Mths	6-12 Mths	1-2 Yrs.	Dept. Rec.(s) Describe the proposed: policy, program, practice to address issue
Housing & Homelessness	6. Rent control/rental assistance: [In unincorporated areas] limit landlord’s ability to raise rent and provide greater assistance to protect dads’ ability to stay housed and remain with their children.	CEO-HI				<p>CEO-HI:</p> <p>The Los Angeles County Rent Stabilization and Tenant Protections Ordinance (RSTPO) is a local law that sets the maximum annual rent increase based on the changes in the Consumer Price Index (CPI) and provides tenants protections from evictions without just cause. The RSTPO also provides a process for property owners to seek relief if they believe they are not receiving a fair return on their rental units under the permitted maximum annual rent increase. Additionally, the Rental Housing Oversight Commission protects tenants from rent increases that are inconsistent with County Code and ensures landlords and mobile home park owners receive a fair return on rents.</p>
Housing & Homelessness	7. Reduce legal barriers that prevent dads with criminal records from obtaining housing.	CEO-HI				<p>1. CEO-HI:</p> <ul style="list-style-type: none">a. The Public Defender Office’s (PD) Homeless Mobile Unit assists individuals who are unhoused or are at risk of experiencing homelessness expunge their criminal record.b. LA County and LACDA are exploring opportunities to expand fair housing protections, including those based on eviction history, credit, rent or utility debt, or criminal history.c. Through the Section 8 program (federal program), all family members age 18 and over are subject to a criminal background check, and possibly a credit check. Registered sex offenders are not allowed to participate in the Section 8 program. There are a few programs that do not require a criminal background check, such as the DHS Flexible Housing Subsidy Pool and the Veteran's Administration's VASH program (also does not allow registered sex offenders).
Immigration	Offer and promote supports (like HealthLA) for undocumented dads with health and other needs.	DPSS			X	<p>DPSS:</p> <p>The California Food Assistance Program (CFAP) benefits will be available to adults 55 or older who currently are not eligible to benefits due to their immigration status (undocumented), if they meet all other program eligibility requirements. This policy is currently targeted for October 2025 implementation. This includes father/father figures. DPSS is working with the State on its implementation. As the implementation date approaches, DPSS will work on getting the word out via a communication campaign.</p> <p>Effective January 1, 2024, individuals 26-49 will be eligible to full-scope Medi-Cal regardless of their immigration status. Noting that all other eligibility requirements are met, ‘undocumented dads’ are eligible to full-scope benefits. This age group is the last phase in providing full scope Medi-Cal coverage for individuals without satisfactory immigration status. DPSS conducted an outreach campaign in the form of flyers, social media, district office lobby monitors, and the DPSS Website.</p> <p>Note: Individuals without satisfactory immigration status up to 25 years of age and those over 50 are currently eligible to full-scope Medi-Cal benefits.</p>

Categories	Issue/Description	Dept(s)	0-6 Mths	6-12 Mths	1-2 Yrs.	Dept. Rec.(s) Describe the proposed: policy, program, practice to address issue
Inequity	a. Address unfair and inequitable policies/practices: a. Support for mothers over dads - how do we make it fair to both parents to access services? b. Change program policy to honor 50/50 custody when parents apply for benefits. i. Create childcare programs for men with 50/50 custody of children. c. Get dads prorated assistance if they have less than 50% custody (for example, tax refunds).	All	X			DPSS will develop a factsheet which helps to clarify, in a simplified manner, for our Fatherhood population about DPSS programs and services available and explains eligibility requirements when custody is shared.
Inequity	b. Once dads achieve custody of children, they get cut off from services that are still needed.	CSSD, DCFS	X	X		1. CSSD: Can implement a communication campaign geared specifically to fathers, so that fathers are aware of child support services available to them and counter the idea that only mothers can apply or receive services from CSSD. The CSSD communication plan would include messaging via social media, the CSSD public website, texts, and emails. This can be implemented in 6-12 months. 2. DCFS: Fathers are already able to receive after care support, including funding support. Fathers are being referred to P&A services and other services, such as Family Preservation Services. During ER referrals, fathers are linked to various services (mental health, financial, training, etc.). Fathers are able to use Supportive, Therapeutic, Options, Program (STOP) Funds, Special Payments and Auxiliary funds, as needed.
Inequity	c. Should I just work less to get more benefits? You qualify for more if you make less. [Programs do not incentivize dads to become/stay employed. Issues related to the “benefits cliff.”]	DPSS			X	DPSS: To address this issue/concern it will require a legislative review at a State or federal level since the programs’ benefit amounts, income levels and federal poverty levels are determined at federal/state levels.
Inequity	d. Non-offending fathers are rewarded with visits for completing mandates set by court system, which should not	DCFS				DCFS is currently making a concerted effort to release children to their non-offending fathers by reinforcing policy. A DCFS FYI has been created and disseminated to staff regarding this practice. Additionally, it a key component of the Father Strong initiative within DCFS.

ATTACHMENT III

Categories	Issue/Description	Dept(s)	0-6 Mths	6-12 Mths	1-2 Yrs.	Dept. Rec.(s) Describe the proposed: policy, program, practice to address issue
	have been mandated to begin with. [Not appropriate treatment for non-offending fathers - relates to protecting the constitutional rights of non-offending dads.]					
Inequity	e. Offer the same services that mothers get to fathers; for example, ability for dads to get approval for children to stay with them even with SUDs (same as mothers).	DCFS		X X		DCFS: Update/Expand Father Resource Guide a. The Father Strong Workgroup in collaboration with the Good+Foundation to identify community-based programs and resources that offer classes related to parental rights and co-parenting (Thriving Dads, 24/7 dads and Nurturing Fathers) by July 1, 2024. b. Resource guide with the identified agencies to be created and distributed to DCFS Regional Offices by September 1, 2024. Update departmental policies to reflect fair and equal treatment of mothers and fathers.
Inequity	c. Ensure resources and supports are available to trans parents.	DPSS				DPSS: The department has always offered all available programs and services in an impartial manner for all people of the community. Furthermore, the department has provided staff with additional training and instructions regarding the topic of Sexual Orientation, Gender Identity, and Gender Expression (SOGIE).
Inequity	d. Offer resources in multiple languages.	CSSD, DPSS			X	1. CSSD: The department’s public website was recently upgraded to change translation to 14 different languages and CSSD utilizes language line services to assist customers in person and on the phone. CSSD can also implement a communication and outreach campaign to reach communities that speak languages other than English or Spanish. This can include messaging on social media and in-person outreach to hard to reach/underserved communities in the County. This can be implemented in 1-2 years. 2. DPSS: The department continues to serve LA County communities in the following verbal and written languages: a. Armenian, Cambodian, Chinese, English, Korean, Russian, Spanish, Tagalog, Vietnamese, and Farsi. Through department certified bilingual staff, translated forms, notices and informational materials, and translated website and social media content. b. DPSS also contracts with Language Line who provides interpreting services in up to 240 languages and Video Remote Services and in-person- American Sign Language.
Inequity	e. Create “equity guidelines for dads” to address misalignment [inconsistencies, lack of collaboration, biases within and] between departments.	DPSS		X		DPSS: Recommend the County establish a workgroup consisting of designated staff from selected County departments serving fathers to: a. Meet periodically to discuss updates, identify program/services Point of Contacts, best practices, and identify available programs and services related to this population. b. Develop County Father Friendly Guidelines/Principles similar to those used in Alameda County and Long Beach for all father-serving departments to adopt.

Categories	Issue/Description	Dept(s)	0-6 Mths	6-12 Mths	1-2 Yrs.	Dept. Rec.(s) Describe the proposed: policy, program, practice to address issue
Justice Involvement	1. Need assistance with [clearing] criminal record expungements.	PD		X		<p>The Expungement Unit at the Public Defender’s Office completes in-person intakes at community outreach events and makes all court appearances for clients. Clients do not need to appear in court for expungement hearings.</p> <p>The PD’s Mobile Expungement Unit commits to continue to collaborate with County Supervisors, County departments, and CBOs to enhance our outreach within the community to touch as many fathers as possible by expanding partnerships which will allow us to have an increased impact throughout all five supervisorial districts. It is extremely important for fathers throughout LA County to understand that this service is available at no-cost to them, and we can better serve them by making sure we are connected with organizations throughout all of LA County. (12 months)</p>
Justice Involvement	2. Help stop issuing of parking citations for dads <i>living in their cars</i> .	PD	X			<p>The PD, in collaboration with the LA City Attorney’s Office, Alternate Public Defender’s Office, and Mayor Karen Bass’ Office of Community Safety has established the Community Outreach Court (“COC”) to help homeless individuals resolve a variety of legal issues which, in turn, removes roadblocks to social services and getting housed. In its first three months as a pilot project, the COC helped more than 90 unhoused people with record clearance, ticket relief, warrants, and housing assistance.</p> <p>How prevalent is the issue raised? How can this responses help address it? Education? Need a Protocol for dads?</p>
Navigators	1. Fathers need help navigating County systems (each system has its own requirements/obligations) and <i>case requirements</i> .	All			X	Departments and County DHR need to explore hiring people with lived experiences to serve as system/services navigators for fathers and other populations.
Navigators	2. Need to hire Father Advocates (with lived experiences) to provide 1-1 support to fathers and provide educational support and information.	DEO, DPSS	X		X	<p>1. Departments and County DHR need to explore hiring people with lived experiences to serve as system/services navigators for fathers and other populations.</p> <p>2. DEO can provide Job Readiness through our Workforce programs i.e. PLACE, Careers for a Cause.</p>
Navigators	3. CBO-led programs are helpful to men while navigating the County system.	DPSS	X	X		<p>1. DPSS</p> <ul style="list-style-type: none"> a. Can provide the list of its existing CBOs who provide application assistance, as well as advocacy for program benefits such as CalFresh, General Relief, and Medi-Cal. CBOs and agencies that work with fathers/father figures would have the ability to refer participants who wish to apply for DPSS benefits to a CBO. This would be a 0 to 6 months target goal. b. DPSS recommends identifying CBOs and agencies who work with fathers throughout L.A. County and provide them with information and or convene information workshops on how to become an Application Assisters with a BenefitsCal (DPSS online application portal) CBO Account. This would be a 6-to-12-month target goal.

Categories	Issue/Description	Dept(s)	0-6 Mths	6-12 Mths	1-2 Yrs.	Dept. Rec.(s) Describe the proposed: policy, program, practice to address issue
Outreach	Education/Outreach/Awareness Campaign <ul style="list-style-type: none">Use billboards to share info on how to access County services and resources.Hold more meetings to educate fathers re: existing resources that are available and for which they are eligible.More listening sessions/follow-upCreate resource guides.Phone appPodcasts/Accessible communication	CSSD, DPSS, CII		X	X X X	<ol style="list-style-type: none">CSSD recommends that:<ol style="list-style-type: none">Board Offices host “County Days” where departments can set up resource tables in a public location, such as a park, in each District, bringing all county departments and services to the community to meet fathers where they are, to ensure that fathers are aware of and have access to the services available to them.The CEO’s Office of Countywide Communications create a campaign showcasing all County departments and the services available to fathers and share it via social media, public websites, billboards, etc.The County explore setting-up Kiosks throughout the community, where dads can access information about County services/other resources with direct links to departments in another effort to meet fathers where they are and ensure that they are aware and have access to services available to them.DPSS will fully support any countywide campaign by way of a customizing flyers and sharing information and or marketing materials through DPSS different channels of communication such as social media platforms, email blasts, DPSS website and electronic bulletin boards. This is something that can be discussed/coordinated during the interdepartmental Fatherhood workgroup.CII Recommendation(s): Recognize Fatherhood Well-being Month annually by conducting an education and outreach campaign focused on the importance of father involvement, comprehensive health (including mental and behavioral health), and public resources available to support fathers. Additionally, the campaign should include community activation events with County resources (like DMH, expungement services, etc.), community partners (like PIPs, L.A. Rams) discussing fathers’ needs and partnerships with community-based organizations to engage fathers with their children (6 months)
Respect, Trust, and Training	<ol style="list-style-type: none">Depts. need to train existing and new employees on how to work with fathers.	DPSS		X		<p>DPSS – will continue to commit to foster an environment of respect, and trust by providing training/soft skills to new hired employees as follows:</p> <ol style="list-style-type: none">General Orientation, Specialized Supportive Services: A culmination of Domestic Violence, Substance Use Disorder and Mental health Awareness, and Interpersonal Skills.All employees (both new and existing) are required to complete web-based trainings such as:<ol style="list-style-type: none">Sexual Orientation, Gender Identity, and Gender Expression (SOGIE) training, Customer Service/Cultural Diversity, Civil Rights.The department will review the General Orientation and Program courses to ensure that fathers/father figures are included as any variety of household compositions.
Respect, Trust, and Training	<ol style="list-style-type: none">Address systemic biases/stop discriminating and disrespecting men when seeking County services, including:	DMH, DPSS, CII				<ol style="list-style-type: none">DMH’s Child Welfare Division provides a “Engaging Fathers and Other Adult Males in the Therapeutic Process” training for both DMH and DMH contracted staff. The training originally was developed to target DMH and DMH contracted provider staff who are working with children and families involved in the child welfare system. The dates are March 7th at 1-3:30 pm and March 13th 9 am -11:30 am. As a result of the increased demand to outreach and

Categories	Issue/Description	Dept(s)	0-6 Mths	6-12 Mths	1-2 Yrs.	Dept. Rec.(s) Describe the proposed: policy, program, practice to address issue
	<div><div>a. A lack of empathy</div><div>b. Immediate bias towards fathers vs. mothers.</div><div>c. Hire more men to assist fathers [especially those with lived experiences].</div></div>					<p>engage a wider net of men and fathers before they become involved in the child welfare and/or justice systems, DMH is in the process of expanding the availability of the trainings to include a recorded version so that staff in both the child and adult mental health systems can access the training. The recorded webinar will be available at the end of February. DMH will post it on the DMH website and continuously send the link to our providers.</p> <div><div>a. DMH Workforce Trainings: On-going presentations on cultural competence fundamentals and Anti-Racism, Diversity, and Inclusion (ARDI) Division framework during New Employee Orientation. The orientation sessions for new employees take place every two (2) months.</div><div>b. DMH ARDI Division in partnership with DMH’s ARDI Advisory Council implementing the ARDI Transformation Leadership Training. This training series targets Los Angeles County Department of Mental Health Expanded Management Leadership to create a concentrated effort to dismantle anti-Black racism and white supremacy, along with other forms of intersectional oppression, through education and leadership accountability with intention to transform the entire department. The goal is to cultivate a safe and enriching workplace environment that will positively impact services to the community; and create a welcoming, affirming, anti-racist, anti-oppressive, multicultural spaces for our staff and our consumers. The training is intended to:<div><div>i. Offer deep healing and provide leadership with skills to positively impact staff for the overall health and wellbeing of our communities.</div><div>ii. Reconceptualize organizational leadership by shifting from a hierarchal system to a more horizontal, collaborative Department.</div><div>iii. Develop protocols for transparent reports, including when these reports will be generated and how they will be disseminated.</div><div>iv. Identify and implement best practices in anti-racist and trauma-informed supervision and service provision; and</div></div></div><div>c. DMH Black African Heritage Underserved Cultural Community (UsCC) Black and African Heritage completed the Strengthening Community Connections for Black Men and Boys Capacity Building Project: a distribution of community survey to Black men and boys throughout LA County, as well as recruitment of 20 Black men and boys into a cohort that met ten (10) times. This project was completed on 12/23/23.</div><div>d. DMH Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, Asexual, Two-Spirit (LGBTQIA2-S) UsCC completed the following capacity building projects:<div><div>i. The Panthera Capacity Building Project: Facilitation of five (5) cohort meetings focused on the Black Transmasculine community, followed by development of a community survey to uplift the needs of this underserved community. This project was completed on 7/31/23.</div><div>ii. What We Think: Black Gay Male Elders Project: This project focused on providing mental health information to Black elderly males. This project was completed on 7/31/23.</div><div>iii. What We Think Capacity Building Project: Facilitation of cohort meetings for the Black Gay Male Elder population and distribution of community survey. This project was completed on 9/15/23.</div></div></div></div>

Categories	Issue/Description	Dept(s)	0-6 Mths	6-12 Mths	1-2 Yrs.	Dept. Rec.(s) Describe the proposed: policy, program, practice to address issue
						<div>2. DPSS: Will continue to commit to foster an environment of respect, and trust by providing training/soft skills to new hired employees as follows:<div>a. General Orientation, Specialized Supportive Services: A culmination of Domestic Violence, Substance Use Disorder and Mental health Awareness, and Interpersonal Skills.</div><div>b. All employees (both new and existing) are required to complete web-based trainings such as:<div>i. Sexual Orientation, Gender Identity, and Gender Expression (SOGIE) training, Customer Service/Cultural Diversity, Civil Rights.</div><div>ii. The department will review the General Orientation and Program courses to ensure that fathers/father figures are included as any variety of household compositions.</div></div></div> <div>3. CII recommendation(s):<div>a. Explore creating a partner network of father-serving organizations to learn, share, and embed best practice in County service delivery (6-12 months)</div></div>
Service Coordination (Time Tax)	<div>1. Coordination/Integration of Services<div>a. County departments need to start communicating/ partnering/ sharing information with each other.</div><div>b. Lack of coordination between departments causes fathers to be bounced around and increase processing time - fathers don't have time to wait, they need help now.</div><div>c. Need to create a coordinated services and resources website, hotline, or office to serve as a one-stop shop for dads and community agencies like the DOORs program (includes DPSS, DMH, legal aid).</div></div>	DMH, CII		<div>X</div> <div>X</div>	<div></div> <div>X</div>	<div>1. Establish a workgroup consisting of designated staff from selected County departments serving fathers to:<div>a. Meet periodically to discuss updates, identify program/services Point of Contacts, best practices, and identify available programs and services related to this population.</div><div>b. Develop County Father Friendly Guidelines/Principles similar to those used in Alameda County and Long Beach for all father-serving departments to adopt.</div></div> <div>2. DMH currently has a collaborative project with Neighborhood Legal Services to help address the myriad of legal concerns our consumers face.</div> <div>3. CII Recommendation(s):<div>Over the next year, explore expanding LACOE's community schools and partnering with other community schools in the County to integrate partnerships with CBOs and County services to support fathers. Under the California Community Schools Partnership Program (CCSPP) model, schools transform into hubs that meet the needs of students, families, and communities. Incorporating fatherhood services into this model leverages an existing "one-stop shop" infrastructure, co-locates services in a community setting, and supports involved fathers. To support local partnership development and implementation, we recommend building on LACOE's map of community school locations across LA County so that it includes non-CCSPP community school grantees, as well. (1-2 years)</div></div>

Categories	Issue/Description	Dept(s)	0-6 Mths	6-12 Mths	1-2 Yrs.	Dept. Rec.(s) Describe the proposed: policy, program, practice to address issue
Service Coordination (Time Tax)	2. Develop a County resource packet that can be shared with CBOs regarding service access.	DEO, DPSS, CII		X	X	<div>1. DPSS can provide the list of its existing CBOs who provide application assistance as well as advocacy for program benefits such as CalFresh, General Relief, and Medi-Cal. Once relevant CBOs have been identified by each department, CEO office to develop a Master Directory of agencies and types of services each department provides. Directory will then be made available to our Fatherhood population via a designated webpage by the CEO where various resources may be accessible.</div> <div>2. DEO can work on marketing material for programs that could be included in the County resource packet. Once the overall resource packet is finalized, DEO can move to share the information with its stakeholders such as the various Workforce Boards, Community Colleges, social enterprises and AJCCs; the stakeholders can then move to share the resources within their community networks.</div> <div>3. CII Recommendation(s): In partnership with 2-1-1, develop a fatherhood resource guide aggregating current County services offered to fathers and CBOs serving fathers, both with and without an open court case. The resource guide should be available in multiple languages, should be updated on a quarterly basis, and should include contact information for each entry as appropriate. If possible, it should be developed into an app to maximize reach to different communities.</div>

Los Angeles County Fatherhood Motion

Summary of Listening Sessions Findings, Department Responses, and Children Institute Inc. Recommendations

Below are excerpts taken from Attachments III, consisting of 12 short-term, 13 mid-term and five long-term responses provided by departments. Additionally, this document contains eight recommendations submitted by CII for the County's consideration.

Departments' Responses - Short-Term (0-6 months)

Dept.	Response	Brief Description	Issue Raised
CSSD	OPD expungement clinics	Participate in these clinics and provide on-site child support assistance to help remove child support as a barrier or perceived barrier to successful outcomes for justice-involved fathers.	Court appearances are stressors/barriers to stable environment (dads need to maintain work, childcare, etc.),
CSSD	Remote Court appearances	Provide fathers with child support court appearances information (verbally and in writing) about how they can appear virtually at Mosk (child support court).	Court appearances are stressors/barriers to stable environment (dads need to maintain work, childcare, etc.).
DCFS	Engage Judges and attorneys to address systemic bias against fathers.	ERDD Steering Committee to continue with "Brown Bag" lunches with Judges to address bias and racial equity including disproportionality and disparity.	Address bias [against dads and in favor of moms] in the court system.
DCFS	Enhance Parents in Partnership (PIP) program.	Hire and assign at least one PIP to each regional office. DCFS is currently hiring Parents with Lived Experiences to orient, support, and help navigate DCFS.	<ul style="list-style-type: none"> Fathers need advocates to help mediate conversations/relationships with mothers; and Emphasis fathers' rights
DCFS	Expand Father Strong Champions across DCFS Regional Offices	Deliver parental rights and co-parenting classes, develop list of services, supports and assistance that Champions can provide, and developing universal referral forms for champions to use to refer fathers to services.	Fathers need advocates to help mediate conversations/relationships with mothers.
DCFS/DMH	Enhance Multidisciplinary Assessment Teams (MAT) Children and Family Team Meetings (CFTM)	Ensure father participation in the initial MAT CFTM; track father participation; include information on the importance of fathers on the lives of children; and evaluate the need for new policy.	Need to educate moms on the importance of dads being part of their kid's lives.
DEO	Job readiness services for Father Advocates	DEO can provide Job Readiness through our Workforce programs i.e. PLACE, Careers for a Cause.	Need to hire Father Advocates (with lived experiences) to provide 1-1 support to fathers and provide educational support and information.

Dept.	Response	Brief Description	Issue Raised
DEO/ CSSD	Conditional release of state-issued licenses.	Currently implementing a joint program for releasing licenses contingent on customer's enrollment in an America's Job Center of California (AJCC) program.	Stop taking away driver's licenses due to child support orders.
DMH	Engage youth in mental health services.	Engage youth through the Community Schools Initiative and peer programs at high schools.	Engage youth in mental health services, for example school field trips to DMH.
DMH	Outpatient Care Services (OCS) support groups for men.	OCS established support groups for individuals who identify as men at the adult outpatient clinics in Service Areas, 2 (San Fernando Valley), 5 (West Los Angeles), and 7 (East Los Angeles) and have plans to expand throughout the County by April 1, 2024.	Fathers need advocates to help mediate conversations/relationships with mothers
DPSS	Develop a factsheet for fathers.	Develop a factsheet for fathers that explains in lay terms programs and services available through DPSS and explains eligibility requirements when custody is shared.	Address bias [against dads and in favor of moms] in the court system.
DPSS	Expand recruitment of CBOs as Application Assisters	Partner with CII to identify father-serving CBOs to explore their interest in becoming DPSS Application Assisters.	Use 3rd parties (like CII and Project Fatherhood) as advocates for fathers...

Departments' Responses - Mid-Term (6-12 months)

Dept.	Response	Brief Description	Issue Raised
CSSD	Develop a communication campaign to educate fathers on court processes.	Educate fathers regarding their rights and responsibilities in the child support process to address stress of the "unknown" and empower them to be active participants in the process.	Court appearances are stressors/barriers to stable environment (dads need to maintain work, childcare, etc.).
CSSD	Provide service referrals to fathers at Mosk (child support) Court.	Referrals to include: Family Law Facilitator, America's of Center of California (AJCC) referral program, homeless referral program, and others. A resource sheet/guide will be developed and disseminated.	Offer services to dads while at court – service access should not depend on having an open case (e.g., a DCFS case).
CSSD	Develop a Debt Reduction Program communication campaign.	Program helps eligible dads reduce child support arrears owed to the government.	Change child support policy to consider father's basic needs (shelter, utilities, food) when determining child support.
CSSD	Develop Child support order communication campaign.	Help make order establishment and the court process easier to understand.	Child Support orders need to be more transparent; and easier for dads to understand. Develop a process that includes the voices of fathers
CSSD	Recommend Board Offices host "County Days" in County parks and other public spaces.	Each Office could take turns hosting community-based events that would bring fathers and departments together to receive direct services and raise awareness of County resources.	Education/Outreach/Aware-ness Campaign
DCFS	Expand Men in Relationships Groups to 3-5 additional regional offices.	Provide Father Centered Services/ classes, train staff in various offices, and make virtual classes available to clients in additional regional offices.	Fathers need advocates to help mediate conversations/ relationships with mothers
DCFS	Update/expand Father Resource Guide with local parental rights resources for fathers.	The Father Strong Workgroup in collaboration with the Good+Foundation to identify community-based programs and resources that offer parental rights and co-parenting classes.	Develop materials/offer classes related to educating/ protecting: Parental rights/ Co-parenting.
DEO	Share employment/ support services offered through the AJCCs.	Customers could be directed, as needed, to the AJCCs for program enrollment to the programs.	Provide more services to help to keep families out of the child welfare system.
DEO	Explore mental health services at new AJCC sites.	Once procurement and onboarding of new AJCCs is completed, DEO may be able to offer them as possible locations for service delivery.	Support access to consistent and stable mental health services.
DMH	Identify community agencies to co-host male centered psychoeducational support groups.	Leverage existing CBO resources to encourage/promote increased access to formal mental health services to: African American/ Latino/Indigenous/ API males across the County.	Provide community-based and community-hosted workshops on mental health/mental health services, using an "each one, reach one" approach.
DPSS	Recommend establishing an interdepartmental	Workgroup would: coordinate County fatherhood programming and services; identify challenges/	Create "equity guidelines for dads" to address misalignment [inconsistencies, lack of

Dept.	Response	Brief Description	Issue Raised
	fatherhood County workgroup.	opportunities to service delivery; develop County Father Friendly Guidelines/Principles for adoption.	collaboration, biases within and] between departments.
DPSS	Continue fostering an environment of respect, and trust through training/soft skills to new hired employees.	Review the General Orientation and Program courses to ensure that fathers/father figures are included as any variety of household compositions.	Depts. need to train existing and new employees on how to work with fathers.
PD	Work with DCFS and CSSD to host community-based expungement clinics.	Expungement clinics assist fathers to navigate process needed to clear their criminal records. The PD's mobile unit will provide direct services to fathers in their own communities.	Court appearances are stressors/barriers to stable environment (dads need to maintain work, childcare, etc.).

Departments' Responses - Long-Term (1-2 Years)

Dept.	Responses	Brief Description	Issue Raised
CSSD	Enter into MOU with CII, other father serving agencies, and County departments.	Formalize existing relationships and partnerships to address child support and other County service needs identified by fathers, improve service delivery, and develop protocols for referring and linking fathers to County services and resources.	Use 3rd parties (like CII and Project Fatherhood) as advocates for fathers (fathers sometimes feel more comfortable with CBOs/non-government agencies).
CSSD	Implement a standardized process to solicit input from fathers.	Solicit input from parents/fathers regarding their court appearance and experience with CSSD staff. Input will be used to improve CSSD's service delivery and practices when interacting with fathers.	<ul style="list-style-type: none"> Child Support orders: need to be more transparent (how they are determined; and easier for dads to understand. Develop a process that includes the voices of fathers.
CSSD	County Service Kiosks	The County should explore setting up kiosks at locations accessed by dads to provide information about County services/other resources with direct links to departments.	Education/Outreach/Awareness Campaign
CSSD	Develop a coordinated countywide communication strategy for fathers.	Working with the CEO's Office of Countywide Communications, County departments should explore creating a coordinated campaign showcasing County departments and the services available to fathers. Share information via social media, public websites, billboards, etc.	Education/Outreach/Awareness Campaign
CSSD/DPSS	Changes to several non-County laws and regulations.	The County may not be able to, but may consider the feasibility of advocating for changes to non-County laws and regulations identified by fathers, such as: requiring CSSD enforcement of child visitations; requiring moms to provide fathers receipts of child support expenditures; and changes to eligibility requirements for public benefits	Several non-County legal and regulatory barriers.

CII Recommendations to the County

Term	Recommendation	Brief Description	Issue Raised
0-6 mths	County father-serving departments should explore developing a cohesive partnership infrastructure with their CBO counterparts.	Such a partnership would ensure 1:1 care coordination and supportive peer connections to help fathers navigate and access County services and understand their parental rights.	Fathers need advocates to help mediate conversations/relationships with mothers.
0-6 mths	Recognize Fatherhood Well-being Month annually	Conduct educational and outreach campaigns focused on the importance of father involvement, comprehensive health (including mental and behavioral health), and public resources available to support fathers, and include community activation events with County resources.	Education/Outreach/Awareness Campaign
0-6 mths	In partnership with 2-1-1, develop a fatherhood resource guide aggregating current County services offered to fathers and CBOs serving fathers, both with and without an open court case.	Such a fatherhood resource guide should be available in multiple languages, updated at least quarterly basis, and should include contact information. If possible, it should be developed into an app to maximize reach to different communities.	Develop a County resource packet that can be shared with CBOs regarding service access
6-12 mths	Explore creating a partner network of father-serving organizations	Network could learn, share, and embed best practices in the County's service delivery system.	Address systemic biases/stop discriminating and disrespecting men when seeking County services.
6-12 mths	Explore establishing and convening a Fatherhood Advisory Council (Council).	The Council would be comprised of fathers, community leaders, CBOs, and County departments. Their role would be to advise the Board of Supervisors, County departments, the CEO's Office, and leaders of prevention and promotion efforts, to coordinate service delivery, raise awareness of key opportunities and challenges affecting fathers and their children, and facilitating County-community partnerships more effectively.	CBO-led programs are helpful to men while navigating the County system.
1-2 yrs.	Explore funding allocation for emergency and affordable housing serving single fathers.	Fathers consistently identified challenges to finding affordable and stable housing for themselves and their children. The County should consider increasing funding to organizations serving this population; and explore changing Transitional Housing Program Plus (THP-Plus) and other THP policies to allow gender flexibility in slot allocations (see CA Alliance/The Catalyst Center recommendations).	Fund/establish shelters that accept single fathers.
1-2 yrs.	Expand LACOE's community schools' model and partner with other	Explore integrating partnerships with CBOs and County services to support fathers using schools as community hubs to meet the	Coordination/Integration of Services

Term	Recommendation	Brief Description	Issue Raised
	school districts with community schools.	needs of students, families, and communities. Leverage existing "one-stop shop" model for fathers.	
1-2 yrs.	Reduce County hiring barriers for fathers with lived experience.	Fathers with lived experience could works as advocate roles within departments and serve as navigators and advocates for dads.	Use 3rd parties (like CII and Project Fatherhood) as advocates for fathers ...