

Navigating Through Perilous Waters:
Fatherhood Engagement, Domestic Violence, and Effective Child Welfare Practice.

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BRIEF GROUNDRULES

- ◆ PLEASE INTERRUPT → ASK QUESTIONS
- ◆ OPEN DISCUSSION
- ◆ NO WRONG QUESTION OR POINT OF VIEW
- ◆ WE DON'T HAVE TO AGREE; WE JUST HAVE TO LISTEN TO EACH OTHER.
- ◆ ANY OTHER RULES? (BRIEFLY)

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QUESTIONS

- ✓ WHAT QUESTIONS DO YOU HAVE?
- ✓ WHAT ISSUES WOULD YOU LIKE ADDRESSED?
- ✓ CONCERNS?

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PLUSES & MINUSES OF WORKING WITH MWB IN CPS
BRAINSTORM

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CONTEXT

FEDERAL MANDATE TO ENGAGE FATHERS IN CHILD WELFARE
CFSRs AND PIPs

THERE WILL BE A HUGE MOVEMENT TO ENGAGE ALL FATHERS IN ALL PHASES OF CPS PRACTICE

➡IT IS CRITICAL TO FORMULATE SAFE & CAUTIOUS ENGAGEMENT W/FAs WHO HAVE HISTORY OF DV

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RATIONALE

EFFECTIVE INTERVENTION WITH MEN CAN HAVE GREAT IMPACT ON THE SAFETY OF CHILDREN AND PARTNERS.

IF WE DON'T INTERVENE WITH MEN, WE FOCUS ON WOMEN;

⇒MAKE THEM RESPONSIBLE FOR EVERYTHING, &
⇒INCREASE THEIR RISK.

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RATIONALE

ALSO: MANY MEN WHO BATTER HAVE GREAT POTENTIAL TO CHANGE AND CAN BE RECOVERED AS GOOD FATHERS AND PARTNERS. IF WE FAIL TO INTERVENE WITH THEM, WE OVERLOOK A SIGNIFICANT OPPORTUNITY TO IMPROVE LIFE FOR MANY FAMILIES AND A REPARATIVE RESOURCE FOR MANY CHILDREN.

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MWB: WHO ARE THEY?

- ◆ MODERATELY VIOLENT 40→70%
 - ◆ ONGOING REASSAULTERS 30→50%
 - ◆ HIGHLY DANGEROUS/
POTENTIALLY LETHAL less than 5%
- NOT MAJOR MENTAL HEALTH GROUP
- CPS POPULATION MAY DIFFER

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CARLOS & MARIA

35 yr old, 2 ch; Juan 12, Lucy 9; in US 10 years
Wife: Luz, 30; at home mom, wants to learn Eng & work.
Had 4-6 arguments, he pushed her once, insulted her; she said she would give up on idea.
One day calls her—she's not at home all day, can't find her & kids after school; finally calls his sister; kids are with her. Later finds out Luz went to a Jr Coll to inquire about courses & left kids with his sister.
She comes home, he confronts her, she admits lying, he accuses her of being bad wife, insults her, slaps him, he then really hits her; kids screaming, Juan trying to intervene, Carlos pushes him; J & L bruised. Police come, arrest him, file abuse report.

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DIFFERENTIAL ENGAGEMENT

TIP SHEETS

Fatherhood engagement involves a differential approach where the engagement varies depending upon the father's risk levels and strengths:

- ➔ With moderately violent man, we can consider services to help him address domestic violence and to support his parenting. Visitation may be highly advisable.
- ➔ With ongoing reassaulters or highly dangerous men, access to children should be restricted and supervised, and our emphasis should be more narrowly focused on services to address domestic violence and/or substance abuse. There may be no access to children.

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NEED:

- ➔ CONNECTION ↔ RESPECT UNDERSTANDING
- ➔ CONNECTIVE LIMIT-SETTING DOCUMENTATION
- ➔ CONSISTENT, FIRM, UNBENDING, MESSAGES
- ➔ EDUCATIONAL INFORMATION ON IMPACT OF DV ON CHILDREN
- ➔ ASSISTANCE in CONNECTING WITH POSITIVE IDEALS, CULTURAL MODELS & STRENGTHS, AND USING THEM IN CHANGE PROCESS.

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PLUSES

- ◆ FATHERHOOD IDEALS
strength of positive fatherhood vision;
past experience with father
- ◆ POSITIVE CULTURALLY BASED IDEALS AND ROLE MODELS
- ◆ STRENGTHS—relationship with kids;
self-reflection; commitment to fathering

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CONNECTING

- ◆ **SAFETY:** USE RESPECTFUL LIMIT SETTING. IF YOU SEE INTIMIDATING BEHAVIORS OR DISRUPTIVE
- ◆ IF PERSON DOES NOT RESPOND TO LIMIT-SETTING, BACK OFF AND DOCUMENT IN DETAIL. →BACKING OFF AND DOCUMENTING IS STRATEGIC

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LIMIT-SETTING:

- ◆ POINT OUT BEHAVIOR,
- ◆ DEFINE "UNINTENDED" IMPACT,
- ◆ ASK FOR IT TO CHANGE,
- ◆ SAY WHAT THE DIFFERENT BEHAVIOR SHOULD BE
- ◆ REPEAT IF NECESSARY. DON'T GET BRAIN DAMAGE
- ◆ REAFFIRM INTEREST & CONNECTION—WANT TO TALK
- ◆ DO AGAIN IF NECESSARY
- ◆ DOCUMENT
- ◆ BE WILLING TO STOP IF NOT WORKING; A DOCUMENTED, STRATEGIC RETREAT IS BEST

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LIMIT-SETTING LIMIT SETTING

DO YOU REALIZE YOU ARE (INTERRUPTING ME, RAISING YOUR VOICE, STANDING OVER ME, ETC.)

"WHEN YOU DO THAT, I CANNOT TALK TO YOU. I DON'T KNOW WHETHER YOU ARE AWARE OF IT, BUT IT FEELS LIKE YOU ARE TRYING TO SCARE ME (NOT LET ME TALK, MAKE ME BACK OFF, ETC.)

"CAN YOU PULL BACK (DESCRIBE CHANGE IN BEHAVIOR THAT IS NEEDED). I WANT TO HEAR YOUR SIDE OF THINGS. I CAN'T HELP YOU OR YOUR CHILDREN UNLESS WE TALK, BUT THIS HAS TO BE A TWO WAY CONVERSATION."

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LIMIT-SETTING

"I WOULD REALLY LIKE TO HEAR YOUR SIDE OF THINGS, BUT THERE ARE SOME THINGS I NEED TO BRING UP BECAUSE MY JOB IS TO MAKE SURE KIDS ARE OK.

"IF YOU CAN'T STOP, I AM GOING TO END THIS CONVERSATION. MAYBE WE CAN TALK LATER. I WILL CALL OR WRITE YOU..." (AND MAKE SURE TO FOLLOW UP)

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DOCUMENTATION

IF LIMIT-SETTING DOES NOT WORK OR IF BEHAVIORS ARE TOO EXTREME...

DOCUMENT: WRITE A CLEAR, CONCRETE DESCRIPTION OF THE MAN'S BEHAVIOR. IF YOU WILL NOT MEET WITH HIM AGAIN, OR IF YOU MEET WITH EXTRA PRECAUTIONS, DOCUMENT WHY & DOCUMENT EVERY INCIDENT. YOUR OFFICE SHOULD ALSO RESPOND

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CONNECTING GENERAL

"I WANT TO HEAR YOUR SIDE OF THINGS. I CAN'T HELP YOU OR YOUR CHILDREN UNLESS WE TALK."

"WHAT ARE YOUR CONCERNS ABOUT THE CHILDREN? WHAT WOULD YOU LIKE TO SEE HAPPEN? WHAT CAN YOU DO?"

"HOW DID YOU MEET? WHAT DID YOU LIKE ABOUT HER AT FIRST? ...LATER? HOW DO YOU FEEL ABOUT HER NOW?"

"TELL ME WHAT HAPPENED? ...AND THEN? ...AND THEN? DID YOU LOSE IT? WHAT COULD YOU HAVE DONE DIFFERENTLY?"

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EDUCATION

- ◆ **ON IMPACT ON RELATIONSHIP:** DV DESTROYS FAMILIES, EVEN IF NOT INTENDED; MEN WHO BATTER CAUSE FEAR AND LASTING HARM, EVEN IF NOT INTENDED
- ◆ **ON IMPACT ON CHILDREN:** LASTING IMPACT ON CHILDREN EVEN IF NOT INTENDED; IT SCARS THEM. BE ABLE TO TALK ABOUT IMPACT ON CHILDREN AT LENGTH

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MOTIVATION

- ◆ **USE IMPACT ON RELATIONSHIP & IDEALS OF MANHOOD**
- ◆ **USE FATHERHOOD IDEALS** → culturally based

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CORE MESSAGE

IF YOU HURT HER,
YOU HURT YOUR CHILDREN
YOU CANNOT HURT HER
WITHOUT HURTING YOUR
CHILDREN

IF YOU BADMOUTH HER,
YOU ATTACK HALF OF YOUR
KIDS' IDENTITY

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FATHERHOOD

- TALK ABOUT EFFECTS ON CHILDREN
- "THEY WILL CARRY THIS FOREVER: THEY ALWAYS KNOW"
- "EVEN IF YOU ARE NOT THE FATHER, YOU STAND AS THE MALE FIGURE AND MODEL; IT MAKES LITTLE DIFFERENCE TO THEM"
- "I KNOW YOU WANT TO BE A GOOD FATHER. PLEASE TRY THIS (BIP. OTHER SERVICES)"
- "YOUR ACTIONS SPEAK MORE CLEARLY THAN YOUR WORDS"

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FATHERHOOD

- "YOU CAN CHANGE THINGS FOR THEM. YOU ARE SO IMPORTANT"
- "IF YOU DON'T CHANGE, THEY WILL FEEL YOU TURNED YOUR BACK ON THEM. IT'S NOT JUST ABOUT YOUR PARTNER."
- "IF YOU DO NOT SHOW RESPECT FOR THEIR MOTHER, YOU HURT THEM AND WEAKEN YOUR FAMILY." TALK ABOUT HOW TO SHOW RESPECT EVEN WHEN YOU DISAGREE
- "IF YOU DISRESPECT HER OR UNDERMINE HER DISCIPLINE, YOU DESTROY THE KIDS' CAPACITY TO RESPECT ADULTS"

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FATHERHOOD

- "IT'S NOT JUST ABOUT YOUR PARTNER. IT'S ABOUT YOUR CHILDREN"
- "I CAN TELL YOU LOVE YOUR CHILDREN. PLEASE DO THIS FOR THEM."
- "IF YOU DO NOT SHOW RESPECT FOR THEIR MOTHER, YOU HURT THEM AND WEAKEN YOUR FAMILY." TALK ABOUT HOW TO SHOW RESPECT EVEN WHEN YOU DISAGREE
- "IF YOU DISRESPECT HER OR UNDERMINE HER DISCIPLINE, YOU DESTROY THE KIDS' CAPACITY TO RESPECT ADULTS"

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FATHERHOOD

→ CLARIFY DIFFERENCE BETWEEN RESPECT AND FEAR AND THEIR CONNECTION TO DISCIPLINE. CONSISTENCY IN CARING AND SETTING LIMITS AND GOOD EXAMPLE & GAINS RESPECT

→ "IF YOU DON'T CHANGE, YOUR KIDS WILL FEEL YOU TURNED YOUR BACK ON THEM. IT'S NOT JUST ABOUT YOUR PARTNER."

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FATHERHOOD

✓ "HOW DO YOU WANT YOUR CHILDREN TO REMEMBER YOU?" DISCUSS THIS AT SOME LENGTH...

✓ "WHAT CAN YOU DO TO MAKE THAT HAPPEN?" DISCUSS THIS AT LENGTH ALSO..

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FATHERHOOD & CULTURE

◆ HOW DO YOU WANT TO BE KNOWN AS A MAN IN YOUR COMMUNITY? (EVEN IF YOU DON'T THINK SO, ASSUME THAT PEOPLE KNOW YOUR BUSINESS)

◆ WHAT CAN YOU DO TO MAKE SURE YOU ARE RESPECTED? ...TO BE SEEN AS A RESPONSIBLE MAN? ...A MAN WHO GIVES A GOOD EXAMPLE? ...A MAN WHO STANDS UP FOR HIS COMMUNITY AND FOR HIS FAMILY?

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