



In conjunction with



## **MEN-FRIENDLINESS ORGANISATIONAL SELF-ASSESSMENT AND PLANNING TOOL**

### **Evidence 9 - 1**

*Use the following scale to rate your organisation for each of the statements included in the assessment:*

*1 = Haven't even thought about this /completely disagree with statement*

*2 = We've started to think about this but haven't made much progress*

*3 = We've made some good efforts but still have some work to do*

*4 = We have successfully completed this step/completely agree with this statement*

### **1. ORGANISATIONAL SUPPORT**

How much support is there in your organisation for providing services to fathers/male carers

The organisation's mission statement is male-inclusive.

The management committee, directorate, councillors understand and are committed to a male inclusive organisation.

The management committee, directorate, councillors have members who are men and who are also users of services provided by the organisation.

Literature and publicity about the organisation reflect a commitment to men.

Funding for men is consistent and ongoing.

## **2. POSITION AND REPUTATION IN THE COMMUNITY**

How does the community view the organisation in respect to work with men?

The organisation is recognised by community partners as a good resource for meeting the needs of men and their families.

The organisation participates in community partnerships concerned with providing services to men and families.

Men/fathers in the community view the organisation as a place they can come for assistance.

The organisation is called on by the media or others for information about men/fathers.

## **3. AGENCY POLICIES AND PROCEDURES**

Are the organisation's policies and procedures uniformly inclusive of men/fathers?

The organisations procedures have been assessed to determine if the interests of men/fathers are uniformly represented.

Intake and other data collection methods are standardised for both parents rather than just modified from those aimed at mothers.

Programme hours are scheduled to accommodate the time constraints of working men/fathers.

Policies that make it difficult for men/fathers to be involved in the organisation have been changed.

Policies have been instituted to facilitate male involvement. For example, instead of simply encouraging men/father involvement, the organisation establishes a clear expectation that men/fathers of children should and will participate.

Organisation policy allows services to be provided to both parents, regardless of how the other parent feels about that involvement (except in cases of domestic violence).

Personnel policies are friendly to both parents (for example, paternity leave and medical leave to care for sick children).

#### **4. STAFFING/HUMAN RESOURCES**

How prepared are staff to provide services to men/fathers?

##### **General Staff:**

The entire staff has received training to enable them to work with men, in general, and on fatherhood specifically.

Staff time and resources have been allocated for recruitment and outreach to men/fathers.

Staff are aware of issues faced by low-income men/fathers.

The majority of front-line delivery staff are open and receptive to the idea of providing services to men/fathers.

Staff working with men/fathers are fully integrated into the overall organisation (for example, staff meetings, communication, decision-making and socialising).

The ability to provide services to men/fathers is included on performance appraisals for all key staff.

Staff meet with other organisations serving fathers on a regular basis to enable cross learning about the most effective strategies for engaging and retraining fathers in parent involvement programmes.

**Specific Staff:**

Specific staff are designated to work with men/fathers, and they fully understand their roles and responsibilities.

Men are represented on the staff (paid and/or voluntary) at all levels.

Male staff are available to work with men/ fathers, especially in the area of recruitment.

Male staff feel comfortable and are respected within the organisation.

Female and male staff work as a team.

Female staff (case managers, counsellors, group facilitators) are comfortable working with men/ fathers.

Men/fathers of children in the centre serve as volunteers in the programme.

**5. PROGRAMME SERVICES**

Has a programme for men/fathers been clearly articulated?

**Approaches to Mothers:**

Family goal-setting activities are inclusive of fathers.

Counselling with mothers includes a consistent focus on encouraging her work co-operatively with the father of her child(ren).

When mothers don't want the fathers of their children involved, efforts are still made to gain her support and to work with that father (except in domestic violence and abusive situations).

### **Services to Men/Fathers:**

Men/fathers to have opportunities to help design/feel ownership of the services being provided to them.

A needs assessment has been completed in order to plan programmes for men/fathers.

Services that are clearly tied to the outcomes have been planned and implemented specifically for men/fathers. The programme involves more than just incorporating men/fathers into existing services for women/mothers.

Parenting groups for fathers focus on empowering men by helping them grasp their essential role in their children's healthy development. Groups attend to beliefs and emotional issues that are barriers to active parenting. Groups address the development of key skills (listening, anger management, positive discipline and expressions of love) and help fathers understand the specific needs of sons and daughters at the different developmental phases.

Information about community services for men/fathers (legal assistance, education and employment assistance etc) is available.

Relationships have been forged with key people in these organisations.

Staff make, or are prepared to make, referrals for men/fathers to other agencies (domestic violence, substance abuse, employment/training, and so on).

Sufficient funding exists to provide services for men/fathers.

Men/Fathers who have completed a programme are trained to work as mentors, recruiters, group facilitators etc.

## **6. PHYSICAL ENVIRONMENT**

How inviting and welcoming is the physical environment for men/fathers?

Men/fathers, from the target population, have been invited to the organisation to assess men/father-friendliness and make suggestions for making the space more welcoming to them.

The physical environment has a general feel that it is inviting to men/fathers.

Positive and diverse images of men and fathers are displayed.

Literature available for parents to pick up and read is appealing to fathers and reflects services or programmes that they might participate in.

There is a room or area in the agency that has been designated as a space for men/fathers (at least during designated weekly hours) that contains resources for them and provides a space for just socialising or participating in group activities.

The designated space for mothers includes positive images of men/fathers.

Men are present and it doesn't seem like a place just for women and children.

## **7. COMMUNICATION AND INTERACTION**

How are men/fathers treated and communicated with inside the organisation?

**Interaction with Fathers:**

Fathers who drop off children are greeted warmly.

Efforts are made to interact with fathers who accompany mothers to the programme even when they tend to hang back.

When mothers and fathers come to the organisation together, communication is directed equally to both and not primarily to the mother.

Contact information is systematically available for/sent to the father regardless of the father's marital status or living arrangements.

Written announcements, newsletters, and the like are addressed to both parents if they live together and if they don't, the communication is sent to each.

Staff interact with fathers in a style that demonstrates respect, empathy, and high expectations.

**Staff Attitudes:**

The message is given to fathers that their role as active parents is critical to their children's development.

Input is sought from fathers about what they want and need from the organisation.

Positive comments about men are expressed in both formal and informal settings.

Evaluation procedures include evidence from men and women.

'The National Centre for Strategic Nonprofit Planning and Community Leadership (NPCL) in partnership with The National Headstart Association (NHSA). The US Dept. of Health and Human Services Administration for Children and Families, Region V. The Illinois Department of Public Aid. Division of Child Support Enforcement.