

# Father Friendliness: WIC Program Assessment Tool

**Directions:** Select a team or committee to complete the assessment. This team should include at least one administrator, two front-line staff, one mother receiving services, and two fathers with children receiving services. Use the following scale to rate your site for each of the statements included in the assessment.

- 1= Haven't even thought of it – no progress
- 2= We've thought of it, but made very little progress
- 3= We've thought of it, and made some good efforts
- 4= We are completely "there" on this aspect of father friendliness

	1	2	3	4
<b>Physical environment</b>				
The initial reception area is free of signs or posters that could be intimidating to men (e.g. domestic violence posters that target men as batterers).				
Positive and diverse images of men are displayed on the walls.				
Literature available for parents to pick up is inviting to men/fathers and includes information on services or programs for men/fathers.				
The receptionist is friendly and comfortable with men and fathers coming in for services.				
Verbal and nonverbal language and cues avoid stereotypical generalizations about men; there are no informal negative conversations or jokes about men to be overheard.				
<b>Communication</b>				
Men/fathers are greeted warmly when they come into the clinic				
Efforts are made to interact with fathers who accompany mothers even when they tend to remain in the background.				
Contact information is systematically taken on the father of the child(ren) regardless of marital status or living situation.				
Staff interact with fathers in a style that demonstrates respect, empathy and high expectations.				
When mothers and fathers come to the agency together, communication is directed equally to both and not primarily to the mother				
Input is sought from fathers regarding what they want and need from the agency.				
<b>Staffing/Human Resources</b>				
The entire staff has received training on the issue of working with men in general and with fathers specifically.				
Staff are aware of the issues faced by low-income fathers.				
The majority of front-line staff is open and receptive to the idea of providing services to fathers.				
There are men present in the agency, including male staff working with parents.				
Staff meet with other organizations serving fathers on a regular basis to enable cross learning and resource sharing.				
Male staff are available to work with fathers.				
<b>Program Services</b>				
Programs/services and materials are provided to help fathers deal with the challenges of childrearing.				
Counseling with mothers includes a consistent focus on encouraging her to work cooperatively with the father of her child(ren).				
Information about community resources for men and fathers has been gathered and made available to fathers.				
Staff make or are prepared to make referrals for fathers to other agencies providing needed resources.				

## Action Plan for Becoming More Father Friendly

**Directions:** Once you've completed the self-assessment, you will have a clearer idea of specific areas to address to become more father friendly. Turn the checklist items that received 1s or 2s into action steps. Once you've completed this form, go back and number your top three priorities and establish a timeframe for completion of the steps and a person(s) responsible for completion.

### Physical Environment:

#### Short term:

1)

2)

#### Long term:

1)

### Communication:

#### Short term:

1)

2)

#### Long term:

1)

### Staffing/Human Resources:

#### Short term:

1)

2)

#### Long term:

1)