

Transcription

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Naima: Hello, everyone, and welcome to today's webinar, Fatherhood Programs and Initiatives, Male Engagement. I'm Naima Cozier with the Healthy Start EPIC Center training team and will serve as today's moderator. We have approximately 90 minutes set aside for this webinar. There will be 60 minutes for presentation and 30 minutes for questions and answers. Questions should be submitted via chat on the bottom left corner of your screen. If we do not get to your question by the end of the webinar, we'll be sure to include them in the frequently asked document.

This webinar is being recorded and the recording transcript and frequently asked questions document as well as the slides will all be posted to the Epic Center website. You will also have an opportunity to complete an evaluation survey at the end of the webinar. We greatly appreciate your feedback and will use your comments to improve future epic training events.

Finally, we encourage and invite everyone's participation during the webinar. At any point, feel free to chat questions or comments on the bottom left-hand corner of your screen.

Today's webinar is the second of a series of Hear From Your Peer presentations that are focused on fatherhood. Today's speakers will share their male engagement and outreach strategies and approaches during their implementation of fatherhood program.

This webinar is especially structured to have best practices that will be shared from a level three and a level two grantee. We hope that by the end of webinar, you'll be able to explain the key components for effective engagement and sustainability, state ways to connect engagement activities with fatherhood curricula, and finally, list inexpensive strategies for engagement, retention, and education of father.

Makiva [SP] Rodin of the Division Healthy Start and Perinatal Services as well Ken Harris will be opening our webinar with a few remarks. And then you will hear from two Healthy Start grantees. Kenneth Scarborough of REACHUP Incorporated and Tony Jolliffi from Strong Beginnings.

Let's begin with Makiva Rodin. Ms. Makiva is a project officer and division lead for the Healthy Start EPIC Center Cooperative Agreement and, of course, we all know that fatherhood happens to be one of the topics that's really dear and near to her heart. Makiva.

Makiva: Right. Thank you, Naima. Good Afternoon, everyone. On behalf of the Division of Healthy Starts and Perinatal Services, I would like to welcome you to the second webinar in our series on the topic of fatherhood. These webinars were created to provide grantee's information on the various aspects of fatherhood programs. From assessing your ability to start a program to helping you understand father-friendly practices.

The first webinar was held May 14 and provided some excellent foundation knowledge and real grantee experience in conducting a fatherhood program at various levels. I found the conversation to be very enlightening as I learned something new, particularly around the differences between a fatherhood program and an initiative. If you were not able to join us for the first webinar, please note the recorded session is available on the Healthy Start EPIC Center website to view on a later date.

Today's webinar continues the discussion by speaking more on outreach and engagement of men. I eagerly await the information that will be shared and hope that you gain some additional knowledge that can be applied to your fatherhood activities in the future.

As I close out my welcome, I do want to thank all of our Healthy Start presenters who will sharing their expertise today and the Healthy Start EPIC

Center for coordinating these training efforts. And, again, I hope that all of you learn something new that you can definitely apply to your program.

Now, I would like to turn the webinar over to one of your colleagues, Mr. Ken Harris, who has from the New Haven Healthy Start. He will also be providing some additional information about this webinar. I believe Ken has been with the Healthy Start program from the very beginning and has a wealth of knowledge not only about the Healthy Start itself but also around fatherhood and fostering a father-friendly atmosphere. He was also one of the feature presenters on the first webinar and like all of the presenters, he did an excellent job. So Ken, you may have the floor.

Ken: Thanks a lot. Makiva, and thanks, Naima, and good afternoon to everyone. And, again, it's exciting to be here and we're excited to do the second webinar. And as is mentioned by Makiva and Naima, we had our first seminar where we really focused on father inclusion to really set the foundation for this work that we're doing around male involvement and fatherhood. And as such, we really focus on how to strategically begin to think about fatherhood and male-bonding inclusion into your existing projects to really enhance and extend what you're doing. So really the inclusion piece is about, strategically, including and entering the work that we're doing and [trying to find out how to expand it] to include fathers. And as Makiva, I've been blessed enough to be around Healthy Start from the beginning so watching fatherhood evolve over the year but also national fatherhood movement. And so the projects that are presenting today and those that presented last time really are some good examples to demonstrate how, as a maternal child health community, we would begin including fathers and men for quite some time so there's much to learn and much to share.

So, again, it's exciting to be in the second call webinar which we're now focusing on engagement and I'm excited for the folks presenting today to really give an example of what engagement looks like. But engagement really is, more or less, after you decided to [inaudible 00:06:11] include that is how to engage them along the life course. And so really looking at roles and responsibilities

along that continuum. And we really look at fatherhood before, during, after, and beyond pregnancy. So, again, figuring out kind of what his role and responsibility and how to really have him engaged along the life course. Integrating him into existing services, engaging him in training opportunities perhaps, and then begin building your partnerships with agencies that provide a broad range of services to him so then you actually refer him to and keep engaged. And that's the challenge then, once he's . . . you're working with other agencies, how do establish relationships such that you can continue and maintain his engagement over time which really means having [inaudible 00:06:55] in place to, again, maintain his engagement over time until . . . once men are connected to the pregnancy and to the woman and the pregnancy, the goal is to keep him engaged along the continuum. So we're excited again for the projects that are presenting today and, again, there's a wealth of experience among us and we hope you enjoy today's webinar but also look forward to connecting even beyond this because there's a wealth of experience that will be shared with you today so. Thanks to everyone, again, for being here. Thanks, again, Makiva and Naima and I would like, at this time, to introduce my colleague and I love introducing my colleagues. And I kind of like the guy because he has a great name but Ken Scarborough from our REACHUP program who's also worked with us on the national level with fatherhood program there. So, Ken.

Kenneth: Yes, Ken. Good Afternoon. It's a privilege to be able to present again. This area is really important to me in terms of engagement and how to keep men engaged in this process. I want to start from the very basics in terms of what needs to happen. As you look on the screen, hopefully, some of those images are those you may recognize, especially being in the social service and the health field. That of DNA. DNA represents for us the very core of who we are. So then for organizations to begin to think about male involvement and the importance his role in this entire process, we really need to look at those core values, those things that are deeply embedded and who we are. And not who we are as individuals but who we are as organizations as well. And so with DNA, it talks about what you believe and what you're committed to. And so there's needs to be assessment in the beginning from an individual level and from an organization program level in terms of what are those core values. Is it embedded in terms of male involvement and his involvement in your work or in

your program. Is he thought of at any point. Is he at the very core of what you're doing. So what you believe and what you're committed to as you look over your mission statement, as you look over your vision, as you look over your core values, is he properly represented in that. So with us here at REACHUP Incorporated, one of our core values speaks to not only him but his role in the family as a whole. And so that piece, in terms of foundational, has to be in place. He needs to be part of your core values. And so I just challenge everyone on the call to go back and look more deeply at your mission statement, at your vision statement, and at your core values to see where he is represented.

You also do that at an individual level in terms of your staffing. And so as you look to hire staff, we always ask questions around male involvement and fatherhood with those persons that we're interviewing in the process because that's going important, you want to understand people's perspective as it relates to the fathers and the male involvement roles in the work that you're doing. Then you need to know that your colleagues and your community partners have an interest in the fatherhood work. If they are not then as much as your effort might be derailed as you try to reach deep in terms of addressing some of the needs of your program especially of those who represent ourselves as having male involvement programs or initiatives or services. If our partners are not in with you, then that could derail from your efforts with your males in terms of getting them engaged. Okay. So, again, I just want to say that it is foundational. Those early assessments are extremely important to really understand where people are and the very core of who you are as an organization and as individuals in that organization. Our next slide, here is a huge seven and a rounded two. For us at REACHUP Incorporated, we started out with a part-time person working in the field of male involvement. And so today, we have seven full-time staff, males, and we have two male consultants. And so that represents and speaks for us our commitment to male involvement. And so that seven is represented across the spectrum of our organization from the executive level even to the case management, to our data level, we're represented at all levels here. And the two represents not only internally for us but is also represents externally for us in terms of our community partners out there who make sure that they are engaged with and they good representation for our work. And so this tells us that not only do we speak about it in our core values but we also . . .

it's properly represented in our staff in terms of men being on staff. Next we move to that of training.

And so training is extremely important. I think often time this webinar represents one of the training elements just for us as an overall effort but more specifically for our project, we weave training around male involvement throughout the year in all of our training elements and programs. And so I have the responsibility of making sure, more likely on a monthly basis, that there's some engagement around male involvement work and training in terms of how we address male involvement. And so that happens, again, at every level for us. We are not only training our line staff, if you will, our team members at that level in terms of who are providing your direct services but we also do it at our managerial level and our executive level. So everyone is exposed to training. And beyond that we have our community consortium, our [Can] meeting and those also provides an environment for us to do training. And so we just recently finished an 11 part series on training around male involvement and it was "Hey, man. I'm having a baby." And so we make sure that all of our executive staff, all of our team member staff, all of our management staff, and our community partners for our training as it relates to male involvement. And so that's important for us so we make sure that the training is around engagement. How do actually engage men. How do you pull them in? How do you reach them? How do you connect with them? We also do training around relating to men. I'm sure most of us on the phone understand that men communicate very differently than women communicate and sometimes we're not all hearing and speaking the same thing. So it's important for us to be able to train all of our team members on how to effectively communicate and relate to men. So you're not only relating in your communications and how we speak but also in body language and how to make those connections around the body language as well. And then, finally, we do training around his perspective and those nuances that are specifically related often to men.

And so we make sure that we embrace his desire to be kind of a hunter, if you will. That it's very difficult for him to sit in classroom settings. That he is always interested in being hands on, being a leader, going out there hunting, and going out there searching. Making sure that he is providing. And so it's

important for us to train all of our team members, from top to bottom, what those nuances are and how we can respond to him and engage him through those different perspectives. In addition to training, we now move on to recruitment and I think this is something that appears to be a question that's always comes up in terms of how do I recruit men in order to engage him. Recruitment is a long process, especially as it relates to men and for us at REACHUP, we have at least four key areas where we do recruitment. First of all, it's through all of the consumers are clients that we have. One of the first questions is, is he involved and at what level is he involved and how can then connect with him. And so that information is communicated from our initial assessment, if you will. If there's an interest or if there's no interest, we try to create an interest because he is going to be important in this entire care plan, this family plan. And so we need to make sure that every effort is being made to connect him, to link him to this entire process that we're trying to deliver to mom and baby, that he needs to be involved in this process. And so for every client and consumer, we make that available for him to be connected to us. Alright. And so for our steps, you know, that's a big piece for us. Another issues is that through our events and activities. So we will have health fairs, we will attend health fairs, there will men forums, there will be other community based organizations that we will recruit men. And so, often times, we have two persons who are going out. One may be one of our male outreach workers and one will be our female outreach worker who are going out to those events so that we can recruit both mother and father as well as the entire family.

And so we do that at our events and activities. Some we sponsor, some we're doing through our community partners. And so as part of the partnership of what we do cause we do offer some set contract opportunities for our community partners. And part of that offering is that they will do everything they can to make sure that he is involved in the process as well. And so that is understood that REACHUP, in its DNA, is committed to fatherhood and male involvement. And so we expect the same from our community partners. If we're going to award contract then you're going to be making sure that you're giving due diligence and making sure that he as well as she and the children are involved in the process. And then finally for us is the men to men referrals. The best way, the most dependable way of getting men engaged and involved is to be invited by another guy. Someone that can be accountable and we really need

to make sure that that piece is happening. And so for us in our monthly group meeting as well as our annual goals, we have as one of our goals to increase men to men referrals. And so we are expecting at least 80% of the men who are actively participating, for them to make a referral and for them to bring someone at least once a year to our meetings. And so just really embed that in our efforts. And so we are trying to get him engaged. If he can lock arms or locks eyes with someone he knows, there's a greater potential for him to return and to stay connected because he is very comfortable with someone else who is part of the program that we offer. And so those are four areas for us which are critical that partners of consumers, the men to men referral, our community partners, and also the events and activities that attend from a community basis. And that's recruitment. Next is what we call is our content. This is the thing that's going move engagement to a different level and to a deeper level in terms of contact. Now what is an appropriate contact for the men your trying to engage. For every male, that may be different.

So it's very important for us to be able to do a pretty quick assessment in terms of contact. Do that contact need to be via phone, text message, or does it need to be person to person. Our monthly connection with our men come by way of email to them, by text messages to them, and we have consultants and other men who are actually making those one and one contact with them. And so they will get up to three contacts per month prior to those meetings, those activities, and those events because we to get them engaged, we want to keep them engaged, and we want to know that there's another male who is holding them accountable to be part and present and the next meeting. And so they can do that because every year they establish goals for themselves and those goals are in the area of family, in the area of finances, in the area of school and job, and then in the area of relationship. And so they establish goals around them. And so they're peered up with another male in the group and they can call and find out prior to the meetings where they are with those goals that they've established. And so that helps us, it keep them engaged because they're working towards somethings. And so you need to know the appropriate contact. Some people just prefer text messages and they will communicate all day long by text messages and some [rep] will do emails and others just prefer phone calls and so it's important for us, as we're engaging them, to understand what that appropriate contact is for them. The other type of contact is that of male to male

or female to male. What we do on that initial contact is, often times, the female consumer will say, "Yes, he needs to be involved." And what we try to do is go a little deeper than that. That we will do our best to make the first male to male call for him because guys, often time, don't want you to just kind of put you out there on front street. So we try to soften it up a little bit. That we make sure that he is desirist [SP} of us contacting him. And we often do that kind of in a non-threatening way in the beginning for [initial] contact.

For some in terms of a female that maybe visiting through a home visitation. She may make the initial contact and say . . . pass the card on saying, "This gentlemen will be calling you and providing you this information." And so we try to find out how is it best for us to do that engagement. Is it a male to male or is it a female to male contact. So that's important to know in the very beginning as much as you can and ongoing. The other type of contact is a formal versus and informal. Again, I mentioned the activity and events, those for us are informal contacts for us to make. If we're out at some kind of event, that we do recruit the, we try to try to do it male to male but there's time when it's female to male on that contact. And then there's the formal contact in terms of having been referral by one of our network here, health network. Sometimes it just that. It's that formal referral but we try to keep it as informal as possible especially when it's in place, a non-threatening environment. We try to keep it pretty informal. Next after we have engaged them in the beginning, having made the contact, having made the recruitment, we want to be able to connect them and we want to connect them based on the services we offer as well as the programs we offer. There's a big difference between a service and a program. A service may be a onetime activity, event, something they can hook onto, you know, kind of a catchy piece for them. You know, it could simply be a mobile medical that they can take their child to, it could be a sporting event that we offer, and it could be a job training information session. Those are services that we may offer once a year, once a quarter. For us, we also offer programs which is ongoing. That program may be weekly, bi-weekly, or monthly, or quarterly. And with that there's an entire infrastructure in place to engage them so that they will have what you see here in terms of the picture is they will have support. That there will be other men who are a combination of on-staff, might be consultants, or they be maybe your male to male mentor or peer who's going to keep them connected throughout the process. We do desire for our program

to be [terminable] in that you don't sign up and you're in it forever. We provide an off-ramp for our program. And so we ask them sign up and commit to a year and after that if they no longer want to participate then we provide them a non-threatening way to exit. And at any point they can re-engage but what you want to do is make sure that it doesn't give the appearance of being forever and eternal. If they want to get out that there is a terminal for you attached to it. Especially if you're using a curriculum that may just have 37 sessions attached to it.

It's pretty difficult to keep men engaged when it's that long. We do our 24/7 Dad's and we sought approval to do it several different ways. We do some of them like CD-ROM so it could be self-paces. We do some through our weekend retreats. And we do others that are literally are one on one kind of faith management mentoring through the 24/7 Dad. And so we offer a whole combination of ways to go through the longer curriculum and just let them know and provide support along the way. And connecting-wise, to keep men engaged, you not only provide an on-ramp but you also provide an off-ramp so they don't feel like they cannot live up to something that seems to last forever. So they need to be very clear on the services that you offer and if you say that you're going to offer them, to actually offer them in accordance you what you've promised them. In programs what you say that you're going to do and over whatever period of time, you do it so that they don't feel as though they've been [slotted] and that's there's been a false promise going on. And then you want to provide, what we see here, this ongoing support cause you want to stay connected with them. And that connection has to come by way of follow-up. You want to stay in touch with them. Typically, when men are having . . . sometimes their most difficult times, they have a tendency to drop off the radar. It is at that point when you build a strong level of commitment from them and a long lasting engagement with them. When they know that you're still concerned even when they're trying to drop off the radar on you. I have secret service agents who will go out and find our guys especially when they're trying to go into hiding because we know that it's very difficult usually for men to ask for help and assistance. And so we send out agents out to look them up and because we do partnering through our mentoring one on one, their accountability guy can out and find them so. And we try to make sure that we're doing a whole lot of follow-up with them.

Alright. And, finally, this evaluation piece is very important because what it can do is it can point back to your core values in terms of that which you say going to do, it also helps evaluate the program, it also helps you to evaluate the services you offer, and it also helps you with that connection point in terms of providing support. And so evaluation really helps to tell the story of how effective you're doing with what . . . not only you say you doing but what they believe what you're doing. And so you want to make sure that this [wrap around] process happens. You want to evaluate every aspect of what you're doing and what you're offering. And so you can use, you know, something as basic as, you know SurveyMonkey asking a couple of questions after every single meeting, after every single session. And sometimes you can get a little more expensive doing pre and post on either that session or over a six year period or over a one year period in terms from the start of the program from that year, period, to the end of the program. And those are basic tools that you can use. You can use an Excel spreadsheet, you certainly attendance sheet, that will help to a story especially depending on what topic that your offering that you will find that men might attend this session more then they will attend that and it will give some insight. And you always leave room in that evaluation for additional feedback and comments. Every year at beginning of the year, we give them an opportunity to help us to plan out the year together. So that they then tell us some of the stuff that they want to see happen and then we help to make that happen. And sometimes they're the ones who will need to present from that and so we will help them to develop their curriculum for that particular session and go for there. And so evaluation is really, really important so that you can begin to really tell your story in a real way. Okay. This would have been a time for questions and answers. Naima, can I ask you, are we going to save those questions to the end?

Naima: That is correct. So everyone, just as reminder, please questions that will all be answered towards the end of the webinar. Please enter those in the lower left-corner of your screen. In the chat.

Kenneth: Okay. Thank you very much. I just want now introduce one of my friends, Mr. Tony Jolliffi. And he is from Strong Beginnings in Grand Rapids, Michigan. His voice is much deeper than mine and so you guys will hear this big, glaring voice coming before you. Tony, can I pass it on.

Tony: Yes, sir.

Kenneth: Alright.

Tony: Thank you very much, Kenneth. It's an honor to be here and it's honor to share some information with your guys. And, hopefully, you can walk away something [conjugal] that you can use and that can get you started. And through this important work that we all cherish equally. Okay. My name is Tony Jolliffi. I am fatherhood coordinator for Strong Beginnings, the Strong Fatherhood Initiative. First, I'm going to kind of set it up, the components to what I'm going to talk about. We're going to look at the home visiting and engaging fathers during the home visiting portion of our program, the community education part of our program, effective finding engaging ways to educate, and our male involvement and engaging activities. How to have activities that may not cost your programs a lot of money but, yet and still, you can reach the masses as we all intend to do. First, I kind of want to share a little bit about Grand Rapids and its unique way. Forbes recently ranked Grand Rapids as being the number one best city to raise a family in this country. And the same Forbes also ranked Grand Rapids as the second worst place for black families economically. So that tells you what we're dealing with here. On the surface, we look really, really good. There like many cities across America, we look really, really good. In order to ranked by Forbes as number one, it shows that they really took a good look at the situation here. But they also took another look and they saw how we fared as well as African Americans and how we deal with the employment, housing, and such so. We got to a lot of work to do here in Grand Rapids and the fatherhood and starting with the fatherhood has been key. We really enjoy it.

And the challenge it face, it about the challenge that face. So let's take a look at the groundwork that we're doing and what we're trying to combat here. In Michigan, shows something like many other states in the union, where we have high unemployment. In Grand Rapids, Michigan we have . . . we're looking at a least, over 10% unemployment in the black community. A recent study showed that, using in Grand Rapids as far as African American men, we looking at hovering around 40% of unemployment. So we take a big chunk of that and I'll explain to that in a moment. We also look the health and social habits of the men that we deal with here in Grand Rapids. How do we help them take a look at what they're doing, the healthy practices with what's happening on our end to challenge what's going on and how do we change those habits, health and socially. We also look at understanding racism. I'm very concerned with the state that we live in here. And we look at . . . what's honestly good about West Michigan is that the talk of racism is had at many different tables. So we don't shy away from that tangle but we do prepare the men that we come in contact with to how to understand that conversation and how to walk away with your point being taken but you're still not being angry. So we do look at how to understand racism and how to look at it from that, from the perspective of . . . we all have faced at some point, I assume and I have, but how walk with an understanding of what you just faced. Alright. So we'll look at those things and how do we challenge those. So these are three things that we really look at and how to help the men that we serve, the health and social habits, unemployment, and racism. Look, our home visitor is so important to establish trust. If you can't get trust established, trying to help them find a job, trying to help them correct their social and health habits, and try to help understand racism a little bit, it would just be work. You're just working against the grain. Spend a lot time establishing that from the very first time you contact men whether it's through the female side of Strong Beginnings, whether it be engage men and they inform about them about the program, the first home it's just really the extent of just getting to know they guy and understanding what they need and what they what.

Trust will take time. You can't put a time table on that. Just think about your own personal relationships and how you do . . . how long does it take to establish trust. When you're dealing with the African American who has dealt with many, many issues cause we walk into we instantly look like government.

And to take down those barriers and tear down those walls and go to the next level, we really have to spend a lot of time letting them know that we're here to help, we're going to try to do different things to improve their quality of living, and, most importantly, we're here to stay. So those the elements of trust and I'm actually going to go a little bit more into them in the next slide. So look at having a good reputation in the community. That's the very first thing I believed in when I took this position at Strong Fathers. Just making sure your reputation is good cause once . . . we all know that a good word goes a short way but a bad word goes a long way. So just making sure that everyone knows when they hear the word, hear the name Strong Fathers, they know that it has a good reputation. They following through with what they say going to do and doing the things that we set out to do. And Ken touched on this earlier, be reliable, you have to be there. Any men, any houses or homes you go into, being in crisis situation, and getting our community health workers trained, in our community health worker, we had just hired our first male community health worker in January. He just racked up 160 hours of training as a community health worker but he also did an additional 18 hours in office training dealing with certain situations and how to be there for his client.

So we can into many homes and many are in crisis and you just can't walk away. And if you can stand there and help the family get through whatever it is they're going, you establish that trust. Now you're actually seen as being reliable and being helpful. And you actually become, in the most professional, a part of the family. They look for you, they wait on you. If they have an appointment with you, they're excited because they know if there's something they want to talk about, if there's something that they have on their mind, there's something they're going through they know that you'd be there to help them out. So that's very, very crucial to be reliable. You have offer tangible services. You have offer services that are [genuine] to the community that you're serving. Again, unemployment is the number one thing that we deal with. Unemployment and the things that encompasses that unemployment whether it be having a felony, lack of education, or things of those natures. So they never offered no services that they can use. So we spend a lot time with the Urban League her in Grand Rapids, we offer services for employment but we also have established good relationships with some of the temp services. And what's key about the temp service is that all know that some companies do hire do hire

directly through the temp services. So with that reputation that we have established through the community from the consumer standpoint but also the reputation we established in the business community. If you're connected to Strong Fathers, you're going to get a quality person, whether you're going to a quality community health worker or you're going to get a quality man that will stand by his word. So he will show up to work, he will do the things that he promised. And we have done that so far. Since I've took over this job back in 2012, we've have seen many, many men gain employment and not only gain and keep because we walked through the process with them and stayed with them through the whole entire process. So we also want to show compassion in the work that you're doing.

I am running into a problem here. Okay. I'll continue on. Well, you want to show compassion. We have a saying here, in our office, is that we don't provide hand out's but we will provide a hand up. In order to provide that hand up you have to have some compassion in what you're trying to do. But yet still, you don't want to over help, overstep your bounds. You want to allow men to have an opportunity to be a man but yet still walk alongside them. And you also have to be a resource knowledgeable. You have to know what's in your community. Your client that you will service, they know a lot about what's happening but there's some things that they don't know about cause fatherhood work is needed not only here in Grand Rapids but it also needed across the country getting a lot of cases to where now there are other things that available to you. And your outreach, the entire community must know that your program exist. Everyone. Everyone from the boardrooms to the neighborhood block. Everyone must know that you exist. That's only way to establish that reputation that you're trying to establish. That you are here and that you're present and that you're not going anywhere. For reason, my network connection is off.

Naima: Tony, we can . . . this is Naima. We can advance the slides for you.

Tony: Please. Thank you.

Naima: Okay. Alright.

Tony: I'll take the next slide.

Naima: Alright. It's there.

Tony: Okay. And we take a look at the education part of Strong Fathers. We do use the 24/7 Dad curriculum which I find to be fantastic to use but it also . . . there's some challenges to it as well. Sometimes it doesn't see [all means] of all walks of life. So what we did was we also looked at other ways to engage with outside of 24/7 Dad and we're going to walk through those real quick. And back here Naima. Just Ken spoke about earlier, he talked about those core values. Same thing here. You have to look the core values of what you have in your community. We looked at five, actually we looked at more than five, we'll look at almost 200 values but we narrowed it down to five that we thought that we could have a foundation to build other conversations in the community outside of 24/7 Dad. And we looked at responsibility, faith, integrity, respect, and community. These five core values that were selected by the men that are in our program. We had long conversations about what was important to lay the groundwork to establish something to [educate you] and these five core values stood out among all of them so. One engaging way is Dad Talk. In 2004, [inaudible 00:47:15] [independent] Dad talk. That is six sessions and we do four of them in a year. Now, here in Michigan, it's key to kind of surround things around the winter. In the summertime, it's very difficult to get men engaged into something as far as community education. So we really focus our education in the winter, early spring, late fall, and kind of leave our summer open for our father/child activity which I'll get into shortly. But Dad Talk, it's been fantastic run on five core values.

Each week we discuss a value but not only do we discuss that value, we also bring people in from the community to help facilitate that. Like for instance, we have a program here in Grand Rapids called Our Kitchen Table where they do cooking demonstrations and they show men how to use food out of a garden,

out their garden or, you know, healthy way to eat. So spend about an hour there and that kind of encompasses community and how to build a stronger community. We also bring in the Kent County Sheriff for our night of respect. So each week, we focus on a different value. So the first week, we'll go integrity, we'll go faith, respect, responsibility, and community. But on the night when the Kent County Sheriff comes in, its respect, What's fantastic about that night is that we do get into our core value of it but for the men to sit at a table and we do this a dinner table which is fascinating, we do this at a dinner table, we have dinner here. It's very, very informal. We sit at the dinner table and I made sure that the sheriff is in full uniform, gun and all. And the first time you ever watch one of these guys come in and . . . what's funny is with last particular session, one of the fathers walked in and he saw the sheriff standing there and he kind of did an about face and tried to walk out and I had to catch him and like, "Oh. No. No. He's here to talk to us about engaging and community and how responsibility," or in that case, it might've been respect that night, "how communication is open between the community and law enforcement and how to engage each other in a respectful way." And, generally, I limit our guest to an hour but this particular meeting probably went a little over an hour. It was fantastic. The questions that the men asked and the responses that were given by the Kent County Sheriff was phenomenal. And they walked out and there was something that they could use and have a better sense of who they are when we deal with law enforcement especially at the height of what dealing with with law enforcement in the African American communities.

It was great. So each week, we have someone different. They come in and they talk about that particular portion of what we're dealing with that night whether it's integrity. faith. And when we use faith, we use faith and interchangeable with hope. Giving them hope of something that tomorrow is going to be better. It's a phenomenal leaders for a year. We work strictly practice based. We're working really hard with Michigan State University to put this in a form of making it beyond practice based. It's still in pilot stage. We only used it in 2014. We just started again here in 2015 here in January. We just wrapped two sessions, which were great. Now we're going to spend the summer focusing on our father child activities. And we're going to pick this back up in late September. And 24/7 Dad, we run that all year round. We have great

connection with the family court here in Grand Rapids and we kind of use 24/7 Dad for the court mandated cases that we get and we get them a lot because of the relationship we have with the family court. So we kind [inaudible 00:51:49]. We have 24/7 Dad for some, for all, whoever you know kind of wants to come. We tend to use Dad Talk as our centerpiece to engagement for the very interactive and it's fun. That's the word I hear a lot, it's fun. That was a fun way to learn and it's different, you know. And we also have Barbershop talk. And the center started this as well in 2014. After a year of trying different things in 2013, we really focused what we were going to do better in 14. 25 men participated in Barbershop Talk last year and what's unique about the Barbershop talk . . . I heard Ken Harris say this, about two years ago about he uses barbershops as a place to have forum, a conversation. I literally took that. And so these webinars and [getting with the kids] is awesome cause you can get something out of it that you can use, very, very tangible stuff. So I came back and created this Barbershop Talk and it's been great. It's actually a little better, it better started this year. 25 men participated and focused . . . it's the same as Dad Talk but it's designed to do not enough. Six week piece but to do right being right there. So we still focus on the same five core values and we engage the men right there in those forums. And [the problem] is if anybody's been to a barbershop with a room full of African American men, all the world problems are solved there in that barbershop. If we could get our political leaders to show up in the barbershop, we could probably change the world. We talk about everything.

There no conversation left on table in the Barbershop talk. So we design a conversation around these five core values of fatherhood and how to take these values, apply them to everyday life, and how do you share those values with children as well. And not only your children, how do you share it with your brothers and nephews. So any given moment you can have anywhere two men to ten men in a barbershop. I try not to go on a Friday or a Saturday when its really, really busy. I had meetings with the barbers and we decided that Tuesdays, Wednesdays, and Thursday would be best. That way, we could really try to make a difference. But get the barbers involved was fantastic. It was just as simple. We brought them in for dinner. You can tell, I like dinner apparently. We brought for dinner, we sat down and talked and they helped shape this thing. So now we're looking in the fall, we will be training new barbers in the

same feat. I've lead the conversation but they trust their barber. So I'll lead the conversation but I pretty much pass it over to the barber that's in the shop. The conversation, I may start it and I'll pose a question to the barber and he start. And once the guy see's that the barber in, you know. And for two, here's another thing, you know, you just don't show up in a three piece suit, you know, "Hey guys. I'm gonna engage in this conversation." There's an art form to it to how to make it flow. So, generally, I am jeans and usually a Strong Father's t-shirt and I let them know what I'm here for but that's after I sat there for about 10 to 15 minutes and just getting a feel for the room and understanding who's here and what's happening. Then I'll shoot a question to the barber. I'm trying to make sure that he's on the same page. Then I'll get up and I'll let them know what I'm there for. And end of it, the guys also have an opportunity to win either a Strong Father's t-shirt or we have like a YMCA here but we call it the crock center. A day pass to the crock center or maybe a gift card to go to Meijers. So same thing as Dad Talk. Dad Talk at the end of the six weeks, they walk away with a t-shirt, a certificate, and many men come back and they bring other men with them but they also get the the challenge to go into the community. They have challenge. When you stay connected to them, each one of the men that have worked through Dad Talk have stayed connected to Strong Fathers in one shape, form, or fashion, [inaudible 00:56:10] as well. But Barbershop Talk has been fantastic. I'm looking at ways to expand it, some the father's are going to lead barbers. I currently work with four consistent barbers right now. They have turned me over to a couple more. They told me that "Hey, you know these are other places that, they'll be fantastic for Barbershop Talk", so we'll look at that in the fall as well and take that forward but it's a great opportunity to meet the men and engage them right there. With any luck, they love you.

When people me in the community they say, "Hey, you're the Fatherhood guy or you're the Strong Fathers guy". And that makes me feel good that people know who you are and you must have some kind of impact. So our more involvement and our engaging activities. One I think I'll start with is our empowerment trips. Now, with these things, what we try to do we try to look at things to get men to get involved. That's the like the number on thing when I talk to people that have fatherhood programs and trying to do this fatherhood work, tell me how do you get guys to just show up. I would say to choose

something that they like to do. You know, what we look at is what would a man like to you, lunch sports, they like being outdoors, learning new things, you know, hands on though, you know, cracking open a book and going through something like that, it may not necessarily be our cup of tea to spend in our spare time but to go to a sporting event or something that involves cars or anything and you tie that into education, you have to very, very, very creative with doing this type of things. So Grand Rapids is roughly about 150 miles, two and a half hours from Detroit. So that is five hours locked in a van with me talking about five core values, alright. So I took the guys to a Pistons game, again, from Grand Rapids to Detroit two and half hours one way, five hours total so those five hours in the van, it strictly education. I had one my guys that [inaudible 00:58:21] with me in the back of the van and I sat in the front of course I was driving and we just went through it. When people say, "Look Tony, you know, when you're guys fun stuff and . . ." Yeah, it's fun but when you get in the van with me for five hours straight and I'm really gonna try to talk to you about five core values. It depends on how you look at. It's always fun. It's always fantastic. In fact, they're looking forward to where we're going this year which we will take another trip in November and we'll go from Grand Rapids again back to Detroit to the Charles H. Wright African American Museum. And that trip we will take our therapist with us which is Kyle Henry because some of it can shocking to others, what you experience at Charles H. Wright. Me, I'm a Detrioter, born and raised going to the Charles H. Wright Museum has always been a treat for me but I found in Grands Rapids, many, many, many have very little experience and Knowledge about the origins of where they come from and its actually very shocking growing up in a city like Detroit where you know where you come from. It always hammered into you from grade school until graduation. It was in African American Studies in High School. So when I got to Grand Rapids, I found it's a little bit different here.

We're take them there and I get calls constantly like , "Where we going? Where we going?" So there really excited about that. But as you can see on this picture here, we went to a Pistons game, it was great and we focused on the five core values but we also the men and the children horseback riding. Many men that we have in our community have never been on a horse before. I hooked up with the local ranch here in Grand Rapids and she invited my fathers and the children out to the ranch. And they spent the whole doing ranch-hand stuff. I

mean from the morning to sundown and it was a great learning experience. Not only was it a great learning experience for the father but it was also a great learning experience for the children. And to learn that with their fathers is going to be a memory that last forever. And at the end of that, again, we focused on those five core values. We don't give on it. We sat around the campfire after all the activities were over and, here we go, we're going back to the five core values again. And then we go back into that so it was great way to engage men. We're looking to do it again for Father's day weekend. Now withstanding from the three men that we took, we're gonna try to take six men this time. Which is fantastic. They're excited about going and it's a great time. And we also, coming from Detroit, going to the auto show is like a holiday. I can't speak for everyone else, in Detroit, it's like Thanksgiving, Christmas, New Years, Auto Show. It actually goes like that, it's really like a holiday. And I found here in Grand Rapids it wasn't quite the same. It's always a hassle to go to a dealership, whether you have money or not. It's a hassle. When you walk in, the pressure of the cars and. . . so we got many men in my program that don't drive so we take them to auto show that way they can chance to get close to the car, sit in the car without the sales person following them around, asking them are you looking to buy. It just a way for you to feel a little free. Instead of standing at the bus stop looking at the new cars, they're actually able get into the cars.

One particular young man that I could think of, I'll never forget this moment, I walked by and it was in this convertible BMW and he put his son in the back seat and the smile on his face and he turned to look at his son in that backseat. You could see that something changed in him. And this is a young man that I worked with for months. He didn't want to work with a third shift. He hated third shift jobs. So he disappeared on me for about two weeks and come to find out he took a third shift job. He took a third shift job working at Walmart. And I talk to him just a little over a year ago, now he's driving a car. It's not a brand new car but he has a car now. And he says, you know, that just changed his life. It showed him that he could have something other than what he thought . . . he thought it was just something he couldn't obtain. He didn't think he could get a newer car but also saw something better for his son. He saw himself in a different place. So the purpose of that was so he can see, not only him but the other men could see something different. You have to show them something different. This picture here you're looking at, this slide, I'm sorry is Dads Com.

Dad's Com is our coalition of our Kent model, I guess you can say. You have me as Strong Father's, you have other programs that are either doing fatherhood work or wanna do fatherhood work so we get together twice a year to put on a different event. Two of them I'm showing, Safe sleep which is in September which are great. It's just educating men around safe sleep, safe sleep practices. Don't sleep with your child. Millions have done it. I know, I'm a father. My oldest child is 22, I've slept on the couch with my son on my chest and you could see today. But I occurred to how would you feel it you woke up and your child didn't wake up. Are there other ways you can do this besides sleeping with your kid. And you educate them around that and help them understand that there's different ways to help mom and not only help them self but also help mom. When she's tired but also how to educate people in his family.

And so, again, how do you get them there? Well, word of mouth spread quickly. This will be our third year doing it. The first two year, we had something fun. Men like games, we like challenging each other, we like to challenge ourselves so we had a relay race where the men, they had to take the doll and dress the doll. Take the doll to the next stations, swaddle the doll, take them to next station, put in the carseat properly, we had someone there who was a carseat expert to make sure the baby was in the carseat properly. And then, at the end of it, they had to go to that god awful pack-n-play. Which is almost like the worst thing invented for a man to open that pack-n-play. So they had to open up the pack-n-play and get in it, fold it back up and start all over again. And so the men raced through it, three lines, I think it was three at the most so we had like six men in each line so it was fun. The way we interacted with each other and, again, we also had dinner. Dinner is my thing right now. And we were surrounded by dinner. Men talk around the dinner table, we talk over a meal so I really try to make sure I focus on that and make sure that we incorporate that into anything that we do. Here we go again, we come up on September, I'm already getting emails and phone calls and different [inaudible 01:05:55] like, "Okay. Tony, I went through this last year. I got my brother, he's a new dad. I wanna bring him." So something that's fun, it's engaging, and we love doing it. And then we also had our second annual conference this past year in Fayetteville, which is local within Kent County. And just creating things around conversations that men like to have. So the conferences were phenomenal and they really engaged and a lot of great feedback from the

conference this year. As I was close to it, here is probably the most exciting thing that we do in the summer as far as father child activity. We play flag football. I looked different things that people were doing across the country, it always seemed like basketball was always the them. So I wanted to do something different and even in Grand Rapids, we have several basketball tournaments that go on but no one was playing football. Well, at these ages, we can't go out there and play tackle football but we sure can play flag. The first way we did this in 2013, we had literally four team, 40 men come out to play, they brought roughly about 30 children with them, and we had about another additional 30 spectators and volunteers.

That was in 2013. 2014, we had 96 men, 146 children and an additional, nearly 200 spectators and volunteers that showed up. And, here, we're looking at roughly about . . . at this year, we've planned the stages for now, it will be help on August 30th. We looking at nearly probably about a thousand people in the park for that day. It's a great way to engage people. When the community see's you, they know that you're there. It's a great staple that people understand that you got work, you're doing the work that's needed in the community. Yeah. We focus. Again, we have to. Of course, right. So anything we do we have education tied to it. So in 2013, our focus was on prostate cancer. But some questions, we tell them you know you have young men out there in their early 20'a, mid-20's, why you tell them about prostate cancer, you really don't look at it til you're 40, right. Well, we're looking at it in a preventive way. How do we talk to the talk them and engage them on how to take care of themselves, how to take care of their bonds now, that way when they do get 40, they're not looking at an issue with prostate cancer. So that was our focus on 2013. Dr. Conned, who's a fantastic doctor here in Grand Rapids, comes out and gives a great presentation. We do a pre and a post survey of their knowledge of what we spoke about. I mean, we don't hold them for a long time here. When you want to do something like that, especially when it's outdoors, 15 minute max. You really don't want your speaker to talk longer than 15 minutes cause we start to zone out a little bit after 15 minutes. So that really was great. Last year we focused on STD's, and STI's, and HIV. Which is great. 15 minute, Dr. Canned, gave a great presentation, test the knowledge of the guys, what they knew about these issues before and what they knew after. Which is great. The whole family comes out. Although, it's father child, again, you have an

additional 100 plus spectators that came to watch. Fantastic time. Great way to engage the guys. Great way to keep them in. If you could find ways to help men, get involved, you have to look at what would a man like to do. So we look at the sports, we look at the competitive nature of the men. And how do we take that and tie education to it as well. And I think we did a great job at that so far here Grand Rapids at creating that atmosphere. So now they look for it. We have a great time coming up for Father's Day, next week where we have something that's almost unheard of. We have four churches together which is a feat. Get Harris on the phone, he could probably tell you that hike up a hill. You got four churches that came together, they all contacted me over the last year and said, "Hey, what are you doing for Father's Day?"

They all wanted to work to the old silo. I said if you wanted to work with me, you're going to have work together. So we're able to work together to put together something for Father's day, the entire weekend which is great. So not only did I leave it to just the four churches, I brought my barbers in too. Why leave them out? So I brought in the four churches, I have my barbers involved. I got a couple other community organizations to some and if you notice, although you increasing the number of people that you're involving but what you doing is saving your program some money as well cause now you're spending less of your own money. So great, phenomenal weekend. We're having a panel discussion on Friday. We already have 100 men registered for that. And then on Saturday, we'll play softball and we'll have a two on two father son basketball tournament. And we also have a 5 K. We're going to have a walk, we're going to march through the city of Grand Rapids for fatherhood on that Saturday. So we'll walk from one church in the city and we'll walk to middle school. And we're going to walk through the streets and it's just a great way to show that somebody does care about fatherhood. And then we're just going to have fun for the rest of that day. And then on Sunday, I can't move the churches out since I got them to table and it's very difficult to get all four of these churches to the table. Yeah, I think I gained tons of gray hair and maybe even lost even more hair. On Sunday, they're going to carry their messages around the same theme that we're using for the fatherhood beach in which is being responsible with your seed. So that is our theme for Father's Day weekend. To giving them something that they want, giving something that's fun, giving them somethings different. And our goal is just to bring all fathers together, whether you're a

stepfather, a grandfather, a father figure, a coach, a pastor, whoever you are, that you have a responsibility to your community not only to help the children but you can help the father you can help the whole entire family at some point. So that is our focus and thank you for time. And I hope all my food talk didn't make anyone hungry so late in the afternoon. But thank you again and I'll pass this on to Naima.

Naima: Thank you. First I'd like to thank all of our speakers today and give Tony a special acknowledgement. We really appreciate your participation knowing that you're on vacation this week so a big thank you to everyone. We'd now like to open it up for questions. So as a reminder, please enter your questions in chatbox on lower left-hand side of the corner of your screen. And for Kenneth Scarborough and Tony, I have the first question, it's a multi-part question so we'll just break it down. And the first question is do you include screening questions targeted to the male partners in the screening process with your women consumer. Let me repeat that. Do you do include screening questions that for the male participants during the screening process for the women consumers.

Ken: This is Kenneth Scarborough. Yes, they have very basic questions around is he in the house, is he involved, and kind of does he attend any of the appointments. So it's very basic . . .

Tony: And for me . . .

Ken: . . . initially.

Tony: Oh, go, I'm sorry. And for me, it's important on my screening, I need to know what level of involvement the father begins, as far as around the home, and it's simple. Is moderate, some, or not at all. But also, when the community

health worker that goes engage to mom, when she talks to dad, did he excitedly talk when you talk about Strong Fathers or is he like, "Oh, another program." I like to know before I make that phone call to where his level of wanting to participate is at.

Naima: Okay. Great. Thank you both. Just as a follow up question, in terms of once you do have a father in program, the question is how far do you go in addressing that father's health needs?

Ken: if you're talking about in terms of questionnaire, we don't use a health questionnaire. What we do is we invite various partners to come in and present every year on men's health. And so for the last presentation we had a month ago, it was on substance abuse. Previous to that, we also have here in Hillsborough County a annual men's health forum and that will address the entire spectrum of men's health. And we push and try to make sure as many of our men attends that as well cause it's ends up being, for some them, their annual physical and their health checkup.

Naima: Tony did you want to address that question or should we move to the next one?

Tony: First, what we do is, even when we do our do our home visiting, we do have a health assessment screen that we do. What's unique about Grand Rapids is that there are a lot of programs here that you can get men involved in. It's just that they don't know about them. They work in corners and so I have to pull them out of corners. So I use the screen to say hey, right now we have our own therapist, Kyle Hinley, who works with Strong Father's Uniquely. And we do a healthy assessment if they need . . . and I tell guys,, you don't have to be messed up. You don't have to feel like the world is going to end just to have someone to talk to. Sometimes you need to run through your thoughts with somebody that is a professional. They try to use me but I say but I say well I may not be that guy but here we do have our own resident therapist that you can run those questions by. But we also have two doctors here in Grand Rapids who offer free

services twice a year. So it's important that I transfer that information where they are health-wise so we do have a screen that we use to check and see where they are, whether they felt that they're obese or whatever it is, heart concerns. So we do have a screen that we use for that and then I will share with the doctors if its necessary. . S

Naima: Excellent, thank you. So Ken and Tony, our next question is asking about father's who are incarcerated. So the question is what are some ways of engaging incarcerated dad's to foster attachment and bonding with their children.

Tony: Well here in Grand Rapids, again, there is a program here for that. So I try to stay in my lane. I coordinate with the gentlemen that works with the incarcerated fathers so when I have that issue, if I run into that problem, I usually hand them off and it's a warm hand off. I usually make sure that I just don't give them a phone number. What I do is I make sure that the contact is named. Whether I encourage someone from that program to come to a home visit with me or if the father is still incarcerated and I maybe received information from mom, I try to do some kind of warm hand off in making sure that they connect. I don't like just giving the phone number and say here call this guy. When don't need it, sometimes they would never call. So I usually do some form of warm hand-off in that situation but we have someone here . . . that's sort of his lane so to speak so I try to make sure I steer that person in that direction.

Ken: For Kenneth Scarborough. If he is incarcerated in our county, as with Tony, we have an organization here called A Brown Ministries. They actually have video visitation program. So the children can go to a central location in their facility and they have a video conferencing set up so that the dad and the children can talk over video conferencing. But we don't necessarily do that in our offices.

Tony: But I . . .

Naima: Alright, thank you . . .

Tony: But I will add, if you don't mind, I will add even if a gentlemen is in our program and if he gets incarcerated, say he's in Kent County Jail, our home visits extends to Kent County Jail. So I've had a client for a whole year. All his home visits stayed the same. I just went to the Kent County Jail to do his home visit. And it worked but is also, what's important to that factor to keep that relationship in tact, he was worried about having his job when he got out. I went over to his employer and talk to his employer about the situation he was in but I made sure he had a job to come to. So when he got, he went back to . . . he got out on a Wednesday a, by Friday, he was back at work again. So it's important that you stay engaged with the men even if he gets incarcerated whether you just send him a letter or if he's local, still continue to visit with him.

Naima: Wow. That is a very comprehensive level of engagement. That's amazing. We have approximately nine minutes left and I have two questions remaining. One that is targeted to each of your presentations separately. So I'd like to start with Ken Scarborough. The question is, out the four recruitment forces, partners of consumers, community partners, men to men referrals, and event and activities, which one do you feel is the most successful in recruiting male or fathers.

Ken: Without a shadow of a doubt, the men to men.

Naima: Men to men referral. Why is that Ken? Can you give us some more inside as to why you think that is the strongest recruitment source?

Ken: Yeah, because he is going to actually touch would have done assessment also know the level of interest. And that male has a point to remain engaged.

Often times you have to warm men up to participate in a group or in a program or gathering of some sort. He has to have a feeling of safety and the man to man usually brings him there.

Naima: Okay great. Thanks Ken. So, Tony, for your question, this is about the work that you do at the barbershop. So the question is, do you provide training to the barbers and also, in terms of your recruitment of the barbers, what does that look like?

Tony: Yes, we do provide training. We'll do that again in the fall. And when dealing with men and you're dealing with men, I guess I could say this at a street level, you want to be as informal as you can be. If it looks like a classroom, if its setup like a classroom, its a classroom. So I avoid that at all cost. It's a huge turnoff at that point. So as far as the training, what we focus on is the values, helping barbers understand that we're trying to accomplish something here so we're just not talking let's say integrity. We want to make sure that the men walk out there understanding that they have to live their life with integrity and they have teach their children integrity. So we just don't leave it open-ended to the . . . say, "Okay, we're going to talk about integrity. Now we're done." No. There's a point behind it, that we walk out of here with a understanding. So training the barbers to understand that is averagely difficult because, believe it or not, these barbers are already teachers. They talk all day. They're already teachers. They're some of the most effective teachers that you will find in our community. To helping them understand, to helping them steer that, plus I'm there to make sure that it gets steered in a direction but they actually make my job a lot easier. And as far as recruiting barbers, that has been the easiest part. I get phone calls. Social media is the best friend that you can have. Men will change addresses, they will change phone numbers but they will stay connected to their Facebook accounts. Everyone does for the most part. So we have a Strong Father's Facebook, Strong Father's, we have one that's closed, we have a page that closed but I generally keep it to just father's and people that just wants to offer services to fathers. And then we have an open page for anyone to take a look and see what we're doing. But barbers come out to me. I got to a point now where, I've been establishing that reputation in the community and once you do that, they want to come in and be a part of what

you're doing. So it's a lot of groundwork. I think Ken said this earlier, selecting the right person to do the job is key. You got to find someone that passionate about this, they understand work will go beyond 5:00 sometimes and having that. And people see that and they feed off it and they want to come join in what you're doing so it's like a movement. When I was hired for this job, I was told that they wanted a movement so that's what I'm trying to give them.

Naima: And that's a great way to summarize and conclude that. With that concept of this work being a movement. So with that we haven't received anymore questions. But I would just like to bring our webinar to a close with a reminder that this month, the next webinar that we'll be offering is a behavioral health screening, focus on caring for pregnant and postpartum women that struggling with addiction and that will take place on June 25th. And, again, as a reminder, the recording, the transcript, the slides will all be available on the Healthy Start EPIC site which is there on your screen. So with that, I would like to thank everyone for their participation. A reminder to please complete our evaluation. We take all of your comment and feedback very seriously and we'll use it for improvement. So, again, this concludes our webinar for today and I'd like to thank you for your participation. Everyone have a great day.

