

GOVERNMENT OF THE DISTRICT OF COLUMBIA
Commission on Fathers Men and Boys



Responses to Fiscal Year 2016 Performance Oversight Questions

Tony Dugger

Director
Commission on Fathers Men and Boys

Submission to Councilmember Bandon T. Todd

February 22, 2017
John A. Wilson Building
1350 Pennsylvania Ave., NW
Washington, DC 20004



1. Please provide the legislative history for the creation of the Office, which includes the following information:

a. The legislative vehicle by which the Office was created (Mayor’s Order, Resolution, or Statute).

The Office was created through the Commission on Fathers, Men, and Boys Establishment Act of 2013 (B20-0366)

b. What powers the Office has been delegated through Mayor’s Order.

None

c. The legislative vehicle by which the Director was appointed (Mayor’s Order, Resolution, or Statute).

The Director was appointed by Mayor's Order

2. Please explain the mission of your Office.

The mission of the Commission is to advocate on behalf of fathers, men, and boys in the District of Columbia and to advise the Mayor, Council and the public on the issues and needs of fathers, men, and boys in the District of Columbia.

3. Please provide a complete, up-to-date organizational chart for each division within the office, including an explanation of the roles and responsibilities for each division and subdivision.



Deputy Mayor for Greater Economic Opportunity—Guides the overall direction of 5 agencies (DOES, DSLBD, WIC, OAA, CFMB) for the purpose of spurring economic and social opportunity for residents of overlooked and underserved communities.



Executive Director—Guides the work of the Commission on Fathers, Men, and Boys in accordance with its legislation as well as the policy and programming priorities of the Mayor as presented to the Commission through the Deputy Mayor of Greater Economic Opportunity

Program Analyst-Works directly with the Executive Director on all phases of Commission work relative to programming, public facing events, research, and presentation.

12 Commissioners-Represent the face of the Commission during public meetings and other stakeholder engagements as well as work with Executive Director to develop policies and programming recommendations

a. Please provide a list of all employees (name and title) for each subdivision and the number of vacant positions.

- *Tony Dugger, Executive Director*
- *Ajan Brown, Program Analyst*

There are presently no vacancies in the office.

b. Please provide a narrative explanation of any organizational changes made during the previous year.

There were no organizational changes made during the previous year.

4. Please provide a complete position listing for your office for fiscal year 2016 to date, including the following information:

a. Name of employee.	Tony Dugger	Ajan Brown
b. Title of position.	Executive Director	Program Analyst
c. Grade, series, and step of position.	ES, Grade 7, Step 0	ES, Grade 3, Step 0
d. Date employee began.	June 8, 2015	July 6, 2015
e. Salary and fringe benefits.	\$101,846	\$66,199
f. Job status.	FTE	FTE

5. Does the office conduct annual performance evaluations of all its employees? If so, who conducts such evaluations? What steps are taken to ensure that all office employees are meeting individual job requirements?



The Commission's Executive Director and Program Analyst meet regularly with the Deputy Mayor for Greater Economic Opportunity for performance evaluations and to ensure individuals are meeting their job requirements.

6. Please provide a list of employees detailed to or from your office. Provide the reason for the detail, the detailed employee's date of detail, and the detailed employee's projected date of return.

There are no employees detailed to or from the Commission.

7. Please provide the Committee with:

a. A list of all employees who receive cellphones, personal digital assistants, or similar communications devices at the Office's expense.

Tony Dugger, Executive Director (Cell Phone)

Ajan Brown, Program Analyst (Cell Phone)

b. A list of all vehicles owned, leased, or otherwise used by the Office and to whom the vehicle is assigned.

There are no vehicles owned or lease by the Commission staff.

c. A list of employee bonuses or special award pay granted in FY16 and FY17 to date.

No employee bonuses or special award pay were granted in FY16 and FY17 to date.

d. A list of travel expenses itemized by employee.

No travel expenses were expended by the Commission staff.

e. A list of the total overtime and workman's compensation payments paid in FY16 and FY17 to date.

No overtime and workman's compensation payments were paid in FY16 and FY17 to date.

8. Please provide a chart showing your office's approved budget and actual spending, by division, for FY16 and FY17 to date. In addition, please describe any variance between fiscal year appropriations and actual expenditures.

FY16 Commission on Fathers Men and Boys Budget by Comp Source Group

Comp Source Group	Approp Act	Expenditures	Available Balance
0011 (Salaries)	\$115,560	\$115,560	\$0
0014 (Benefits)	\$21,419	\$21,419	\$0
0040 (Contracts)	50,000	\$43,500	\$6500



Since 2016 represented the first year of the Commission's operations, actual expenditures commenced during the 3rd quarter of FY2016 and approximately \$6,500 was left unexpended.

FY17 Commission on Fathers Men and Boys Budget by Comp Source Group

Comp Source Group	Approp Act	Expenditures	Available Balance
0011 (Salaries)	\$115,560	\$53,704	\$61,856
0014 (Benefits)	\$21,1447	\$10,321	\$10,825
0040 (Contracts)	50,000	\$1,065	\$48,934

9. Please list any reprogramming, in or out, which occurred in FY16 or FY17 to date. For each reprogramming, please list the total amount of the reprogramming, the original purposes for which the funds were dedicated, and the reprogrammed use of funds.

There were no reprogrammings in FY16 or FY17 to date.

10. Please provide a complete accounting for all intra-District transfers received by or transferred from the office during FY16 or FY17 to date.

There were no intra-District transfers in FY16 or FY17 to date.

11. Please identify any special purpose revenue accounts maintained by, used by, or available for use by your office during FY16 or FY17 to date. For each account, please list the following:

There were no special purpose revenue accounts in FY16 or FY17 to date.

- a. The revenue source name and code.
- b. The source of funding.
- c. A description of the program that generates the funds.
- d. The amount of funds generated by each source or program in FY16 and FY17 to date.
- e. Expenditures of funds, including the purpose of each expenditure , for FY16 and FY17 to date.

12. Did the Office participate in any ethics trainings in FY16 and FY17 to date?

Yes, the Commission staff participated in Open Meetings Act Training in FY16.

13. Please provide a list of types and dates of training/information sessions the Office has planned for FY17.



The Commission on Fathers, Men and Boys will hold six public meetings in 2017. In addition, the agency Commission will hold four inter-agency meetings with District government leaders, two mentoring and volunteer trainings.

14. What are the top challenges the Office is presently facing?

The Commission is working diligently to ensure the needs of the District's fathers, men and boys are met. Currently, the major needs facing this community are around job training and placement, public safety and justice and health and human services.

15. What areas (e.g., financial training, procedural training) do you think the Office needs assistance with?

The Commission staff works actively with DMGEO to identify and address any challenges that may arise.

16. Please provide a complete list of the Office's current programs, community events, and initiatives. Include a brief description and general time frame for each item?

- *"Books and Barbershops" is a community-based program designed to promote literacy, mentoring, and the D.C. Public Library reading resources. It is the Commission's goal to expand this program to reach hundreds of families across the District. Additionally, it is the Commission's intent to work with neighborhood barbershops as a hosting site for government and non-government services geared specifically towards issues affecting various police service areas (PSAs).*
- *CFMB "Web Based Training" will provide Responsible Fatherhood, Co-Parenting, and "Rites of Passage" training for males of color referred from local government agencies, as well as the general public. These trainings will target social services and family court entities. Evidence based curriculum will be provided by the National Partnership for Community Leadership. Currently, the web based trainings are being prepared and tested under a 30-day software agreement.*
- *Father/Family Empowerment Day (Father's Day) is an annual celebration of fathers and families within overlooked and underserved communities. CFMB uses this event to connect hundreds of families to city and community-based services while recognizing and celebrating outstanding fathers and their families.*
- *"Aware But Not Afraid" represents a training between CFMB and the Marion Barry Youth Leadership Institute (MBYLI) that highlighted appropriate ways for citizens to conduct themselves during interactions with law enforcement in light of the national attention on deaths of males of color while in the custody of law enforcement. The panel discussion focused on educating citizens of their rights and informed residents on how to have positive interactions with law enforcement.*



- *Inter-agency Working Group meets quarterly to address programming and data issues pertaining to fathers, men, and boys across various government agencies that serve and interact with this constituency*

17. What has the Office done in the past year to make the activities of the Office more transparent to the public? In addition, please identify ways in which the activities of the Office and information retained by the Office could be made more transparent.

CFMB participated in community meetings across the city presenting its mission and purpose, schedules, and fact sheets. CFMB held six public meetings during the past year that engaged over 70 stakeholders per meeting. The Commission also hosted Fatherhood Empowerment Day, which is an annual celebration of fathers and families serving the community.

The Commission plans to continue to be transparent by committing to providing accurate and timely information and making that information publicly available via social media channels and the Commission's website.

18. What collaborations, initiatives, or programs have been successful in FY16 and FY17 to date? Why were they successful?

- *CFMB commenced an interagency group comprising 14 core government agencies to discuss programming and data. This collaboration is successful because it allows agencies to convene for a common purpose and allows agencies to provide updates on the work they are doing that impacts fathers, men and boys.*
- *"Books and Barbershops"-- is a successful program that utilized partnerships with the DC Public Libraries, local community-based barbershops and the nonprofit First Book to promote reading and academic mentoring in local communities.*
- *Public Meetings/Forums --- are an effective tool to engage the general public around the needs of fathers, men and boys. Each meeting is used as a public forum for the community to discuss their concerns and provide critical feedback about policy and programming in the District of Columbia.*

19. How does the Office solicit feedback from customers? Please describe.

The Commission on Fathers, Men and Boys receives feedback both formally and informally. The Commission seeks feedback through event surveys and feedback forms.

- a. What has the Office learned from this feedback?
The Commission has learned the public is intensely focused on the needs of boys and men of color and as such, the commission has looked for new ways to engage the public.



- b. How has the Office changed its practices as a result of such feedback?
Yes, the Commission started to use social media to communicate with stakeholders as a result of public feedback.

20. **Please provide a list of all studies, research papers, and analyses (“studies”) the Office requested, prepared, or contracted for FY16 and FY17 to date. Please state the status and purpose of each study.**

The Commission is conducting a “Statistical Overview of fathers, men and boys in the District of Columbia” which involves an intensive research effort to identify disparities among peer groups as indicated in various community surveys and academic reports and to make that information available to the commission for the purpose of public consumption.

21. How many community based grants were awarded in FY16?

N/A

22. How many community based grants have been or will be awarded in FY17?

N/A

23. **Please list each contract, procurement, lease, and grant (contract) awarded or entered into by your office during FY16 and FY17 to date. For each contract, please provide the following information where applicable.**

Contractor	Nature	Service Provided/Term of Contract	Amount	Competitive Bid	Funding Source
Capitol Services Management Inc.	Event’s Planning and Implementation services	Event Rental Photography Arts and Crafts	\$9,072.06	No	Local Funds
The Coles Group	Research and Writing	Research and writing services concerning educational levels, economic opportunities, single parent	\$52 an hour @ 140 hours or \$7,280	No	Local Funds



Contractor	Nature	Service Provided/Term of Contract	Amount	Competitive Bid	Funding Source
		homes, teenage pregnancies, substance abuse, domestic violence, household income, and labor requirements for middle class sustainability data for fathers, men, and boys across DC			

- a. The nature of the contracting party.
- b. The nature of the contract, including the end product or service.
- c. The dollar amount of the contract, including the budgeted amount and the amount actually spent.
- d. The term of the contract.
- e. Whether the contract was competitively bid or not. N/A
- f. Funding source.

24. Did the Office conduct oversight of the organization to which it awards grants to ensure funds are used as intended? If so, how many oversights?

N/A

25. Of the organizations that received a community based grant in FY16, how many also received community based grants in FY15? N/A

N/A

26. Please describe how an organization is selected to receive a community based grant. N/A

N/A



27. Did the Office receive any grants in FY16? If so, what was the source and duration of the grant(s), and what was it used to accomplish? No

N/A

28. Has the Office sought any grant opportunities in FY17?

N/A

29. Does the Office ever request internal or external audits to be conducted on the operation of your office as a precautionary tool?

The Office of the Deputy Mayor for Greater Economic Opportunity provides oversight to the Commission on Fathers, Men and Boys and the Office of the City Administrator reviews progress on the Commission's Annual Performance plan on a quarterly basis.

30. What are the Office's goals going forward in FY17?

The Commission on Fathers Men and Boys plans to focus on the following for the remainder of FY17:

- **Books and Barbershops:** *Our goal is to provide books to at least 50 barbershops;*
- **Public Meetings and Forums:** *The Commission will hold six public meetings / forums;*
- **Web based trainings:** *The Commission will release a set of web-based trainings for providers that work with fathers, men and boys;*
- **Host Mentoring and Volunteer Training:** *The Commission will host at least 2 mentoring / volunteer training events;*
- **Annual Plan:** *The Commission will release its strategic plan during FY17;*
- **Annual Father's Family Celebration:** *The Commission will host its annual Father's Empowerment Event.*

