

Mayor's Office on Father Men and Boys
Performance Oversight Hearing Questions
For
2019-2020 to Date

1. Please provide a complete, up-to-date organizational chart for each division within the commission including, either attached or separately, an explanation of the roles and responsibilities for each division and subdivision.

Jason Wallace, Executive Director



Michael Dodson, Associate Director

- a. Please include a list of the employees (name and title) for each subdivision and the number of vacant positions;

Jason Wallace, Executive Director

- **Provides strategic leadership and direction to the implementation of all MOFMB related initiatives and activities.**

Michael Dodson, Associate Director

- **Manages operations and provides programmatic and technical support to all the initiatives of the agency**

- b. Please provide a narrative explanation of any organizational changes made during FY19 or FY20 to date;

The Commission on Fathers, Men, and Boys through a mayoral order became The Mayor's Office on Fathers, Men, and Boys with a Commission. To better align with The Mayor's Office of Community Affairs cluster, our agency became an office with a commission.

- c. Please describe the major functions and responsibilities of each division and subdivision of the commission;

- **N/A**

2. Please describe the commission's performance measurement activities, including: A list of performance measures used by the commission;
 - a. The procedures used to review and act on results;

The Office on Fathers, Men and Boys has developed a data tracking tool that captures events, meetings, and engagement efforts. The tracking tool categorizes efforts by Ward, responsible staff member, event location, and community partner. Performance measures vary depending upon the initiative however the number of attendees, number of residents connected to resources, and number of sessions are examples of some of the measurements used by the agency. Staff determine success by reviewing the resources per initiative compared to the number of residents affected, and the level of impact.

- b. All staff and resources dedicated to performance measurement;

Michael Dodson and Jason Wallace are the staff that will be dedicated to the performance measurement.

- c. The goals and actual results for those performance measures in FY19 and an explanation of any variance between goals and results.

The Office on Fathers, Men and Boys is not required to submit a performance plan to the Office of the City Administrator. Please appendix A for internal performance measures.

4. Please provide a copy of your commission's FY20 performance plan as submitted to the Office of the City Administrator.

The Office on Fathers, Men and Boys is not required to submit a performance plan to the Office of the City Administrator. Please appendix B for internal performance measures.

5. Please describe the commission's efforts to utilize federal funding sources and other alternative funding sources.

The Office on Fathers, Men, and Boys will pursue collaborative funding opportunities from larger agencies committed to direct services as well as partnerships from private companies to support initiatives. We have had conversations with and plan to pursue partnerships with The US Department of Health and Human Services, Father's Incorporated National Responsible Fatherhood Clearinghouse, and the Ad Council.

6. Please list each **grant or sub-grant**, including multi-year grants, received by your commission in FY19 and FY20 to date. List the following:

- a. Source,
- b. Purpose,
- c. Timeframe,
- d. Dollar amount received,
- e. Amount expended,
- f. How the grant is allocated if it is a multi-year grant, and
- g. How many FTEs are dependent on each grant's funding, and if the grant is set to expire, what plans, if any, are in place to continue funding the FTEs.

The Mayor's Office on Fathers, Men, and Boys were not awarded any grants.

7. Please describe every **grant** your commission is, or is considering, applying for in FY19.

MBK Community Challenge Competition Grant

8. Please list each **grant** awarded by your agency during FY18 and FY19 to date for goods and/or services provided by your commission. Please attach any documentation of monitoring, including any reports developed. For each grant, please include the following information, where applicable:

The Mayor's Office on Fathers, Men, and Boys were not awarded any grants.

9. Provide a list of all publications, brochures, and pamphlets prepared by or for the agency during FY19 and FY20 to date.

The Mayor's Office on Fathers, Men, and Boys has not prepared any publications, brochures and pamphlets for FY 19 and FY 20. However we are currently working alongside several organizations to produce a men's health guide.

10. Please provide a list of all **studies, research papers, reports, and analyses** that the commission prepared or contracted for during FY19 and FY20 to date. Please attach a copy if the study, research paper, report, or analysis is complete. For each study, paper, report, or analysis, please include:
 - a. The research method, and
 - b. The names of all involved

The Mayor's Office on Fathers, Men, and Boys Health and Well-Being Sub-Committee produced mental health policy recommendations (see Appendix C) focused on identifying needs and devised policy solutions that effectively address the health and wellbeing of boys

and men of color in the District of Columbia. The process for developing the policy recommendations included a review of the evidence base for health-related risk and protective factors among boys of color, with a particular focus on Black and Latino boys. Additionally, the sub-committee's review and analyses of the 2017 D.C. Youth Risk Behavior Survey (YRBS) produced by the Office of the State Superintendent of Education (OSSE) and the 2014 Behavioral Health for Children, Youth and Family Services in the District of Columbia Report were integral to our process. Findings from our review of the literature centered on the impacts of trauma, adverse childhood experiences (ACEs), toxic stress and oppression on mental health outcomes of Black and Latino boys.

The following commissioners participated in the drafting and completion of the aforementioned document: Amber A. Hewitt, Ph.D.; Tamara Henry, Ph.D.; Arthur Burnett (Judge-Retired).

See Appendix D for additional information

11. Please list each program or initiative of the commission during FY19 and FY20 to date. For each please provide a description, goals, and how those goals will be met and measured:

In FY2019 the Mayor's Office on Fathers, Men and Boys developed the #FlipTheScript campaign to combat the false narrative of how Black and brown men are being portrayed in the media and its effects on implicit bias. Our goal was to place 25 ads of Black and brown fathers across The District and partner with 5 social media influencers to hit 1 million impressions. 326 Ads covered 26 metro stations, and countless neighborhoods and trains on public transportation throughout the city, including the screens at Gallery Place Chinatown. It has achieved over 19 million impressions via ads and over 1 million impressions on social media per month, with some of the ads still running. In addition ads are set to be placed within the DC jail.

In FY2019 the Mayor's Office on Fathers, Men and Boys, launched Father Fun Days, a no cost day for fathers to meet other fathers to build a strong support network and spend time with their families. Our goal was to have 6 events for residents and we achieved our goal with 6 Father Fun Day events including golfing, fishing, and a family field day supporting 783 residents to connect with their families.

In FY2019 the Mayor's Office on Fathers, Men and Boys, in partnership with Corporate Counsel Men of Color, Walmart, Unilever, JP Morgan Chase, and The National Museum of African American History and Culture we helped to facilitate a business conference attracting over 600 participants and ensuring residents and local organizations could attend at no cost.

In partnership with the National African American Male Wellness Initiative, we planned a 5k run/ walk to raise awareness for preventable health diseases. During the event over 200 men

and their families were screened by health professionals and connected to health resources prior to participating in the walk.

In collaboration with Facebook DC, we have launched a “Red Table Talk” style discussion entitled, *The Manuscript*, to support and change the stigma around mental health support for men in communities of color. Our goal was to film 6 episodes which we did reaching nearly 7,000 people.

In partnership with Thrive by Five and The Mayor's Office on Women's Policies, and Initiatives we help plan The National Maternal Infant Health Summit that had over 1,300 participants and videos reached over 1 million impressions online.

Working closely with Serve DC, we planned the My Brother's Keeper Summit and volunteer fair, where we led a breakout session and engaged over 500 residents and over 60 volunteer organizations serving boys of color.

In partnership with Google DC and The Urban League's Thursday Network, we have created a speaker series entitled, *Legacy Speaks*, to discuss father relationships, entrepreneurship, and generational wealth building. Our first event reached the maximum capacity of 125 residents as we discussed the fundamentals of wealth building.

We worked alongside East of the River Services and East River Family Strengthening Collaborative and 8 local organizations serving boys for our Annual Father's Day Field Day Event connecting us to 150 residents.

We worked closely with The Mayor's Office of Religious Affairs to organize a delegation of 20 residents including a student for Mayor Bowser's trip to Selma, AL. We also worked closely with Serve DC to attend President Obama's My Brother's Keeper Summit in Oakland.

In FY 2020, The Mayor's Office on Fathers, Men and Boys will develop a Paternal Rights Workshop that provides fathers/male guardians in the District with tips on navigating through child custody, visitation and child support issues.

In FY 2020, The Mayor's Office on Fathers, Men and Boys will develop a Fathering Session in partnership with the Capital Youth Empowerment Program at DC Jail. The sessions will provide soon to be released fathers with guidance and best practices on improving parenting habits.

In FY 2020, The Mayor's Office on Fathers, Men and Boys will collaborate with Statesmen College Preparatory Academy for Boys to provide after-school extra curricular activities in partnership with local community based organizations and non-profits. Examples of such activities will include interactive financial literacy sessions, health and wellness activities and arts focused programming.

12. Please describe any programs or initiatives the commission implemented within FY19 and FY20 to date, to improve the internal operation of the commission, reduce waste, fraud and abuse, or the interaction of the commission with outside parties. Please describe the results, or expected results, of each program or initiative.

MOFMB abide all DC Government policies and regulations to report any waste, fraud and abuse.

13. Please describe how the commission solicits feedback from customers.

- a. What has the commission learned from this feedback?
- b. How has the commission changed its practices as a result of this feedback?

The Office on Fathers, Men and Boys has made our MOFMB email address and office telephone numbers available to residents in the District. An online form has also been created at men.dc.gov as an avenue to receive feedback from residents. We also meet with organizations and residents during several community engagement efforts who provided feedback. We have learned that a focus of the agency should be on connecting District fathers to available resources relating to their paternal rights specifically, child custody and visitation.

Based on the feedback, In FY20 the Office on Fathers, Men and Boys' goal will be to initiate monthly workshops with several law firms to provide support to men that are having complications as it relates to being able to be in the lives of their children.

14. What are your top five priorities for the commission? Please provide a detailed explanation for how the commission expects to achieve or work toward these priorities in FY20.

1. Work to close the achievement gap for men and boys of color within the District.

Rising Stars - The Mayor's Office on Fathers, Men and Boys will implement a literacy focused mentoring program between Ron Brown High School for Boys and Charles Hamilton Houston Elementary School in Ward 7. The program will focus on increasing reading time for 3rd grade male students as well as promote the spirit of volunteerism among rising 11th grade male students at Ron Brown High School for Boys.

Student Workshops - The Mayor's Office on Father's, Men, and Boys will be partnering with four organizations to add educational programming for the students at Statesmen College Preparatory Academy for Boys in Ward 8.

2. **Increase opportunities for connection between fathers and their children while building a strong support network between fathers and other fathers**

Father Fun Days - City-wide community engagement days that provide grandfathers, fathers, and sons an engaging, no cost, day to connect

Paternal Rights Workshop - Collaborative effort with DC-based law firms to provide fathers with tips to navigate through custody, visitation and child support related issues.

Fatherhood Program - In collaboration with The Capital Youth Empowerment Program, we will facilitate a 12-week fatherhood class where incarcerated men within the DC Jail can learn self-awareness, fathering, and relationship skills that will be tailored to their circumstance.

3. **Empower Men and Boys of color in the District by positive imagery and meaningful relationships.**

#FlipTheScript - A positive image campaign showing photos of fathers and sons. This campaign will be on social media and print advertisement throughout the city

The Manuscript, a small filmed roundtable discussion used to tackle important issues impacting men. Conversations will take place on Facebook and will highlight local resources where residents can seek help. Images from the conversations will be posted on social media

Paternal Rights Workshop - Collaborative effort with DC-based law firms to provide fathers with tips to navigate through custody, visitation and child support related issues.

4. **Inform residents of District of community and government resources that are available to them and their families.**

MOFMB will produce and continuously update an equitable resource guide for males within the district.

The Manuscript, a small filmed roundtable discussion used to tackle important issues impacting men. Conversations will take place on Facebook and will highlight local resources where residents can seek help. Images from the conversations will be posted on social media.

MOFMB Staff are committed to reach residents where they are and table local events through-out the year.

5. **Provide research and policy recommendations that advocate issues affecting men and boys in the District of Columbia**

The Mayor's Office on Fathers, Men, and Boys have a commission, a 12 -member body that represents multiple generations of DC residents and a cross section of disciplines, including non-profit executives, entrepreneurs, academia and the judicial system. Commissioners are divided into four sub-committees based on their expertise and work on policy recommendations.

Sub-committees are:

- a. **Fatherlessness and Family law,**
- b. **Poverty + Economic opportunity,**
- c. **Health and Well-being; and**
- d. **Rehabilitation and reintegration.**

15. **What collaborations, initiatives, or programs have been successful in FY19 and FY20 to date? Why were they successful?**

In FY2019 the Mayor's Office on Fathers, Men and Boys developed the #FlipTheScript campaign to combat the false narrative of how Black and brown men are being portrayed in the media and its effects on implicit bias. Our goal was to place 25 ads of Black and brown fathers across The District and partner with 5 social media influencers to hit 1 million impressions. 182 Ads covered 26 metro stations, and countless neighborhoods and trains on public transportation throughout the city, including the screens at Gallery Place Chinatown. It has achieved over 17 million impressions via ads and over 1 million impressions on social media per month and ads are set to be placed within the DC jail.

We have launched our Father Fun Day, a no cost day for fathers to meet other fathers to build a strong support network and spend time with their families. We created 6 Father Fun Day events including golfing, fishing, and a family field day connecting with 783 residents.

In collaboration with Facebook DC, we have launched a "Red Table Talk" style discussion entitled, The Manuscript, to support and change the stigma around mental health support for men in communities of color. We have filmed 6 episodes. All episodes have been released on Facebook.com/TheManuscriptShow totaling over 7,000 views.

Appendix A:

Mayor’s Office on Fathers, Men and Boys 2019 Internal Performance Plan

1. **Achievement** - Partner with organizations and agencies that work to close the achievement / health gap amongst boys in the District.

Initiative	Goal	Actual
National African American Male Wellness 5k Number of attendees screened	200	200
Legacy Speaks Sessions Number of attendees	80	125
CC Men of Color Conference Number of attendees	500	600

2. **Connections** - Connect fathers to other fathers to build a strong support network while encouraging bonding between fathers and their children

Initiative	Goal	Actual
My Brother’s Keeper Summit Number of attendees Number of organizations attended	500 60	500 60+
Father’s Day – Field Day Number of community partners Number of attendees	4 300	8 125
Trip to Selma AL Number of attendees	20	20

3. **Empowerment** - Create initiatives that combat implicit bias and portray positive images and empowering men of color.

Initiative	Goal	Actual
#FlipTheScript Campaign Number of print ads posted attendees Number of total social media impressions	25 1,000,000	326 20,000,000+
Maternal Infant Health Summit Number of attendees Number of online impressions	N/A N/A	1,300 1,000,000+
The Manuscript Web Series Number of episodes Number of viewers	6 5,000	6 7,000+

4. Resources - Connect DC residents to government and community resources

Initiative	Goal	Actual
Number of men connected to District resources through MOFMB	500	727
Number of resources fairs	10	11
Percentage of resource referral open inquiries closed in timely manner (3-5business days)	100%	100%

5. Community Engagement

Initiative	Goal	Actual
Number of engagement events attended	50	64
Number of community events attended	50	61
Total number of attendees at engagement events	6000	6234
Percentage of resource referral open inquiries closed in timely manner (3-5business days)	100%	100%

Appendix B:

Mayor’s Office on Fathers, Men and Boys 2020 Internal Performance Plan

1. **Achievement** - Partner with organizations and agencies that work to close the achievement / health gap amongst boys in the District.

Initiative	Goal
National African American Male Wellness 5k Number of attendees screened	300
Legacy Speaks Sessions Number of attendees	200
CC Men of Color Conference Number of attendees	600
Rising Stars - Statesman Number of Boys at session Number of community partners	20 4

2. **Connections** - Connect fathers to other fathers to build a strong support network while encouraging bonding between fathers and their children

Initiative	Goal
My Brother’s Keeper Summit Number of attendees Number of organizations attended	500 60
Father’s Day Symposium Number of community partners Number of attendees	5 300
Fathers in Touch (fatherhood class in DC Jail) Number of sessions Number of participants	12 15
Paternal Workshops Number of workshops Number of participants	5 120

3. **Empowerment** - Create initiatives that combat implicit bias and portray positive images and empowering men of color.

Initiative	Goal
#FlipTheScript Campaign	
Number of print ads posted attendees	150
Number of total social media impressions	5,000,000
Maternal Infant Health Summit	
Number of attendees	1,500
Number of online impressions	1,000,000
The Manuscript Web Series	
Number of episodes	8
Number of viewers	15,000

4. **Resources** - Connect DC residents to government and community resources

Initiative	Goal
Number of men connected to District resources through MOFMB	500
Number of resources fairs	10
Percentage of resource referral open inquiries closed in timely manner (3-5business days)	100%

5. **Community Engagement**

Initiative	Goal
Number of engagement events attended	50
Number of community events attended	50
Total number of attendees at engagement events	6000
Percentage of resource referral open inquiries closed in timely manner (3-5business days)	100%



To: Mayor Bowser’s Commission on Fathers, Men and Boys
From: Amber A. Hewitt, Ph.D.; Tamara Henry, Ph.D.; Arthur Burnett (Judge-Retired)
CC: Director Jason Wallace
Date: July 31, 2019
Re: Commission on Fathers, Men and Boys Health and Wellbeing Subcommittee; Mental Health Policy Recommendations

Background

The purpose of the Commission on Fathers, Men and Boys (CFMB) Health and Wellbeing Subcommittee is to identify needs and devise policy solutions that effectively address the health and wellbeing of boys and men of color in the District of Columbia (D.C.), and to not forsake recognizing that there are inherent assets even in the communities with the greatest need. The subcommittee represents a cross-section of disciplines, including academia, public health, psychology, public policy and the judicial system.

The process for developing the subsequent policy recommendations included a review of the evidence base for health-related risk and protective factors among boys of color, with a particular focus on Black and Latino boys. Additionally, our review and analyses of the 2017 D.C. Youth Risk Behavior Surveyⁱ (YRBS) produced by the Office of the State Superintendent of Education (OSSE) and the 2014 Behavioral Health for Children, Youth and Family Services in the District of Columbia Reportⁱⁱ were integral to our process. Findings from our review of the literature centered on the impacts of trauma, adverse childhood experiences (ACEs), toxic stress and oppression on mental health outcomes of Black and Latino boys. The need to better address the mental health of Black youth in the District mirrors efforts on the federal level with the creation of the Congressional Black Caucus (CBC) Task Force on Black Youth Suicide and Mental Health. The founding members of the Task Force recognize the importance of taking a holistic approach to addressing youth suicide, which includes consideration of contextual factors like race, socioeconomic status, sexual orientation and gender identity.ⁱⁱⁱ

For boys of color to develop into optimally functioning adolescents and adults, they must be placed “at promise” instead of “at risk.”^{iv} An asset-based, or strengths-based, framing is pivotal and research has identified several protective factors that can mitigate negative physical and mental health outcomes. For example, while community poverty and exposure to violence can contribute to poor health outcomes; the presence of self-worth, familial support and access to mental health services serve as sources of resilience.^v The recommendations identified in this document serve to facilitate optimal functioning and wellbeing for boys of color and to maximize their individual and collective strengths.

Policy Barrier

1. **Shortage of adequate mental health services** for boys of color, particular Black and Latino boys.
 - a. While most D.C. children have health insurance and a medical home (as reported by their parents), they still have difficulty accessing mental health care and developmental assessments.^{vi}



- b. According to the 2017 Youth Risk Behavior Study conducted by OSSE, 16.8% of Black and 17.9% of Hispanic/Latino middle school boys have contemplated suicide and 9.2% of Black and 9.7% of Hispanic/Latino middle school boys have attempted.^{vii}
- c. About 1/3 of Black youth in D.C. have experienced two or more traumatic experiences which could impact their academic, behavioral, and social-emotional skills.^{viii}

Policy Recommendations

The Commission on Fathers, Men and Boys Health and Wellbeing Subcommittee collaborated with the Department of Behavioral Health (DBH), OSSE and the Mayor's Office of Policy (MOP) on the following recommendations.

1. Funds should be appropriated, as available, to the **Department of Behavioral Health (DBH)** to address identified gaps in the implementation of the "South Capitol Street Memorial Amendment Act of 2012. The law, in part, was intended to improve school-based infrastructure to better address the unmet behavioral needs of District youth.
2. The **Office of the State Superintendent of Education (OSSE)** should create a "Youth and Suicide in Washington, DC" fact sheet specific to boys of color utilizing data from the 2019 DC Youth Risk Behavior Survey (YRBS).
3. The **DCPS School Mental Health Team**, in coordination with OSSE, should conduct a resource inventory of existing online behavioral health trainings for school staff. Subsequently, the DCPS School Mental Health Team should identify opportunities to train and/or implement a train-the-trainer model, and require (i.e. at least 50% of staff trained in Year 1, then scale up, as appropriate) annual training for early childhood, elementary school and secondary school teachers to adopt evidence-based trauma-responsive practices, including:
 - a. Recognizing the signs of trauma and its impact on learning;
 - b. Maximize student engagement and promote the social and emotional development of students; and
 - c. Implement alternative practices to suspensions and expulsion that do not remove students from the learning environment.

DCPS should consider behavioral health training across school staff and consider potential incentives to increase compliance.

Next Steps

Future work/collaboration/iterations of these recommendations will be done in conjunction with CFMB.

ⁱ <https://osse.dc.gov/sites/default/files/dc/sites/osse/publication/attachments/2017%20YRBS%20Report.pdf>

ⁱⁱ Wotring, J.R., O'Grady, K.A., Anthony, B.J., Le, L.T., Rabinovitz, L.A., Yoon, I.S., Rotto, K. (2014). Behavioral health for children, youth and families in the District of Columbia: A review of prevalence, service utilization, barriers, and recommendations. Washington, DC: Georgetown University Center for Child and Human Development, National Technical Assistance Center for Children's Mental Health.

ⁱⁱⁱ <https://www.theroot.com/suicides-among-black-children-are-at-crisis-levels-the-1834479583>

^{iv} <https://www.apa.org/pi/families/resources/resiliencprpt.pdf>

^v <https://link.springer.com/article/10.1007/s10464-007-9088-1>

^{vi} Chandra, A. et al. (2009). Health and health care among District of Columbia youth. RAND Corporation

^{vii} <file:///C:/Users/ah0118/Downloads/2017%20YRBS%20Report.pdf>

^{viii} <https://www.dcfpi.org/all/student-access-to-trauma-informed-schools-should-be-a-priority-in-the-district/>