



Fathers Advancing Community Together

Perspectives of Parents Enrolled in the FACT Program

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Research confirms that fathers play a critical role in their families (Osborne et al. 2016). For example, when fathers are present and jointly raise their children with coparents, families exhibit reduced stress, better health and well-being, and more financial stability. Father involvement in early childhood is linked to stronger attachment (Grossman et al. 2002; Hossain et al. 1994), better cognitive outcomes,¹ higher social competence (Pettit et al. 1998), fewer behavioral problems (King and Sobolewski 2006), and fewer externalizing behaviors for boys and improved mental health for girls (Sarkadi et al. 2008).

Despite these benefits, certain barriers may make it difficult for fathers—particularly low-income fathers—to play an active role in their children’s lives (Coley 2001; Swisher and Waller 2008). Fathers may not live with their children or be in a romantic relationship with the mother of their children. In addition, many fathers from low-income areas have histories of justice system involvement and employment-related barriers, such as limited income to support a family. Furthermore, they may have work demands and irregular or inconsistent job schedules that hinder their engagement in family activities (Coltrane, Parke, and Adams 2004).

In response to these challenges, the Claims Resolution Act of 2010 (a reauthorization of the Deficit Reduction Act of 2005) authorized funding to support a Healthy Marriage and Responsible Fatherhood discretionary grant program, administered by the US Department of Health and Human Services, Administration for Children and Families, Office of Family Assistance.² The program funded 36 organizations in 2015 to provide services to promote responsible fatherhood under the New Pathways for Fathers and Families grant program.

Fathers Advancing Community Together

With funding through the Healthy Marriage and Responsible Fatherhood grant program, Rubicon Programs implemented a multicomponent intervention in Contra Costa County, California, called Fathers Advancing Community Together (FACT). Founded in 1973, Rubicon Programs is a community-based nonprofit whose mission is to support people's economic mobility to move out of poverty. In July 2016 it launched FACT, through which parents receive classes in parenting and relationship skills, workshops on employment and economic-stability topics, case management, and support for health and wellness. The program serves low-income Contra Costa County residents who are custodial and noncustodial parents of minor children and who are interested in long-term financial mobility.

FACT provides workshops in three core areas: responsible parenting, healthy relationships, and economic stability. The responsible parenting component involves a series of workshops that use the Back to Family curriculum developed and facilitated by Centerforce, a community-based nonprofit partnering with Rubicon. The Back to Family workshops cover topics such as parenting skills, discipline, and parent-child communication. Centerforce also facilitates the healthy relationships component, which involves workshops using its Couples Enhancement curriculum and covers topics such as communication, coparenting, and conflict resolution among couples. The Couples Enhancement curriculum is delivered as part of the Back to Family classes.

The main economic-stability component is the Foundations Workshops series, designed to teach participants an array of economic-stability, financial, and work-readiness skills. These workshops cover topics such as the structural causes of poverty, career planning, digital literacy, résumé preparation, mock interviewing, financial literacy, investing, budgeting, and managing bank accounts.

In addition to the three core workshop series, FACT provides participants intensive case management based on coaching and transformative relationship techniques. The case management is focused on providing participants employment readiness services, identifying and securing employment opportunities, supporting participants' health and wellness, connecting participants to Rubicon's legal team for legal services, encouraging civic and community engagement, and referring participants to additional external support services, such as housing, child support, family reunification support, visitation and custody support, and anger management classes.

The Current Evaluation

In partnership with Rubicon, the Urban Institute used an action-research framework to conduct an implementation, outcome, and impact evaluation of the FACT program. The evaluation was designed to document program implementation, describe the barriers to and facilitators of effective implementation, assess the degree to which the program led to better outcomes among participants, and assess whether FACT is an effective model for low-income parents in Contra Costa County. Urban collected data through review of program materials, observations of program activities, focus groups with participants, semistructured interviews with program staff and partners, two waves of participant

surveys, analysis of program data collected by Rubicon, and analysis of administrative data collected by the Contra Costa County Department of Child Support Services.

In this brief, we present findings from the baseline participant surveys administered as part of Urban's outcome evaluation of the FACT program. In particular, we describe participants' characteristics and their perceptions toward parenting, coparenting, and economic stability upon their enrollment in the program. The survey findings speak to participants' reported motivations for enrolling in FACT and barriers to program engagement.

Survey Methodology

Between July 2016 and February 2019, 259 FACT participants responded to an online survey regarding their perceptions of the program and how they benefit from parenting, relationship, and employment services. The survey asked 64 questions about the following domains:

- personal well-being
- economic stability
- employment
- justice system involvement, crime, and victimization
- parenting and children
- relationships and parenting partnerships
- receipt of services and program experiences
- demographic information

Of these domains, the current evaluation focuses on parents' perceptions of parenting and relationships with their children, partnerships with coparents, and employment and economic stability. The online surveys were administered to participants using Qualtrics at the time of their enrollment in FACT. Researchers recruited participants to take the survey via phone, text message, and e-mail once a week for up to three weeks after the initial contact. To avoid double responses, participants were provided a link and a unique password allowing one-time access to the survey for up to 14 days after starting it. Respondents received a \$50 money order as compensation for taking the survey. Researchers ensured participants that the survey was voluntary and confidential, meaning Rubicon and FACT program staff would not know the identities of people who consented to take it.

Findings

The survey findings provide a snapshot of FACT participants and their beliefs and service needs regarding parenting, coparenting relationships, and employment and economic stability around the time

of program enrollment. The results provide valuable insight into how FACT program components align with participants' service needs at enrollment.

Sociodemographic Characteristics of Participants

The FACT program was designed to address the needs of fathers and mothers,³ though slightly more parents identified as male (54.1 percent) than female (42.5 percent). The majority of surveyed participants (52.1 percent) identified as Black or African American, an overrepresentation compared with the areas participants are recruited from (i.e., Antioch and Richmond, California), where approximately 20 percent of the population identified as Black or African American.⁴

Approximately half of enrolled parents surveyed were between ages 31 and 40, and two-thirds reported having earned a high school diploma or equivalency. More than half of participants (59 percent) were single, separated, or divorced, and 28.6 percent reported they were in a romantic relationship but unmarried. Furthermore, approximately 40 percent reported they were living with family members or friends when they enrolled in the program. Table 1 presents the full characteristics of surveyed FACT participants.

TABLE 1

Demographics of Surveyed FACT Participants

Respondents were asked to report their age, gender, race and ethnicity, education level, relationship status, and current living situation

| | Percent (%) | Frequency (n) |
|-------------------------------------|-------------|---------------|
| Age | | |
| 18–25 | 13.5 | 35 |
| 26–30 | 23.6 | 61 |
| 31–35 | 22.0 | 57 |
| 36–40 | 29.0 | 74 |
| 41–45 | 8.5 | 22 |
| 46–50 | 5.0 | 13 |
| 51+ | 5.0 | 13 |
| Missing | 5.4 | 14 |
| Gender | | |
| Male | 54.1 | 140 |
| Female | 42.5 | 110 |
| Missing | 3.5 | 9 |
| Race and ethnicity | | |
| American Indian or Alaskan Native | 1.2 | 3 |
| Asian | 1.2 | 3 |
| Black or African American | 52.1 | 135 |
| Native Hawaiian or Pacific Islander | 0.8 | 2 |
| Hispanic or Latino | 14.7 | 38 |
| White | 10.8 | 28 |
| Multiracial | 4.6 | 12 |
| Other | 11.6 | 30 |
| Missing | 3.1 | 8 |

| | Percent (%) | Frequency (n) |
|--------------------------------------|-------------|---------------|
| Education | | |
| Less than 6th grade | 0.8 | 2 |
| 6th–8th grade | 3.5 | 9 |
| 9th–11th grade | 18.2 | 47 |
| High school diploma | 41.7 | 108 |
| High school equivalency | 22.4 | 58 |
| Associate degree | 7.0 | 18 |
| Bachelor's degree | 1.2 | 3 |
| Graduate degree | 1.9 | 5 |
| Missing | 3.5 | 9 |
| Relationship status | | |
| Single | 40.9 | 106 |
| Married | 9.3 | 24 |
| Separated | 8.9 | 23 |
| Divorced | 9.3 | 24 |
| In romantic relationship, unmarried | 28.6 | 74 |
| Missing | 3.1 | 8 |
| Current living situation | | |
| Your own house or apartment | 16.6 | 43 |
| A family member's house or apartment | 40.2 | 104 |
| A friend's house or apartment | 4.6 | 12 |
| Other nonrelative house or apartment | 4.6 | 12 |
| Halfway house | 1.5 | 4 |
| Treatment facility | 2.7 | 7 |
| Shelter | 8.9 | 23 |
| Motel, hotel, or rooming house | 0.4 | 1 |
| No set place/moving around | 6.2 | 16 |
| Homeless | 8.9 | 23 |
| Other | 0.4 | 1 |
| Sober living environment | 2.3 | 6 |
| Subsidized housing | 1.2 | 3 |
| Missing | 1.5 | 4 |

Note: n=259.

Perceptions of Parenting Relationships

Parents were asked how many children they had and their ages as well as whether their minor children were currently living with them. Approximately two-thirds had one or two children, with most (71 percent) reporting that their children were younger than 18. Only 41.3 percent reported living with all their minor children. Most of those not living with their minor children (61.2 percent) reported that their children were currently living with a coparent. Table 2 provides additional details about parents' minor children and their living situations.

TABLE 2

Number of Children among Surveyed Parents

Respondents were asked to report their number of total and minor children as well as the location of their minor children's residence

| | Percent (%) | Frequency (n) |
|--|-------------|---------------|
| Number of children | | |
| 1 | 35.5 | 92 |
| 2 | 25.5 | 66 |
| 3 | 18.5 | 48 |
| 4+ | 19.0 | 49 |
| Missing | 1.5 | 4 |
| Number of children under 18 years of age | | |
| 0 | 3.1 | 8 |
| 1 | 43.2 | 112 |
| 2 | 28.2 | 73 |
| 3 | 14.3 | 37 |
| 4+ | 9.7 | 25 |
| Missing | 1.5 | 4 |
| Number of children under 18 years of age living with survey respondent | | |
| 0 | 42.9 | 111 |
| 1 | 27.8 | 72 |
| 2 | 15.4 | 40 |
| 3 | 8.9 | 23 |
| 4+ | 5.0 | 13 |
| All children under 18 years of age living with survey respondent | | |
| Yes | 41.3 | 107 |
| No | 57.1 | 148 |
| Missing | 1.5 | 4 |
| Location of children under 18 years of age if not living with survey respondent | | |
| Foster care | 2.7 | 4 |
| Another arrangement ^a | 4.1 | 6 |
| With a family member | 2.0 | 3 |
| With a grandparent | 12.2 | 18 |
| With coparent(s) | 61.2 | 90 |
| Do not know | 1.4 | 2 |
| Combination of arrangements ^b | 16.3 | 24 |
| Missing | 0.7 | 1 |

Notes: n=259.

^a The "Another arrangement" category allowed respondents to write in their answers, such as joint custody, unborn child, or adoption.

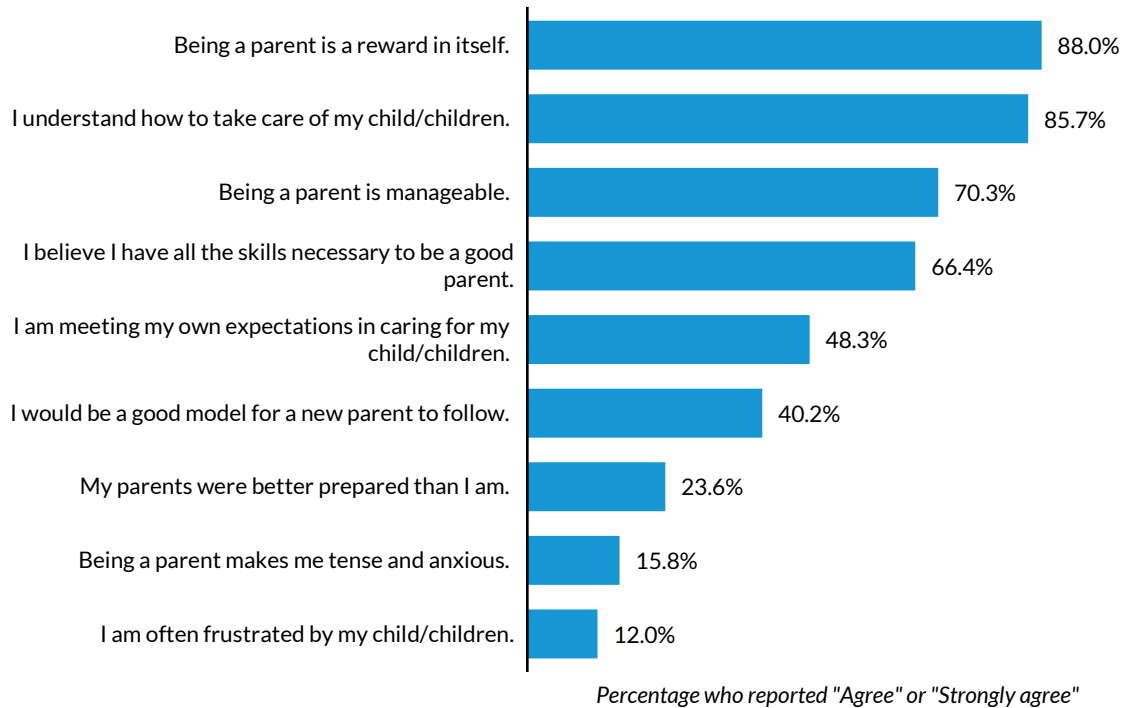
^b The "Combination of arrangements" category includes respondents who selected multiple locations for their children. The four most frequent combinations are "With coparent(s)," "With a grandparent," "With a family member," and "Foster care."

The surveys also asked participants about their perceptions of parenting. Participants consistently reported positive views about parenting (figure 1). Notably, nearly half (48.3 percent) of participants agreed that they were meeting their own expectations as parents. Most felt that parenting was rewarding (88.0 percent) and manageable (70.3 percent) and believed that they had a clear understanding of how to best care for their child/children (85.7 percent). Regarding the difficulties they faced parenting their children, most reported that they were rarely frustrated by their children and did not feel that parenting made them tense or anxious.

FIGURE 1

Survey Respondents' Beliefs about Parenting

Respondents were asked to rate their level of agreement with statements about parenting beliefs

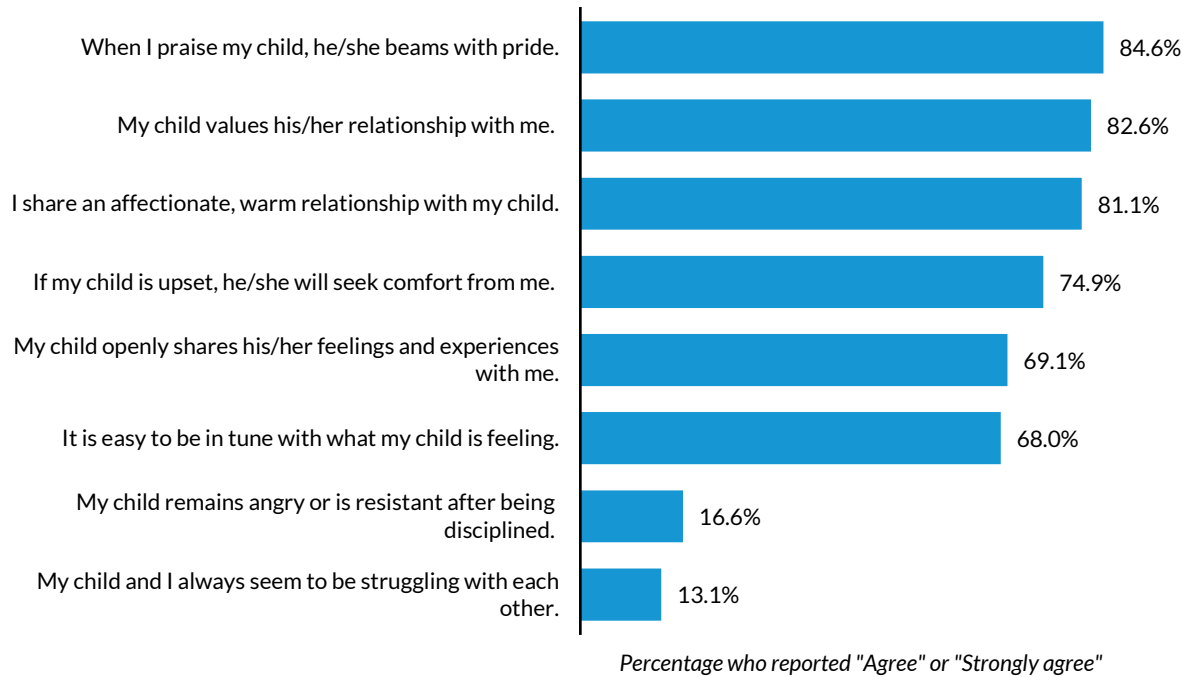


When asked about the quality of their relationship with the child they felt closest to, participants generally reported positive perceptions (figure 2). Most felt their child valued their relationship (82.6 percent) and most rated the relationship as warm and affectionate (81.1 percent). Three-fourths of parents believed that if their child was upset they would seek comfort from them, and 69.1 percent believed their child openly shared their feelings and experiences with them. Few reported feeling as though they were struggling in their relationship with their child.

FIGURE 2

Parents' Perceptions of Their Relationship with Child They Feel Closest To

Respondents were asked to report on their relationship with the child they felt they had the closest relationship with

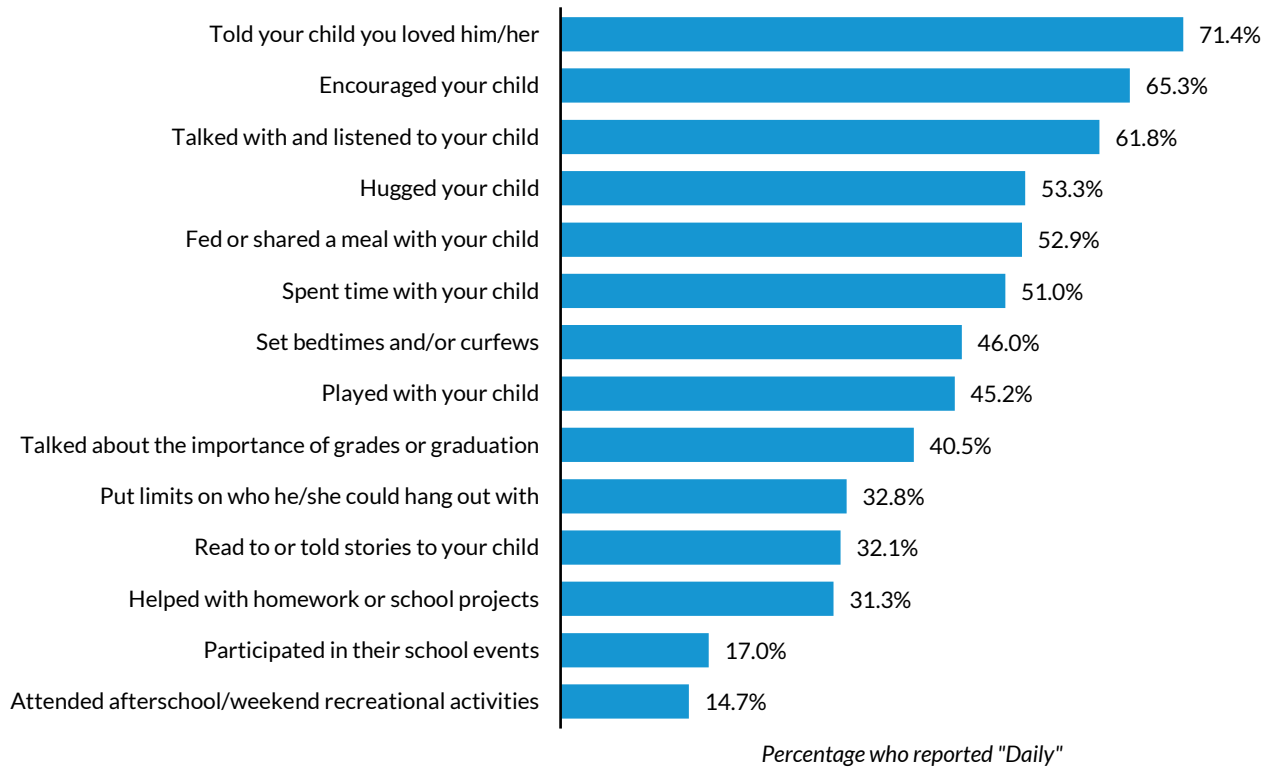


Parents were also asked about specific daily activities they had engaged in with their children in the past six months (figure 3). Although most had shown affection to their child by telling them they loved them (71.4 percent), encouraging them (65.3 percent), and engaging in conversation and listening to their children (61.8 percent), few were involved in routine activities with their children such as reading or telling stories (32.1 percent), helping with homework or school projects (31.3 percent), participating in school events (17.0 percent), or attending afterschool or weekend recreational activities (14.7 percent).

FIGURE 3

Daily Activities with Child in the Past Six Months

Respondents were asked to report on their daily interactions with the child they felt they had the closest relationship with



Overall, parents expressed positive perceptions and beliefs about their parenting styles, particularly their ability to facilitate strong emotional connections with their children. However, survey results suggested that parents appeared to have limited time to spend engaging in certain daily routines, such as reading, helping with homework, and attending school events. This suggests that FACT parents feel they are equipped with adequate parenting knowledge and skills but still face barriers to spending time with their children. Based on the survey results, it is possible that the time parents had to spend with their children was limited by other factors such as financial stability (e.g., fluctuation in work schedules) or coparenting (e.g., lack of regular opportunities to spend time with their child outside of phone calls and written communication).

Based on the survey results, it is possible that the amount of time parents have to spend with their children is limited by other factors such as financial stability (e.g., fluctuation in work schedules) or coparenting (e.g., lack of regular opportunities to spend time with their child outside of phone calls and written communication).

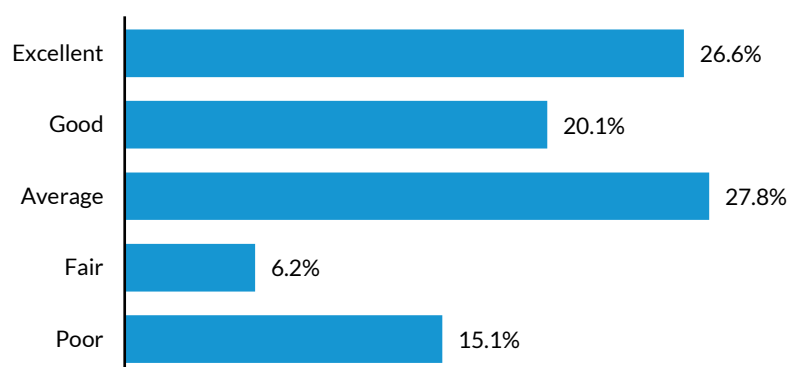
Perceptions of Coparenting

Parents were asked to rate the quality of their relationship with their children's coparent. Ratings varied widely (figure 4). Responses were almost evenly distributed from poor/fair (roughly 21 percent), to average (27.8 percent), to good (20.1 percent), to excellent (26.6 percent).

FIGURE 4

Quality of Relationship with Child's Primary Caregiver

Respondents were asked to rate the quality of their relationship with their child's primary caregiver or coparent

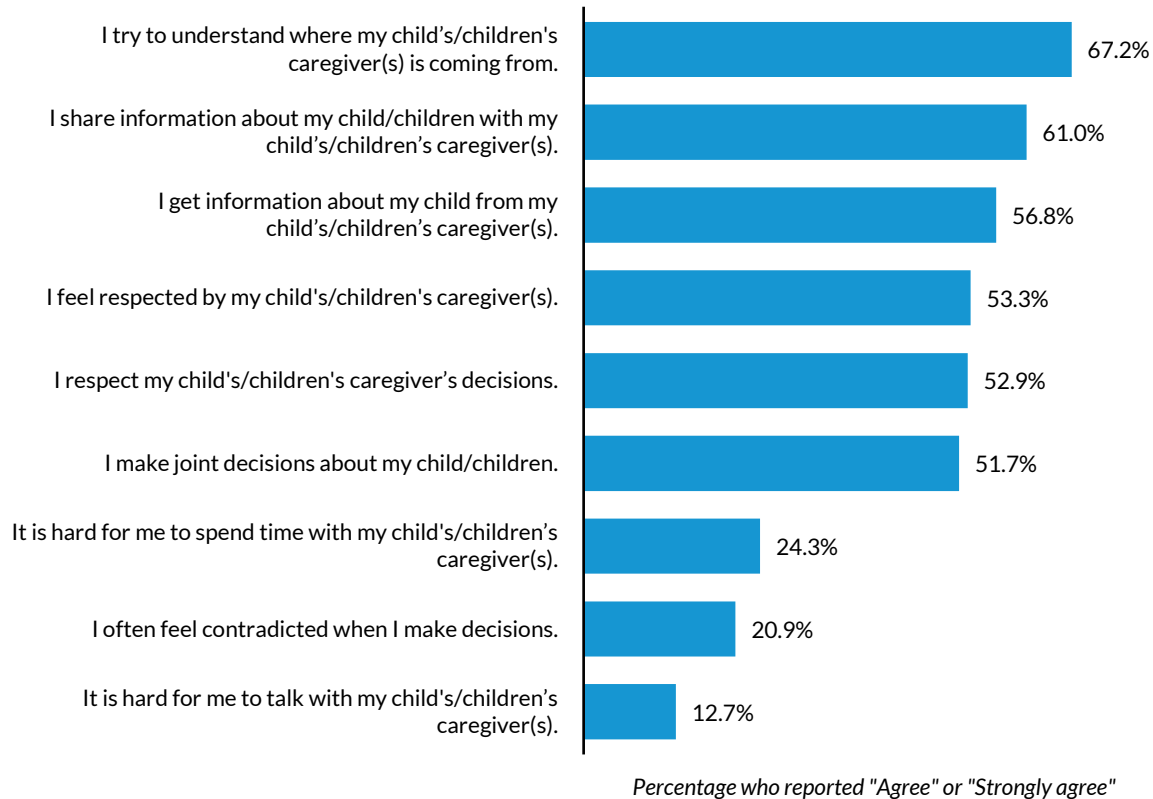


In addition, parents were asked about specific components of their relationship with their children's coparent. More than half had positive perceptions of their child's coparent, citing satisfaction with the quality of their own efforts to communicate effectively with the coparent (figure 5). For example, more than half of parents strived to understand the perspectives of their child's coparent and share and receive information with them about the child's care. Despite the positive reports of communication with their coparents, just half of FACT participants felt they made joint decisions about their child with their coparents.

FIGURE 5

Perceptions of Relationship with Child's Caregiver or Coparent

Respondents were asked to report their level of agreement with statements regarding coparenting relationships



Employment and Perceptions of Economic Stability

Parents enrolled in FACT were asked to report on their current employment and their employment history. Three-quarters reported being unemployed at some point during the six months before their enrollment (table 3). However, parents also demonstrated histories of long-term employment. For example, more than half of participants reported that the longest they had ever spent at a job was between one and five years.

Although most participants believed it was important to save (86.9 percent) and track (85.3 percent) their money, perceptions about their ability to meet financial obligations were mixed (figure 6). For example, 8 in 10 parents were worried about being able to meet normal monthly living expenses and only 20.9 percent believed they could find the money for a financial emergency costing \$500. Furthermore, FACT parents face unstable financial circumstances, demonstrating that though they believe in the importance of financial stability, unemployment remains a barrier to attaining the stability they want.

TABLE 3

Employment History

Respondents were asked a series of questions about their current and past employment

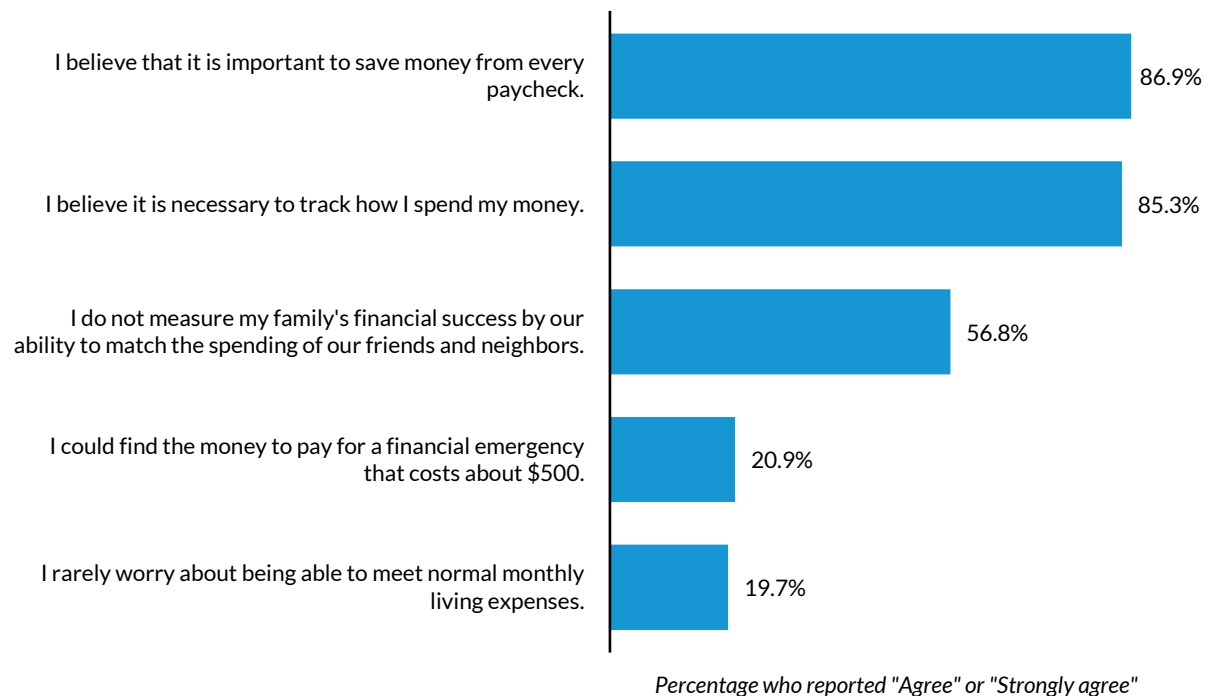
| | Percent (%) | Frequency (n) |
|--|-------------|---------------|
| Longest amount of time spent working at one job | | |
| Less than six months | 14.6 | 38 |
| Six months to one year | 13.9 | 36 |
| More than one year, but less than two years | 18.9 | 49 |
| More than two years, but less than five years | 32.8 | 85 |
| More than five years | 18.1 | 47 |
| Missing | 1.5 | 4 |
| Number of legal jobs in the past six months | | |
| 0 | 74.9 | 194 |
| 1 | 20.1 | 52 |
| 2 + | 5.0 | 13 |

Note: n=259.

FIGURE 6

Perceptions of Economic Stability

Respondents were asked to report their level of agreement with statements regarding economic stability



Program and Service Alignment

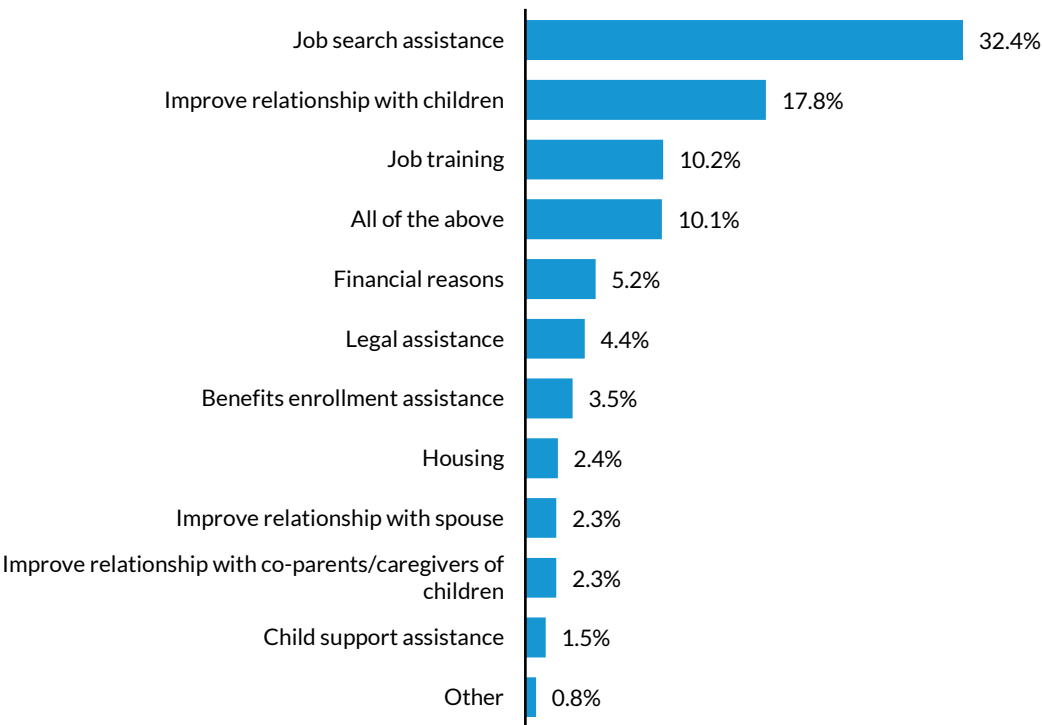
FACT parents were asked why they joined FACT and what they hoped to learn from the program. The primary reasons for enrollment were related to job search assistance and training, and the desire to improve their relationships with their children (figure 7).

Table 4 details the types of services participants reported receiving soon after enrolling in FACT. Although the survey was administered upon program enrollment, participants would have had opportunities to receive some case management and support services before taking the survey.

FIGURE 7

Reason for Enrollment in FACT

Respondents were asked to report their primary reason for enrolling in the program



The primary reasons participants enrolled in the FACT program were related to job search assistance and training, and the desire to improve their relationships with their children.

TABLE 4

Summary of Services Received through FACT

Respondents were asked to report the services they received as part of their participation in the program

| | Percent (%) |
|---|-------------|
| Job and education-related services | |
| Foundations workshop | 77.6 |
| Assistance applying for jobs | 74.5 |
| Certifications for work | 45.2 |
| Digital literacy/computer classes | 44.8 |
| Job readiness | 81.5 |
| Transitional employment | 47.5 |
| GED classes | 18.5 |
| Family-related services | |
| Assistance with child support/family law issues | 54.8 |
| Fatherhood classes | 78.8 |
| Relationship classes | 47.9 |
| Anger management counseling | 44.4 |
| Housing and economic stability-related services | |
| Financial planning/education | 76.1 |
| Assistance with finding housing | 31.7 |
| Health-related services | |
| Behavioral health services | 38.6 |
| Substance abuse treatment/counseling | 34.0 |
| Mental health treatment/counseling | 39.8 |
| Other services | |
| Legal assistance (criminal, family, and financial aspects of the law) | 64.1 |
| Assistance getting identification and other credentials | 54.8 |

Note: n=259.

When asked about the types of services they had received through FACT, parents most commonly responded that they had received assistance with job readiness (81.5 percent), applying for jobs (74.5 percent), fatherhood (i.e., responsible parenting) (78.8 percent), and financial planning (76.1 percent). Other common services included legal assistance (64.1 percent), assistance with child support/family law issues (5.8 percent), and assistance getting identification and other credentials (54.8 percent).

Survey results indicate that the services received appeared to align with participants' reasons for enrolling. Participants most commonly sought help with employment and relationship building with their children and reported receiving these services from FACT at the time of enrollment.

Key Takeaways

FACT program participants were surveyed about their perceptions of parenting, coparenting, and economic stability, as well as about their program needs and services they received. The baseline survey results provide insight into the demographic characteristics of parents who enrolled in FACT, as well as the challenges they faced in cultivating relationships with their children and coparents and in achieving employment goals and overall economic stability. To better interpret these findings, the Urban team

drew from semistructured stakeholder interviews with key program staff conducted as part of the overall FACT program evaluation. Takeaways from these interviews offer context and help frame the survey findings.

Based on the survey findings, FACT parents held positive views about parenting and their relationships with their children, particularly the level of emotional connection and communication they had with their children. Parents also felt they were equipped with the skills necessary for parenting, such as providing guidance and discipline. However, survey results suggest that parents' inability to spend more time with their children during school activities and extracurricular events likely owed to conflicting work schedules or to their not living with their child.

Programs like FACT benefit parents who want to be more involved in their children's lives and who recognize the importance of daily activities for parent-child relationships and for other important outcomes for their children. However, program staff identified several challenges participants face in engaging with their children. For example, parents often cannot find or afford child care during the three-week workshop series. To help parents meet this need, program staff encourage them to bring their children to the Back to Family workshops, rather than not attend. This has the additional benefit of giving Back to Family program staff the opportunity to observe parent-child interactions and offer encouragement and positive reinforcement for healthy parenting practices and behavior. After seeing the benefits of including children in the sessions, program staff mentioned their interest in creating workshops that parents and children participate in together. In addition to the direct benefits for parents, this would give them the opportunity to see other healthy parent-child interactions.

Program staff also mentioned that FACT parents face financial barriers to opportunities that help improve relationships with their children. The FACT program does not cover expenses (e.g., transportation, admission fees) associated with recreational outings. According to program staff, these outings are a critical component of family engagement and allow parents to practice the skills they learned in FACT.

Survey results indicate that FACT parents had mixed perceptions about their coparenting relationships, suggesting Rubicon might want to consider incorporating additional sessions on communicating with coparents and creating opportunities for coparents to attend the workshops, when appropriate. From the perspective of FACT parents, conflict resolution skills around coparent decisionmaking for their children's care is one area that could be improved. Relatedly, program staff suggested that participants wanted their partners and coparents to feel supported in their relationships for the benefit of their children. In addition, program staff noted that when coparents and partners learn the curriculum together, they can practice conflict resolution skills with each other rather than rely on the FACT participant to translate the information to their partner or coparent. Though program staff support the engagement of partners and coparents in FACT, they recognize there are barriers to their participation in the workshops, such as availability, readiness to participate, or the nature of their relationship with their coparent.

Parents' survey responses also indicate that they prioritize personal finance. Program staff observed that FACT is reaching unemployed (as opposed to underemployed) populations, which affects program completion. Unemployed parents' primary focus is finding employment within the three-week workshop series. FACT is an intensive program that occurs during traditional working hours, making it difficult for parents to actively seek employment while attending program workshops. This may negatively impact FACT participants' buy-in to the program and limit the program's ability to address participants' economic-stability barriers and immediate employment needs. Without buy-in for FACT, the necessity of income may supersede participants' workshop attendance and completion, and participants may choose to stop attending program workshops, particularly if other opportunities (such as employment) arise.

One recommendation FACT program staff made was to implement a tiered model of service delivery tailored to people who are unemployed and underemployed, respectively. Unemployed parents are seeking immediate employment opportunities, whereas people who are underemployed want to take the next step in their careers. The current suite of job-readiness and economic-stability services offered to FACT parents is tailored for those starting their first job. In addition to job-readiness services, Rubicon could benefit from expanding and customizing its employment services to include resources for identifying and developing career paths, particularly for participants who stay engaged with Rubicon long term.

Program staff also suggested that the current multistep intake process for FACT participants can better identify potential barriers and service needs to ensure participants are meeting their economic-stability goals. When staff use the multistep intake and assessment process, parents are provided more time to understand what is expected of them during their participation in the program. In addition, staff appreciated the current intake process, and expressed that multiple meetings with participants provided opportunities to build relationships with them early in their enrollment process. This approach minimizes attrition and supports the program's high completion rates because staff and FACT parents are both better informed about the scope of a participant's needs and the services available for addressing them.

The baseline survey findings presented in this brief have several limitations. First, although the findings provide a valuable overview of FACT participants' perceptions at enrollment, they do not represent the full diversity of experiences participants have had with parenting, coparenting, and economic stability. Second, because this brief was created specifically to provide a broad overview of FACT participants, the data are not broken out by whether participants were custodial or noncustodial parents. It is likely that some of the findings presented above would be different were they examined separately for parents who do and do not live with their children. Third, as with all surveys, the questions require participants to self-rate, making the findings susceptible to self-report bias.

Taken together, insights from the survey findings and stakeholder interviews demonstrate that FACT parents generally have positive perceptions of their parenting and coparenting partnerships, and recognize the importance of securing employment and long-term economic stability. The service delivery and structure of FACT present some challenges for parents' abilities to participate in parenting

workshops, particularly if they cannot secure child care or feel pressure to seek employment during the day rather than attend workshops. FACT program staff have recognized these barriers and continue modifying their service delivery to address barriers and meet the needs of parents enrolled in FACT.

Notes

- ¹ See Allen and Daley (2007), Amato and Gilbreth (1998), Cabrera and coauthors (2007), Carlson and Magnuson (2011), and Roggman and coauthors (2004).
- ² Claims Resolution Act of 2010, Pub. L. No. 111-291, 124 Stat. 3064 (2010).
- ³ Per the funding opportunity announcement (HHS-2015-ACF-OFA-FK-0993) and the authorizing legislation, programs were required to offer services on an equal basis to eligible fathers and mothers.
- ⁴ “QuickFacts: Antioch City, California,” United States Census Bureau, accessed June 18, 2020, <https://www.census.gov/quickfacts/antiochcitycalifornia>; “QuickFacts: Richmond City, California,” United States Census Bureau, accessed June 18, 2020, <https://www.census.gov/quickfacts/richmondcitycalifornia>.

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Errata

This brief was updated October 27, 2020. On page 3, respondents replied to the online survey between March 2017 and February 2019, not between July 2016 and February 2019. In the second paragraph of the acknowledgments on page 19, the Office of Family Assistance is part of the US Department Health and Human Services, not Health and Homeland Security. In addition, figures and table callouts have been added, and some small formatting errors have been corrected, resulting in some reflowing of text throughout the brief.

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These analyses represent interim findings from an ongoing grant program and do not demonstrate program effectiveness or impact.

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