


# Silberman School of Social Work



## Module Three Working with Diverse Populations of Fathers



Department of  
Social Services

Human Resources Administration  
Department of Homeless Services

Office of Child  
Support Enforcement

**HUNTER**  
The City University of New York

# Learning Objectives

- Explain the heuristic model on father involvement and child development
- Explain father diversity and its influence on child development
- Define cultural humility and cultural competence
- Explain the difference between cultural humility and cultural competence
- Apply dimensions of cultural humility in your professional practice.
- Integrate dimensions of cultural humility into organizations working with fathers

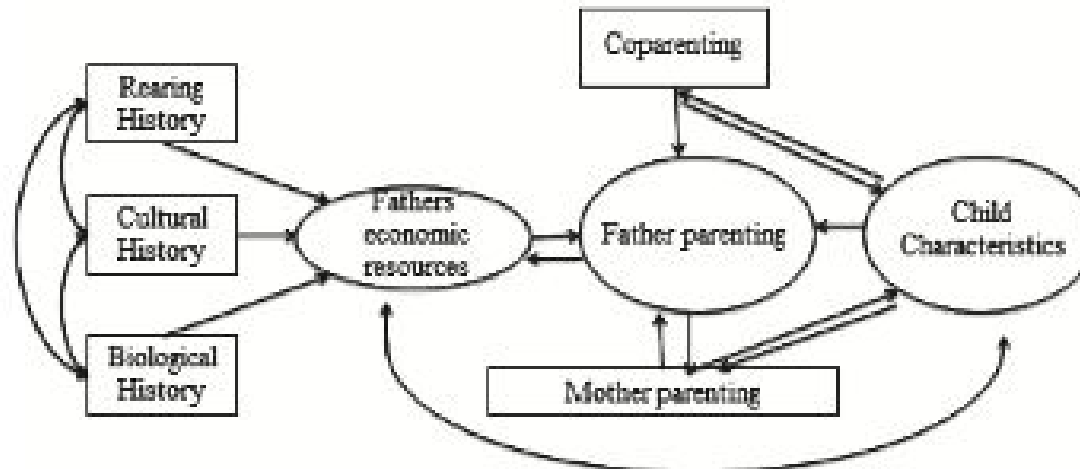
# Heuristic Model of Father Involvement

- 2007: Cabrera, Fitzgerald, Bradley, & Roggman, developed a heuristic model of father involvement using recent research on the dynamic and reciprocal processes by which fathers influence children's development. It provides a framework for viewing developmental pathways as they change over time, as fathers, mothers, and children age, as families re-configure, and as individual and relationship contexts change over the life course.
- 2014: the model was expanded to represent the conceptualized flow and actions as affecting the quality (and quantity) of father effects on child functioning.

# Differences Between the Two Models

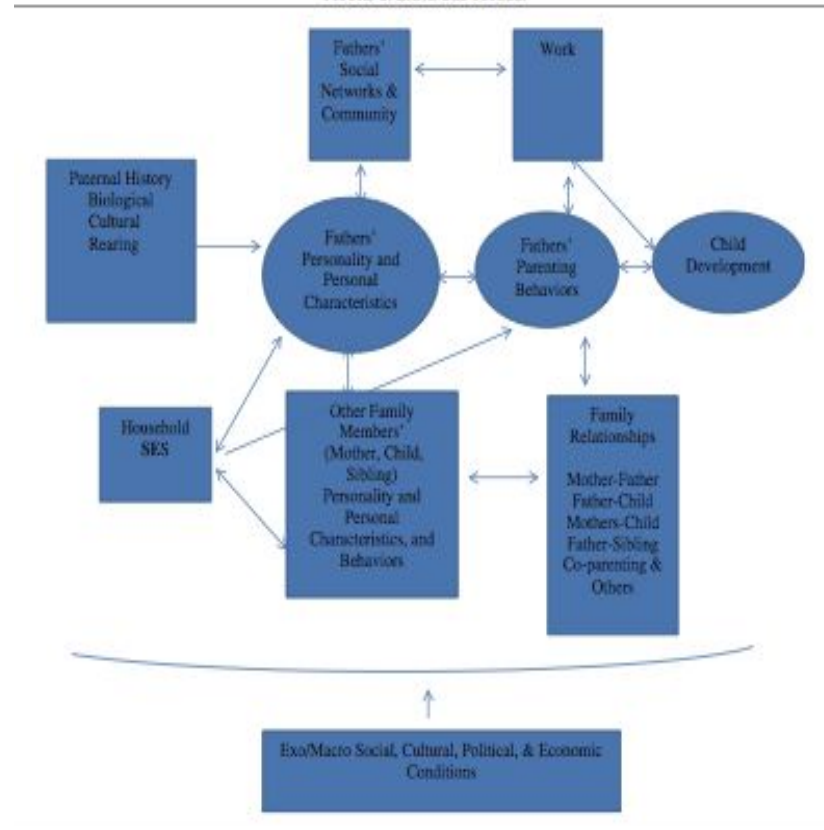
# 2007 Model

FIGURE 1. HEURISTIC MODEL OF THE DYNAMICS OF PATERNAL BEHAVIOR AND INFLUENCE ON CHILDREN OVER TIME  
(CARRERA, FITZGERALD, BRADLEY, & ROGGMAN, 2007).



# 2014 Expanded Model

FIGURE 2. EXPANDED MODEL.



# Contextual Influences on Fathers' Parenting Behavior

- Fathers' personal history
- Fathers' characteristics
- Family context
- Father's social network and work situation

# Research on Father Involvement



# Diversity Among Fathers

- African American & Caribbean Fathers
- Asian Fathers
- Latino Fathers
- Native American Fathers
- Gay Fathers
- Young Fathers

# Tony's Digital Story

<https://youtu.be/UM7m4kzc9Jk>

## Tony's Digital Story (cont.)

- How does Tony view his role as a father?
- How did Tony bond with his daughters?
- How does the story align with what research says about father involvement in child development?
- How did his relationship with his father influence how he raises his daughters?
- What in the story stood out for you?

# Coley's Digital Story

<https://youtu.be/mxKgdw6zo5U>

## Coley's Digital Story (cont.)

- How does Coley view his role as a father?
- How does the story align with research says about father involvement in child development?
- What in the story stood out for you?

# Incarcerated Fathers

Working with incarcerated fathers requires:

- Increased self-awareness of fathers through reflective exercises
- Recognition of fathers' strengths
- Recognition of the capacity to change
- Help fathers to feel empowered, grow self-confidence and self-esteem

# Single Fathers

The rise in single fatherhood can be attributed to a number of factors:

- Widowhood
- Divorce
- Changes in divorce and custody laws, in which spouses and parents are treated more equally
- Changes in cultural concepts of fatherhood
- Increase in non-marital births and cohabitation (the most significant contributors)

# Discussion Questions

What experience have you had in working with:

- fathers of color?
- young fathers?
- incarcerated fathers?
- gay fathers?
- single fathers?



## Discussion Questions (cont.)

- How have you developed relationships with these populations?
- What are some of the strengths and challenges you have encountered when working with the diverse landscape of fathers?
- What have you observed in their relationships with their children?
- What have you observed in their relationships with the mothers of their children?
- What have you observed in the dynamics between the mother and father?
- What have you observed in how fathers use their extended networks?

# Small Group Discussion- Cultural Humility & Cultural Competence

- What are the key components of a cultural humility approach?
- What are some differences between a cultural competency and cultural humility approach?
- How would you engage fathers using a cultural humility lens?

# Cultural Competence

- “A set of attitudes, skills, behaviors, and policies enabling individuals and organizations to establish effective interpersonal and working relationships that supersede cultural differences’ (Cross et al., 1989, p.3).”
- It views culture as a subject, emphasizing the acquisition of knowledge and mastery by practitioners.

# Cultural Humility

- A multi-dimensional concept, philosophy, approach, and tool (Chavez, 2012).
- The “process of ‘committing to an ongoing relationship with patients, communities, and colleagues’ that requires ‘humility as individuals continually engage in self-reflection and self-critique’” (Fisher-Borne, Cane, & Martin, p. 171).

# Cultural Competency

- The National Association of Social Workers (NASW) established standards for culturally competent social work practice with diverse populations, which is included in their Code of Ethics.
- Under the Cultural Competence and Social Diversity standard, social workers should “‘understand the nature of social diversity and oppression with respect to race, ethnicity, national origin, color, sex, sexual orientation, age, marital status, political belief, religion, and mental or physical disability’ (NASW, 2000)” (Fisher-Borne, Cane, & Martin, p. 168).

# Cultural Competency (cont.)

- The cultural competency framework has been critiqued as failing to take into account the structural forces shaping the experiences and opportunities of individuals (p. 165). According to Fisher-Borne, Cane & Martin, the framework has been criticized as:
  - Framing self-awareness as focusing on comfort of the practitioners with ‘others’. This takes attention away from focusing on self-awareness of power differentials
  - Using ‘culture’ as a proxy for minority racial/ethnic group identity. Culture is viewed as a “static construct” (p.170).
  - Emphasizing the attempt to ‘know’ and become ‘competent’ in understanding another’s culture and cultures. It also assumes White, Western culture as “the locus of normalcy.”
  - Lacking a transformative social justice agenda that addresses and challenges social inequalities.

# Cultural Humility

Distinguishable from cultural competency in that it emphasizes the need for accountability and “takes into account the fluidity and subjectivity of culture and challenges both individuals and institutions to address inequalities” (p. 171).

# Three Dimensions of Cultural Humility

1. Lifelong learning and critical self-reflection
2. Recognize and challenge power imbalances
3. Institutional accountability



# Goals of Cultural Humility

- Sense of equity
- Sense of equality
- Respect

## Cultural Humility (cont.)

In order to work with fathers from a cultural humility perspective, it is essential to demonstrate skills such as active listening, reflecting, reserving judgement, and entering the client's world journey.

# Paired Activity: Individual Cultural Humility

1. Identify your own cultural and family beliefs and values.
2. Define your own personal culture/identity: ethnicity, age, experience, education, socio-economic status, gender, sexual orientation, and faith or spiritual beliefs.

## Paired Activity: Individual Cultural Humility (cont.)

3. Are you aware of your personal biases and assumptions about people with different values than yours?
4. Challenge yourself in identifying your own values as the “norm.”

# Group Activity: Organizational Cultural Humility

How would you, as an organization, assess cultural humility practices?

# Group Activity: Organizational Cultural Humility (cont.)

Critical self-reflection:

- How do we organizationally define culture?
- Does our organization's culture encourage respectful, substantive discussions about difference, oppression, and inclusion?
- How do our hiring process reflect a commitment to a diverse staff and leadership?
- Do we monitor hiring practices to ensure active recruitment, hiring, and retention of diverse staff?
- Does our staff reflect the communities we serve?
- Is our leadership reflective of the populations/communities we serve?

# Activity: Organizational Cultural Humility (cont.)

- How do we actively address inequalities both internally (i.e. policies and procedures) and externally (i.e. legislative advocacy)?
- How do we define and live out the core social work value of social justice?
- What are the organizational structures we have that encourage action to address inequalities?
- What training and professional development opportunities do we offer that address inequalities and encourage active self-reflection about power and privilege?
- How do we engage with the larger community to ensure community voice in our work? What organizations are already doing this well?