

EXECUTIVE SUMMARY

AFRICAN AMERICAN FATHERS: the forgotten parent

By
(C. Kahalifa King)

Course Title: African American Fathers; the forgotten parent

Training Overview: This course is designed to engage participants in considering the impacts of involving and excluding the African American Father/Male in Child Welfare Services. Current research findings confirm that race is a factor when engaging Black fathers. The training considers the role of fathers, historical impacts of CWS on Black families and fathers/males in particular. Content considers new trends in CWS with involving the father as a viable source in reaching goals of Safety, Permanence and Well Being for the child. The training is delivered in an experiential format and uses a mixed medium style of delivery which includes; activities, role plays, scenarios, videos and open discussion to maximize learning opportunities.

Target Audience: This course is suitable for Child Welfare Staff, Foster Parents, Educators, Community Service Providers and Public and Mental Health Professionals and other professionals who work with children of African American Fathers that are forgotten, absent or minimally involved.

Outcome Objectives: As a result of training, participants will gain:

Knowledge

*to identify how their personal and professional experiences; history, cultural norms impact and influence decision making regarding the involvement of African American fathers.

*to recognize Disproportionality in Child Welfare outcomes is systemically based rather than attributable to characteristics of families of color; and to recognize the potential effects of racism, oppression, socioeconomic status, power, authority, and history of family/(father) involvement with the Child Welfare System; consider the interactions between child welfare workers, black fathers and the children and families served by the Child Welfare System.

Skill Learning

*identify the importance of addressing biases within CWS as a benefit to all stakeholders.

*demonstrate how various cultural lenses and communication styles, and use of authority (including his/her own) may foster or inhibit effective communications with families, colleagues, collaterals and specifically the African American father.

Value Learning

*will value the continued recognition that attitudes and behaviors influence their interactions with families, colleagues and collaterals that are ethnically and/or culturally different from them; Challenge the myths and recognize resilience of black fathers and their value as critical partners obtaining CWS goals.

*examine opportunities for change that may enhance the involvement of African American fathers.

Transfer of Learning:

BEFORE the training, supervisors can:

- *review executive summary with staff who will be attending
- *obtain worker's primary learning objective
- *support participant and training through arranging for worker to present an overview to unit soon after his/her return from the training

AFTER the training supervisors can:

- *debrief with worker's learning from the training and have worker's identify how the concepts learned may be used
- *review training materials to become familiar with the concepts and ideas considered
- *support worker by providing them with an opportunity to share knowledge learned in the training with co-workers
- *share information regarding the training with other unit supervisors

TRAINING AGENDA OUTLINE

(subject to revision)

9:00-10:30am

Opening:

Welcome, housekeeping,
Transfer of learning,
Course description, learning objectives,

Icebreaker, agenda,
Introductions, purpose of training,
Background of training,
Approach to training

10:30 BREAK

10:40-12:00

Videos discussions, American Fathers data,
CWS; study & research; systemic impacts
Activity (policies/practices),
African American Fathers data,
Video's & discussion, Historical Influences (cultural lens), role play (optional)

12:00-1:00 LUNCH

1:00-2:30

Impacts of CWS, Factors: [Past; mind-sets, Current; societal-systemic, Family; roles]
Cultural Body (exercise),
CWS culture, [biases in system]
Absenteeism,
Activity: Gallery Walk

2:30-2:40 BREAK

2:40-4:00pm

Myths, Struggles, Resilience, Scenario, Video's & discussion,
Paradigm Shifts,
Introduction to the African American Man/Father,
Opportunity for Change, (enhancements to system)
Evaluations, Closing

BIO
of
CHARLES “KAHALIFA” KING:

Kahalifa has a wide range of life experiences which he believes has helped to prepare him for the career he now enjoys in helping others. He was over 18 years in Sales/Marketing. He has served on the S. D. Superior Court Mediation Panel, former Hearing Officer for the City of San Diego, Co-developed and co-trainer for the S. D. County Bar Association’s Lawyer Mediation Program. Kahalifa is a Credentialed Mediator, and trainer, a Presenter at various conferences, and serves as Consultant to a diverse client base from San Diego to South Africa.. He holds a Bachelors of Arts in Marketing from National University, a Masters of Arts in Multicultural Counseling in Education and a Masters of Science in Marriage & Family Therapy, both degrees from San Diego State University. He is an Arbitrator for the Better Business Bureau of San Diego County and a Mediator for the U.S. Postal Service. Kahalifa is an Adjunct Professor for both S.D. Community College and S.D. State University.

Kahalifa is a registered Marriage & Family Therapist (MFT) Intern with the California Board of Behavioral Sciences. Although he serves culturally diverse individuals, couples, families and groups, he focuses his study/work on Generational Trauma/(PTSD) influenced by oppression/racism. He has a special counseling emphasis on African American males. As a contract trainer for Professional Child Welfare Training Academy at SDSU, Kahalifa conducts training on CWS in a Multi-Cultural Environment, Life in the Cycle of Poverty, Crisis Intervention and has recently developed a curriculum entitled; **“Working with African American Fathers: the forgotten parent,”** which is now being piloted in various counties throughout California. He has also conducted training for the Bay Area Academy and most recently was a presenter at the Sixth Annual Cal-SWEC Fairness & Equity Symposium in Berkeley, CA in April, 08.

Kahalifa’s personal philosophy is: “All things in life are connected.”

His training philosophy; “We are all trainers and trainee’s so let’s have fun and learn together.”