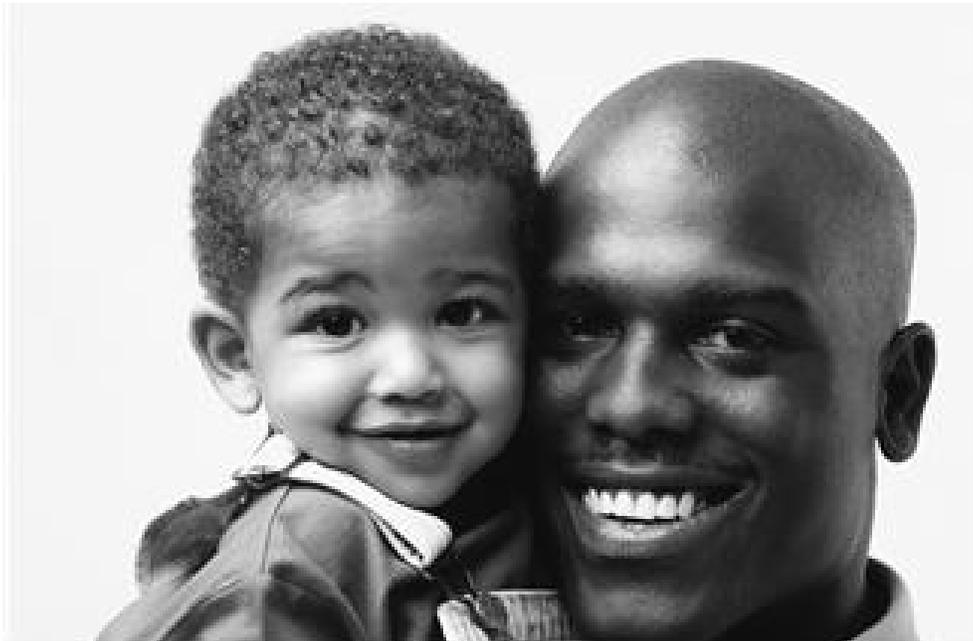


The 2009 Milwaukee Fatherhood Summit
Feedback Results from Summit Participants

FINAL REPORT

June 2010



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Executive Summary

Background

For the last four years, the annual Fatherhood Summit has been the centerpiece of the Milwaukee Fatherhood Initiative (MFI). The annual summit brings together the Milwaukee community to generate support for fathers, to provide information and resources for fathers and families, and to address specific issues of fatherhood in the community. The MFI estimates that their summit is the largest annual gathering of men in the state, drawing close to 1,000 participants each year. The 2009 Fatherhood Summit was held on October 9th and 10th at St. Marcus Lutheran School, located in Milwaukee's Near North Side.

The focus of the 2009 summit was "Empowering Fathers for Leadership". At no cost to the public, the two-day summit included a variety of concurrent events, resources, and services for participants. Summit attendees had an opportunity to participate in 31 different educational workshops, attend a keynote address delivered by former heavyweight boxing champion George Foreman, attend a panel discussion on strategies for healthy co-parenting, visit numerous resource exhibitors, and receive services and assistance from one or more of the summit's core components. The core summit components included the Community Health Fair, Community Job Fair, Child Support Debt Reduction Assistance, and Driver's License Recovery Assistance. These components focus on the areas that have been identified by the MFI, with input from men who have attended previous summits, as having the most potential impact on men and fathers.

Since 2007, the Planning Council for Health and Human Services, Inc. has conducted an evaluation of the MFI. A major focus of the Planning Council's evaluation has been to facilitate and summarize feedback from participants at the annual Fatherhood Summit. The Planning Council is a private, nonprofit research and planning organization whose mission is to advance community health and human services through objective planning, evaluation, and research.

This report provides: 1) demographic information for the people who attended the 2009 summit; 2) a summary of participants' overall ratings of the summit; 3) an overview of participants' feedback on the major areas addressed by the summit (men's health, employment, Child Support Debt Reduction Assistance, and Driver's License Recovery Assistance); and 4) a summary of feedback from the summit's educational workshops.

Methodology

Individuals were encouraged to pre-register for the summit on the MFI website. To support this effort, several of the MFI's partnering agencies (including the Black Health Coalition of Wisconsin, Maximus Job Center North, New Concept Self Development Center, UMOs Job Center (Central), the Social Development Commission (SDC) Welcome Center, and Vincent Family Resource Center) provided hands-on assistance for those interested in online pre-registration. Individuals were also able to register onsite during both days of the summit. Registrants were asked to provide general demographic information, information about their family status, and the areas in which they were hoping to receive assistance at the summit.

Throughout both days of the 2009 Fatherhood Summit, attendees were asked by Planning Council staff and volunteers to complete feedback surveys as they exited service areas. Participants were also asked to complete a survey which focused on their overall experience near the end of each day of the summit. In addition, workshop facilitators distributed evaluation forms at the close of each workshop. The surveys and workshop evaluation forms asked participants to elaborate on: 1) what they felt was most helpful or important about the summit services and workshops, 2) how the summit and workshops could be improved, and 3) suggestions for future summits and workshops.

Summit Registration Information

A total of 950 individuals registered for the 2009 summit, either online (50%) or onsite at the summit (50%).¹ This represents an increase of 142 people over the 808 individuals who registered for the 2008 Fatherhood Summit. Volunteers who assisted with participant check-in and onsite registration documented that a total of 700 individuals (or 74% of the 950 registrants) attended the 2009 Fatherhood Summit. Based on the data from the registration forms, 87% of attendees indicated that the 2009 summit would be the first that they had attended.

The majority of individuals who attended the summit were male (90%), identified themselves as African American (90%), and reported that they were fathers (83%). A full two-thirds of attendees indicated that they were unemployed at the time of registration. Of the attendees who had children under the age of 18, most (89%) reported that they had contact with their children. However, only 40% of the parents actually lived with their minor children. This was less true for the small number of mothers who attended the summit: while only 36% of fathers reported living with their minor children, 77% of mothers reported living with their children.

Upon registration, individuals were also asked to indicate their interest in receiving assistance with child support and/or driver's license recovery. As in previous years, the Child Support Debt Reduction Assistance and Driver's License Recovery Assistance components of the summit continued to be key areas of interest. Of the 700 attendees, almost two-thirds (62%) registered for assistance with their child support issues and approximately one-third (35%) indicated that they were interested in talking with someone about driver's license issues.

Summit registrants were also asked to elaborate on the greatest challenge they experienced as a father. A total of 403 of the 700 attendees (58%) provided written comments to this question. The reported challenges associated with being a father fell into three main themes: the financial responsibility of being a father, being able to see their children and maintain relationships with them, and guiding their children in the right direction.

Feedback from Summit Participants

Summit participants completed a total of 1,249 feedback surveys and workshop evaluation forms over the two days of the event.² For a variety of reasons, including that participation in the evaluation was voluntary, the overall survey results may not be representative of the perspective of all summit participants.

Overall Rating of the Fatherhood Summit

A total of 283 overall summit feedback surveys were completed over both days of the 2009 Fatherhood Summit. The vast majority of survey respondents rated the summit very highly. Nearly all respondents (99%) rated the summit as either "outstanding" or "good" overall, and almost all (99% or more) strongly agreed or agreed that the summit addressed important issues, offered potential solutions for fatherhood challenges, and provided useful information and materials. When asked to describe the most important aspect of the summit, respondents noted that the summit was interesting and practical, and that it provided a sense of unity, empowerment, and inspiration around fatherhood. For example, one respondent was inspired by the number of fathers who "took the time to attend" and commented that "I know they all want to become better fathers. There is hope."

¹ The total number of registrants represents an unduplicated count of individuals who registered. Specifically, if individuals completed more than one registration form (e.g., online and onsite), they were only counted once in the final total of 950 registrants.

² Individual summit participants were likely to have attended multiple events and therefore may have completed more than one survey. As a result, a survey "response rate" is not possible to calculate.

Community Health Fair

The MFI collaborated with the Alzheimer's Association of Wisconsin, the Black Health Coalition of Wisconsin, the City of Milwaukee Health Department, the Wisconsin Donor Network, and several other local health agencies to provide educational materials and health services throughout most of the first day of the 2009 summit.

A total of 152 feedback surveys were completed by individuals who attended the health fair. Nearly all (99%) survey respondents rated the Community Health Fair as either "outstanding" or "good", and more than 90% strongly agreed or agreed that after attending the health fair, they knew more about men's health, knew where to go to get help with health concerns, and received helpful information that they could use. When asked to describe what was important about the health fair, respondents highlighted receiving personally-relevant information and receiving health screenings or assistance with finding health care. The only suggestion for improvement was to expand the health fair to provide more information, vendors, and services.

Community Job Fair

The Community Job Fair was offered on the first day of the summit and was designed to link participants to potential employment contacts, information, and opportunities. Nearly 40 employers and career organizations in Milwaukee County were scheduled for the fair.

A total of 160 feedback surveys were completed by individuals who attended the job fair. Most survey respondents (90%) rated the Community Job Fair as either "outstanding" or "good", and more than 90% strongly agreed or agreed that they had obtained employment leads or knew more about getting a job after attending. When describing the most important part of the job fair, respondents noted having access to helpful employment information and resources, networking with employers and other job seekers, and filling out job applications and getting job leads.

Although the job fair was rated highly by 90% of respondents, approximately 10% rated this component as "okay" (which contrasts with the minimal number of "okay" ratings from other service areas). Feedback provided by respondents suggested that some may have been expecting or hoping for more employment opportunities to be available and/or may have been frustrated that several employers scheduled to be at the fair did not have representatives available to meet with attendees.

Child Support Debt Reduction Assistance

The MFI partnered with the Milwaukee County Department of Child Support Enforcement for both days of the summit to enable fathers to receive information and explore options regarding back child support interest owed to the State of Wisconsin. Cook County's Division of Child Support Enforcement was also available to provide assistance to summit attendees with child support interest debt owed to the state of Illinois. Information obtained from the Milwaukee County Department of Child Support Enforcement after the summit indicated that Milwaukee County staff reviewed 388 child support cases related to summit attendees, which resulted in a total of \$1,101,132.26 in child support interest being forgiven.

A total of 197 feedback surveys were completed by individuals who attended Child Support Debt Reduction Assistance. Overall, 90% rated this component as "outstanding" or "good", and over 90% strongly agreed or agreed that after attending they knew more about how to take care of child support responsibilities and they received helpful information that they could use. In addition, 97% strongly agreed or agreed that they had a plan to take care of their child support responsibilities after attending. When describing the most important aspects of the Child Support Debt Reduction Assistance, respondents generally noted that they received personalized assistance and/or that they received a reduction in their child support interest.

Although the Child Support Debt Reduction Assistance was rated highly by 90% of respondents, approximately 10% rated this component as “okay” or “not so good” (which contrasts with the minimal number of less positive ratings from other service areas). Feedback provided by respondents suggested that some may have expected that child support judgment changes could be made (rather than just interest debt reductions) and/or may have been expressing their frustration with the larger child support system when they completed their surveys.

Driver's License Recovery Assistance

On both days of the 2009 Fatherhood Summit, representatives from the Center for Driver's License Recovery and Employability (as well as Municipal Court representatives) were available to assist participants in resolving driver's license revocation issues by reviewing individual case files and providing legal support, information, individualized license recovery plans, and advice. Information provided by the Center for Driver's License Recovery and Employability following the summit indicated that a total of 138 individuals received assistance at the summit. Of these individuals, 11% used their recovery plans and obtained valid driver's licenses within six months of participating in the summit.

A total of 88 feedback surveys were completed by individuals who attended the Driver's License Recovery Assistance. Overall, 98% rated this component as “outstanding” or “good”, and over 95% strongly agreed or agreed that after attending they knew more about how to get their licenses back and knew what it would take to keep their licenses after reinstatement. In addition, a full 100% of respondents strongly agreed or agreed that they had a plan regarding who to see and what to do to get their licenses back. When describing what was most important about this component, respondents generally noted that they had either gotten their license reinstated or had a specific plan to do so. The only suggestion for improvement was to expand this component (e.g., include information about areas outside of Wisconsin, detailed information about tickets, etc.).

Summit Workshops

The 2009 Fatherhood Summit offered a total of 31 educational workshops over the two-day event (a substantial increase over the 20 workshops offered at the 2008 summit). The workshops provided individuals with an opportunity to learn about and discuss key issues affecting men and fathers in the Milwaukee community. Facilitated by a variety of community professionals, the workshops covered a range of topics including communication, employment and education, financial literacy, parenting, health, and leadership.

A total of 369 evaluation forms were completed by participants who attended the 2009 workshops. Overall, the workshops received high ratings, with approximately 95% of respondents rating the workshops as “excellent” or “very good” and 97% rating the facilitators as “excellent” or “very good”. Across the workshops, nearly all of the respondents (99.5%) indicated that they learned something new from the workshop, and nearly all strongly agreed or agreed that the workshops were helpful (99.7%) and that they would use the information gained to be a “better” parent (99.7%).

While respondents' ratings of the workshops were generally positive across all of the workshops offered at the summit, several workshops stood out as receiving exceptionally high ratings. Specifically, the workshops entitled “Well Women”, “A Father's Influence on His Children”, and “Speaking to Your Children in Their Own Language” were rated by the vast majority of workshop attendees as “excellent”, and 100% respondents found them to be helpful, informative, and useful.

Recommendations for Future Summits

The feedback from participants who completed summit surveys and workshop evaluation forms was overwhelmingly positive, very much mirroring the feedback from the 2007 and 2008 summits. When asked to provide recommendations to improve future summits, approximately half of the attendees who responded to the question indicated that no changes were needed to improve the summit and/or provided compliments about the future.

Among those who did provide overall recommendations to improve future summits, the top four suggestions were to:

- Advertise the summit more widely to get more fathers involved;
- Provide a broader range of services to participants;
- Have more summits and/or extend summit hours; and
- Improve organization (e.g., signage, location of services) and have a larger venue.

In addition to the suggestions provided by summit attendees to improve upon future Fatherhood Summits, the 2009 summit evaluation also provided some insights into possible future evaluation directions. Recommendations for future summit evaluation activities, which are outlined in the final section of this report, could potentially enable the MFI and the community to deepen their understanding of the value of the annual Fatherhood Summit. As the MFI continues to evolve, it would be advisable for any evaluation of the initiative to also broaden its scope to address the MFI's goals and activities beyond the annual Fatherhood Summit.

Conclusions

A total of 950 people registered for the 2009 Fatherhood Summit (an increase over the number who registered for the 2008 summit), and 700 of those who registered were documented as actually having attended. As in previous years, most of the attendees were men, most were fathers, and most were African American. It is notable that the 2009 summit drew a substantial number of newcomers. For the 2009 summit, the MFI partnered with a variety of social service agencies to encourage and support online registration and to promote awareness of the summit. It appears that this form of outreach allowed the summit to attract a new, previously unreached pool of attendees.

While most of the 2009 summit attendees were fathers, and most reported that they had contact with their children, only slightly more than one-third of the fathers reported that they actually lived with their minor children. This can create obstacles for fathers, as well as for mothers and children. When identifying the greatest challenges that they faced as fathers, summit attendees often spoke about being separated from their children. Specifically, some attendees indicated that they struggled with trying to have a role in their children's lives and maintaining a relationship with them. This separation was also connected to many of the other fathering challenges identified by attendees, including child support payments and attempting to provide guidance in their children's lives.

Overall, 2009 summit attendees appeared to view the summit as an opportunity to address some of these and other fathering challenges and to receive support for their role. Specifically, virtually all of the 2009 participants who completed an overall summit survey strongly agreed or agreed that the summit addressed important issues facing fathers, provided suggestions for solving some of the issues facing fathers, and provided information and materials that were useful to them. Moreover, across three years of summit evaluations, participants consistently reported similar, overwhelmingly positive views of the summit's relevance and utility.

Clearly, the 2009 summit – as previous summits have done – inspired and empowered many of the attendees and helped them appreciate the importance of fatherhood. When describing what

was most helpful about the summit, respondents highlighted the practical resources (e.g., child support reduction, health-related information and services, help with their employment search, etc.). In addition, respondents identified more intangible, and arguably deeper, benefits to attending the summit: a sense of unity and connection with other men and fathers; an experience of “healing” and hope; a validation of the important role that fathers play in their children’s lives; and a sense of inspiration to be a good, or an even better, father.

However, the experience of attending the 2009 summit often raised for fathers the recognition that additional support and resources were needed. As in previous summits, the vast majority of respondents indicated that they wanted additional information about the various core components they attended. For example, after attending the job fair, 96% of respondents strongly agreed or agreed that they would like more help finding a job. Similar results were noted for the health fair and for Child Support Debt Reduction Assistance.³ In addition, when participants provided suggestions for improving the summit, these suggestions often included requests for more information or for having more and/or longer summits.

Beyond these specific requests, underlying many comments throughout the feedback surveys was a sense of frustration regarding the systems with which fathers engage and an interest in seeing larger system changes. Overall, summit attendees appeared to be interested in more opportunities for community involvement and assistance, and seemed to trust the MFI to lead the way in this regard. This feedback from attendees is consistent with the next steps in the MFI’s strategic direction. Specifically, the MFI is moving towards increased father engagement in the management and governance of the organization, implemented in such a way that it supports men’s skill development and promotes developing strategies for system change. Moving in this direction may provide the venue and structure for father involvement and the opportunities to effect larger system change that some summit attendees are seeking.

³ The only exception was from participants who had attended the Driver’s License Recovery Assistance component; almost 20% of respondents indicated that they did not need further assistance with getting their license back.

Introduction

Background

In October of 2005, under the leadership of Milwaukee Mayor Tom Barrett, 25 community leaders participated in an initial training session conducted by the National Fatherhood Initiative. This training set the planning stage for the development of the Milwaukee Fatherhood Initiative (MFI) and the establishment of the first Fatherhood Summit in the City of Milwaukee in October of 2006. The MFI is designed to provide support, resources, education, and assistance to fathers in the City of Milwaukee. Its primary goal is to promote responsible fathering in the lives of Milwaukee children by addressing the crisis of absentee fatherhood.

Since March of 2007, the MFI has received funding from the Greater Milwaukee Foundation and the Lynde and Harry Bradley Foundation, as well as support from the Housing Authority of the City of Milwaukee to carry out the efforts of the MFI, including the planning and implementation of the annual Fatherhood Summit.

In September of 2007, The Planning Council for Health and Human Services, Inc. began conducting a formative program evaluation of the MFI. The Planning Council is a private, nonprofit research and planning organization whose mission is to advance community health and human services through objective planning, evaluation, and research. The Planning Council summarized participant feedback from the two-day Fatherhood Summit in 2007 and in 2008.

For 2009, the MFI again asked the Planning Council to provide evaluation services to document participant feedback and help inform future summits. The overall 2009 evaluation was designed to: 1) capture an accurate count of and demographic data for individuals who registered for and attended the 2009 summit, 2) document and summarize feedback from summit attendees, 3) explore the ways in which the summit fit into and impacted the larger context of participants' lives, and 4) describe participants who attended the summit's panel discussion on co-parenting.

The 2009 Milwaukee Fatherhood Summit

The Milwaukee Fatherhood Summit is an annual event sponsored by the Milwaukee Fatherhood Initiative. The goal of the annual summit is to bring together the Milwaukee community to generate support for fathers, to provide resources for men, and to address specific issues of fatherhood in the community. The 2009 Fatherhood Summit was held on October 9th and 10th at St. Marcus Lutheran School, located in Milwaukee's Near North Side.

The focus of the 2009 summit was "Empowering Fathers for Leadership". At no cost to the public, the two-day summit included a variety of concurrent events, resources, and services for participants. Summit attendees had an opportunity to participate in 31 different educational workshops, attend a keynote address delivered by former heavyweight boxing champion George Foreman, visit numerous resource exhibitors, and receive services and assistance from one or more of the summit's four core components. The four core summit components included the Community Health Fair, Community Job Fair, Child Support Debt Reduction Assistance, and Driver's License Recovery Assistance. These components focus on the areas that have been identified by the MFI, with input from men who have attended previous summits, as having the most potential impact on men and fathers.

An additional feature of the 2009 Fatherhood Summit was the inclusion of an interactive panel discussion, titled "Breaking Down the Barriers", which marked the close of the two-day summit. The session featured two panels—including legal and legislative professionals, community service providers, and fathers—and focused on techniques to help eliminate the obstacles that may prevent healthy co-parenting between mothers and fathers. Summit participants were encouraged to voice questions and share their own personal stories, and panel members offered their expertise and insights on the topics raised. "Breaking Down the Barriers" was open to both summit attendees and to the general public.

The 2009 Milwaukee Fatherhood Summit Evaluation Report

The primary objectives of the 2009 Fatherhood Summit evaluation were to facilitate and summarize participant feedback and to describe the number and the demographic characteristics of people who attended the summit.⁴ Feedback surveys and evaluation forms designed for the 2007 and 2008 summits were revised and updated for the 2009 summit with approval from the MFI Director. The purpose of the feedback surveys and evaluation forms was to describe the usefulness of the two-day summit, the needs of summit participants, and suggestions for future summits.

The 2009 Milwaukee Fatherhood Summit evaluation report summarizes:

- Demographic characteristics of people who registered for and attended the 2009 summit.
- Participants' overall perceptions of the 2009 Fatherhood Summit and their evaluation of the core topics addressed within the event, which included: men's health, employment, Child Support Debt Reduction Assistance, and Driver's License Recovery Assistance.
- Feedback from the summit's educational workshops.

Approximately six months after the summit, two focus groups were conducted with a small subset of 2009 summit attendees. The purpose of the focus groups was to explore the ways in which the summit fit into the context of attendees' lives, the ways in which attendees utilized their experiences at the summit, and attendees' suggestions for future summits. A report describing the themes that emerged from those focus groups will be issued as a follow-up to the present report.

In addition, as a follow-up to the "Breaking Down the Barriers" panel discussion key informant interviews were conducted with panelists and attendees approximately seven months after the summit. The purpose of the interviews was to explore participants' experiences of the session, suggestions for improvement, and ideas for other ways that the MFI can support mothers and fathers in working together to co-parent their children. A management information report describing the themes that emerged from those interviews and a summary of registrant demographics will be issued separately from this report.

⁴ Note that the overall number of responses for each individual survey item varies throughout this report. This is because not all participants provided a response to each item on the survey they completed, and some items could have been marked with more than one response.

Summary of 2009 Summit Registrations

Methodology

For the 2009 summit, the MFI was interested in capturing an accurate count and description of the individuals who registered for and attended the summit. In the months leading up to the summit, individuals were given the opportunity to pre-register on the MFI website. The 2009 summit registration process also emphasized the use of MFI's partnering agencies to encourage online pre-registration and to increase awareness of the summit. Partnering agencies included the Black Health Coalition of Wisconsin, Maximus Job Center North, New Concept Self Development Center, UMOs Job Center (Central), the Social Development Commission (SDC) Welcome Center, and Vincent Family Resource Center. These agencies provided hands-on support and assistance for those interested in online registration. In addition, individuals were able to register for the summit onsite during both days of the summit.

The registration form, which was developed by the Planning Council in collaboration with the MFI, asked registrants to provide general demographic information in addition to information about their family status and the areas in which they were hoping to receive assistance at the summit. See Appendix 1 for a copy of the summit registration form.

Summit Registration Findings

A total of 950 registration forms were completed, including both online and onsite registrants.⁵ This represents an increase of 142 people over the 808 individuals who registered for the 2008 Fatherhood Summit. Approximately half (50.4%, or 479) of those who registered for the 2009 summit did so online, while the other half (49.6%, or 471) registered onsite during the two days of the summit.

Volunteers who assisted with participant check-in and onsite registration at the summit documented that a total of 700 individuals attended the 2009 Fatherhood Summit. As a result, approximately three-quarters of those who registered (73.7% of the 950 registrants) were documented as having actually attended the summit. Previous reports for the 2007 and 2008 summits have reported findings from all summit registrants, because documentation was not available to distinguish summit registrants from those who actually attended the summit. At the 2009 summit, a system was put into place to record those registrants who did attend at least one day of the summit. As a result, the present report will focus on only those registrants who were documented as having attended the summit to provide a more accurate description of summit participants.⁶ For a brief listing of demographic information for all summit registrants, see Appendix 2.

Were those who attended the 2009 summit previous attendees?

Based on the data from the completed registration forms, most of the individuals who attended the 2009 summit were newcomers. Specifically, 86.9% of summit attendees (or 556 of 640) indicated on the registration form that it would be their first summit, while 13.1% (or 84 of 640) indicated that it would not be their first summit.⁷ Among the summit attendees who indicated

⁵ The total number of registrants represents an unduplicated count of individuals who registered. Specifically, if individuals completed more than one registration form (e.g., online and onsite), they were only counted once in the final count of 950 registrants.

⁶ Individual summit participants were likely to have attended multiple events and may have attended both days of the summit. Therefore, attendees may have completed more than one survey. As a result, a survey "response rate" is not possible to calculate.

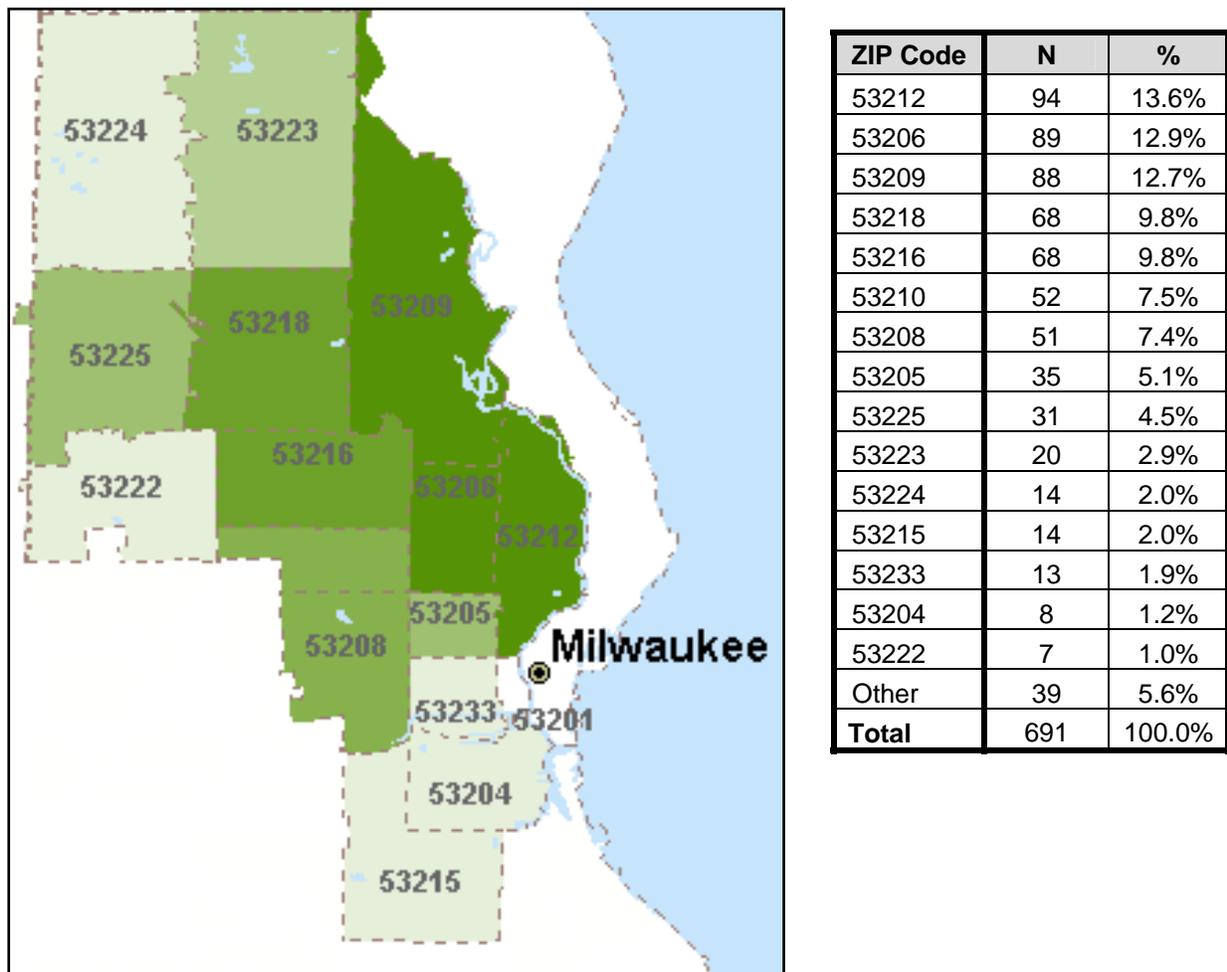
⁷ The overall number of responses for each individual survey item varies throughout this report. This is because not all participants provided a response to each item on the survey they completed, and some items could have been marked with more than one response.

that they had attended a previous summit (and who specified which year they had attended in the past), 76.7% (or 46 of 60) had attended one previous summit, 10.0% (or 6 of 60) had attended two previous summits, and 13.3% (or 8 of 60) had attended all three previous summits.

Who attended the 2009 summit?

- *ZIP Codes:* Most summit attendees (96.5%, or 667 of 691) came from ZIP Code regions in Milwaukee County. Specifically, 34.0% (or 235 of 691) listed ZIP Codes from the Downtown/Central region, 32.0% (or 221 of 691) listed ZIP Codes from the Northwest side, and 26.5% (or 183 of 691) listed ZIP Codes from the West side. A small number of attendees (7.4%, or 51 of 691) listed ZIP Codes in the Southeast region of Milwaukee and in other cities in Wisconsin and Illinois.⁸ Figure 1 illustrates the Milwaukee ZIP Codes most commonly listed by 2009 summit attendees, with darker shades representing higher numbers of summit attendees having listed that ZIP Code on the registration form.

Figure 1: Milwaukee ZIP Codes Most Commonly Reported by 2009 Summit Attendees



⁸ The Downtown/Central region=53202, 53203, 53205, 53206, 53211, 53212, & 53233. The West region=53208, 53210, 53213, 53214, 53216, 53222, & 53226. The Northwest region=53209, 53218, 53223, 53224, & 53225. The Southeast region=53204, 53207, 53215, 53219, 53220, 53221, 53227, & 53228. Other ZIP Codes= 53097, 53172, 53201, 53711, 52332, 53003, 53029, 53051, 53092, 53110, 53126, 53143, 53150, 53186, 53217, 53402, 53403, 53404, 53703, 54220, 54902, 54914, 60601, 60607, 28083.

- *Gender:* Approximately 90% (90.4%, or 629 of 696) of summit attendees identified themselves as male; 9.6% (or 67 of 696) of registrants were female.
- *Age:* Approximately one-fifth (21.1%, or 144 of 684) listed their age range as 21 to 30 years of age, one-third (34.5%, or 236 of 684) listed their age range as 31 to 40 years, and nearly 40% (39.8%, or 272 of 684) of attendees listed their age range as over 40 years of age. Less than 5% of attendees (4.7%, or 32 of 684) indicated that they were under 21 years of age.
- *Marital status:* Just over three-quarters of attendees (76.1%, or 464 of 610) reported that they were not married, while approximately one-quarter (23.9%, or 146 of 610) reported being married.
- *Race/Ethnicity:* The majority of attendees (89.8%, or 590 of 657) identified themselves as African American. Other races/ethnicities identified included: Caucasian (5.5%, or 36 of 657), Hispanic/Latino (2.4%, or 16 of 657), and other (2.3%, or 15 of 657).
- *Employment:* Approximately one-third of attendees (33.9%, or 225 of 664) reported being employed at the time they registered for the summit.

Were those who attended the summit parents?

The summit registration form asked several questions about parenting status.

- *Parenting status:*

Over 90% (91.4%, or 629 of 688) of summit attendees identified themselves as parents, with 83.1% of attendees (or 572 of 688) identifying themselves as fathers and 8.3% (or 57 of 688) providing information that identified them as mothers.⁹

- *Number of children:*

Among the attendees who identified themselves as parents, approximately half reported having one or two children under 18 years of age, and approximately half reported having three or more children under 18. While just over half of fathers reported having three or more minor children, approximately one-third of mothers reported having three or more minor children. Table 1 outlines the numbers of minor children that fathers, mothers, and all parents who attended the summit reported having on the summit registration form.

Table 1: Summit Attendees' Number of Children under 18 Years of Age

Number of Children	Fathers		Mothers		All Parents	
	N	%	N	%	N	%
None*	1	0.2%	0	0.0%	1	0.2%
1-2 children	253	48.7%	36	64.3%	289	50.2%
3-5 children	207	39.8%	12	21.4%	219	38.0%
More than 5 children	59	11.3%	8	14.3%	67	11.6%
Total	520	100.0%	56	100.0%	576	100.0%

*Although this attendee reported having no children under the age of 18, he did report being a parent (most likely, of an adult child).

⁹ The summit registration form did not include an option for registrants to specify if they were mothers. Registrants were considered to be mothers if they indicated that they were a female and had also indicated that they had children.

- *Contact with children:*

Among the attendees who identified themselves as parents and reported having at least one child under the age of 18, approximately 90% indicated that they had contact with their children, 40% reported living with their children, and approximately one-third reported being the primary caregiver for their children. Table 2 outlines the responses provided by fathers, mothers, and all parents to the registration questions that asked parents whether they had contact with, lived with, or were the primary caregiver for their minor children.

Table 2: Summit Attendees Who Indicated Having Contact With, Living With, or Being the Primary Caregiver for Their Minor Children

Item	Fathers		Mothers		All Parents	
	N	%	N	%	N	%
Contact with children ^a	432	88.3%	48	98.0%	480	89.2%
Living with children ^b	176	36.4%	37	77.1%	213	40.0%
Primary caregiver ^c	154	31.1%	38	71.7%	192	35.0%

^aTotal N=538 (Fathers N=489, Mothers N=49)

^bTotal N=532 (Fathers N=484, Mothers N=48)

^cTotal N=548 (Fathers N=495, Mothers N=53)

What kinds of assistance were attendees seeking from the summit?

For the 2009 Fatherhood Summit, individuals who were interested in participating in Child Support Debt Reduction Assistance or Driver’s License Recovery Assistance were required to pre-register for these services by indicating their interest on the summit registration form.¹⁰ As in previous years, the Child Support Debt Reduction Assistance component of the summit continued to be a key area of interest among summit attendees. Of the 700 individuals who were documented as having attended the 2009 Fatherhood Summit, 62.4% (or n=437) had registered for assistance with their child support issues. The Driver’s License Recovery Assistance component also drew substantial interest among summit participants, with 34.9% of attendees (or n=244) having indicated at registration that they were interested in talking with someone about driver’s license issues.

The summit registration form also asked individuals to identify the other types of assistance and help they were seeking at the 2009 summit. Among the 700 individuals documented as having attended the 2009 summit, employment (53.1%, or 372), finance (26.3%, or 184), and health information (16.3%, or 114) were the areas that attendees were most interested in addressing at the summit. Relatively few attendees (less than 10%) indicated that they were seeking help with parenting information or reentry information.

What did summit attendees report as being their greatest challenge in being a father?

Summit registrants were asked to elaborate on what they believed was the greatest challenge they experienced as a father. A total of 403 of the 700 individuals documented as having attended the summit (57.6%) provided written comments to this question. The reported challenges associated with being a father fell into several thematic areas, with the majority falling into the areas of being a provider, being able to see children and maintain relationships, and guiding children in the right direction.

¹⁰ The pre-registration requirement for Child Support Debt Reduction Assistance and Driver’s License Recovery Assistance was added to the 2009 Fatherhood Summit to expedite these services during the two-day summit.

Specifically, many fathers (n=83) reported that their greatest challenge to being a father was the financial responsibility involved with providing for their children. Sample responses related to this theme include:

“My greatest challenge being a father is not having enough money to give the things that they need.”

“Not to have the money to give the things my son wants. I know he doesn't need everything, but just telling him I don't have the money hurts me.”

“I think my greatest challenge is providing. I've been searching for a job for quite some time now. I would like to be in my own house paying bills and being a provider. I feel bad not being able to get them the things they need.”

“I would say the greatest challenge of being a father is being able to support them.”

Another challenge that was expressed by many of the fathers (n=82) was being able to be a part of their children's lives. Challenges that fell into this thematic area included being able to have a role in their children's lives and maintain a relationship with them, not having the time to parent because of the demands of work or school, and the inability to have contact with their children due to living arrangements or custody issues. Sample responses related to this theme include:

“Balancing work and school and making time to be active with my daughters' activities.”

“Getting back in touch with my son and getting to know him better.”

“The greatest challenge is being there for my daughter the way I want because she stays in Chicago.”

“Being there for my child when she needs me.”

Many other fathers (n=72) reported that their biggest challenge to being a father was trying to provide guidance in their children's lives, either by serving as a role model themselves or by expressing the importance of morals and values, education, or spirituality to their children. Sample responses related to this theme include:

“Setting an example for him and putting myself in the position to do so.”

“Trying to raise my two sons to be respectful, responsible, and productive men without them being influenced by negative people and images that they see in society.”

“Teaching my kids the importance of staying focused in life and school.”

“Being a great father even when you didn't have the greatest examples and overcoming that obstacle in your life so it can overflow into the lives of your children and to their children.”

Others (n=48) indicated that simply finding and maintaining stable employment was their biggest challenge to being a father. Fathers who identified this challenge often related it to their desire to provide for their children financially. Sample responses related to this theme include:

“Finding a job, that's why I want to go back to school and get a degree.”

“My greatest challenge of being a father is that I cannot provide for my children financially because I am unable to find employment with my background.”

“Finding suitable employment at my age, to provide for my five girls.”

“My greatest challenge is having stable employment to provide for my child.”

There were other fathers (n=43) who specifically noted that the burden of child support payments and arrearages were their biggest challenge. Sample responses related to this theme include:

"I have nine children. Child support! I only make/earn \$13.00/hr, 40 hours a week, 4 weeks a month, 6 months a year! \$640.00/\$1000.00 a month. I work in construction!"

"With owing so much money in [arrearages] it affects my chances of landing a good job, getting credit and not being able to do for my daughter."

"My children are over 18, but I owe much back child support due to interest."

"Staying current with child support."

Finally, some fathers (n=23) expressed that just being a father and the responsibility of being a parent was challenging. Sample responses related to this theme include:

"Just that, being a father."

"Having that child."

"Understanding about being a father."

"Being a father!"

Overall Summit and Core Components Survey Results

Background and Methodology

The Fatherhood Summit was organized to have multiple events and services available to participants concurrently. Evaluation efforts were focused on obtaining direct feedback from attendees regarding the summit as a whole, the four core components, and the educational workshops. In addition, organizers of each of the four core components (Community Health Fair, Community Job Fair, Child Support Debt Reduction Assistance, and Driver's License Recovery Assistance) were asked to provide information about what was accomplished in their area.¹¹

Throughout both days of the 2009 Fatherhood Summit, participants were asked by Planning Council staff and volunteers to complete feedback surveys as they exited core component service areas. In addition, on each day of the summit, participants were asked to complete a survey to provide feedback on their overall experience at the summit. To evaluate the educational workshops, workshop facilitators distributed and collected evaluation forms at the close of each workshop. The surveys and workshop evaluation forms asked participants to elaborate on: 1) what they felt was most helpful or important about the summit services and workshops, 2) how the summit and workshops could be improved, and 3) suggestions for future summits and workshops.

To encourage summit participants to provide feedback on the summit and its services, attendees who completed feedback surveys for the four summit components were given a numbered ticket for each survey they completed. Throughout both days of the summit, numbers were drawn and posted in various locations throughout the site of the summit, and attendees with tickets matching the drawn numbers were given the opportunity to select from an assortment of donated items. As an additional incentive, each attendee who completed a survey providing feedback on their overall summit experience was given two tickets to a Milwaukee Bucks pre-season game.

The surveys and workshop evaluation forms were designed to be user-friendly and accessible to people with a range of literacy levels. The forms included a small number of open-ended questions, allowing for written responses, and questions that used a four-point Likert rating scale to quantify overall perceptions about various components of the summit.

Additionally, participants were asked to rate summit services and workshops, on a scale of one to four, in order to document: 1) if the services and workshops addressed issues that were important for fathers; 2) whether they felt they knew more about the topic presented and had a plan for moving forward; 3) if they would use the information received; and 4) their perception of the overall quality of the summit, individual workshops, and the workshop presenters. (See Appendix 3 for copies of the summit surveys and Appendix 4 for a template of the workshop evaluation forms.)

¹¹ Although the organizers of each of the summit's four core components were asked to provide details about the component's accomplishments, information was only provided for the Driver's License Recovery Assistance and the Child Support Debt Reduction Assistance components.

Summit participants completed a total of 1,249 feedback surveys and workshop evaluation forms during the two-day event.¹² For a variety of reasons, including the voluntary nature of evaluation participation, the overall survey results may not be representative of the perspectives of all summit participants. In addition, it should be noted that the overall number of responses for each individual survey item varies throughout this report because not all participants answered each question, and some items could be marked with more than one answer.

Summit participants provided feedback on the following components of the summit:

1. Overall Summit: Participants were asked to provide their feedback on their overall experience of the 2009 Fatherhood Summit, including presentations, workshops, individual assistance, referrals, and general resource availability. A total of 283 overall summit feedback surveys were completed over both days of the 2009 Fatherhood Summit, with 189 surveys being completed on the first day and 94 surveys being completed on the second day.
2. Community Health Fair: Health information and service organizations participated as exhibitors throughout the first day of the summit. Service providers and health specialists were available to provide health screenings, medical information, and referrals. A total of 152 feedback surveys were completed and returned from individuals who attended the health fair.
3. Community The MFI continued its efforts to provide information on employment placement, skills, and training to men through the Community Job Fair. The job fair was offered for one day at the summit and was designed to link participants to potential employment contacts, information, and opportunities in Milwaukee County. Nearly 40 employers and career organizations in Milwaukee County were scheduled to be present at the fair. A total of 160 feedback surveys were completed and returned from individuals who attended the job fair.
4. Child Support Debt Reduction Assistance: This summit event was facilitated by staff from the Milwaukee County Department of Child Support Enforcement as well as representatives from the Cook County Division of Child Support Enforcement. On both days of the summit, Child Support Enforcement staff provided reviews of cases, interest reduction, alternative payment plans, and information about the child support process. By attending summit workshops, participants were eligible for a reduction in their child support interest debt. A total of 197 feedback surveys were completed and returned from individuals who attended Child Support Debt Reduction Assistance at the 2009 summit.
5. Driver's License Recovery Assistance: Staff from the Center for Driver's License Recovery and Employability, as well as Municipal Court representatives, were available for both days of the summit to assist participants in resolving driver's license revocation issues by reviewing case files and providing legal support/information. A total of 88 feedback surveys were completed and returned from individuals who attended the Driver's License Recovery Assistance.
6. Summit Workshops: Numerous trained professionals from various local community organizations facilitated the workshops offered at the two-day summit. Each workshop addressed specific content related to fatherhood or the issues facing fathers. The workshops afforded men and fathers the opportunity to connect with one another and to share their stories and life situations. A total of 369 evaluation forms were completed for 30 workshops.¹³

¹² Individual summit participants were likely to have attended multiple events and therefore may have completed more than one survey. As a result, a survey "response rate" is not possible to calculate.

¹³ Although a total of 31 educational workshops were held over both days of the summit, the evaluation forms for one of the workshops were not returned to Planning Council staff.

Overall Summit Surveys

A total of 283 overall summit feedback surveys were completed over both days of the 2009 Fatherhood Summit, with 189 surveys being completed on the first day and 94 surveys being completed on the second day. The vast majority of 2009 summit attendees who completed a feedback survey rated the summit very highly. Overall, 98.5% (or 267 of 271) rated the summit as either “outstanding” or “good”.

How did respondents hear about the 2009 Fatherhood Summit?

Participants were asked to identify how they heard about the 2009 summit. Participants indicated that they heard about the summit from a variety of sources, with the top three being word of mouth, family and friends, and local service agencies. Specifically, among those who specified where they had heard about the summit:

- 30.6% (or 85 of 278) indicated that they had heard about it through word of mouth.
- 21.9% (or 61 of 278) indicated that they had heard about it from family members and/or friends.
- 15.8% (or 44 of 278) indicated that they had heard about it from a service agency, such as the Social Development Commission (SDC).

How did respondents rate the overall usefulness of the summit?

Survey respondents were asked several questions about their overall experience of the event. In general, the vast majority of respondents reported having a positive experience of the summit, valuing the services they received, and finding the information useful. Specifically,

- 99.6% (or 280 of 281) strongly agreed or agreed that the summit addressed some important issues faced by men/fathers in Milwaukee.
- 99.3% (or 273 of 275) strongly agreed or agreed that the summit provided suggestions for solving some of the issues facing fathers.
- 98.9% (or 271 of 274) strongly agreed or agreed that the summit provided useful information and materials.
- 96.4% (or 268 of 278) strongly agreed or agreed that the summit location was convenient for them.

In addition, survey respondents were asked what they got help with at the summit. As the registration results would suggest, the Child Support Debt Reduction Assistance component of the summit was a major area in which survey respondents had received assistance. Table 3 provides a summary of the areas in which participants received assistance at the 2009 summit.¹⁴

¹⁴ Because the overall summit surveys were distributed prior to the close of each day of the summit, it is possible that respondents received additional assistance after completing the survey.

Table 3: Areas in which Respondents Received Assistance at the Summit

Area	N	%
Child Support Debt Reduction	128	47.1%
Employment	104	38.2%
Parenting information	87	32.0%
Driver's license recovery	83	30.5%
Educational workshops	81	29.8%
Health information and screenings	69	25.4%

Total N=272

Survey respondents were also asked to indicate the other areas or issues they would like information about or assistance with after the summit. Responses suggest that there was an interest in receiving information or assistance with a wide range of additional issues, with job training being the area most often noted by respondents. Table 4 summarizes the other areas in which survey respondents reported having an interest in receiving additional assistance.

Table 4: Other Areas in which Respondents would be Interested in Receiving Assistance

Area	N	%
Job training	137	53.1%
Housing	124	48.1%
Marriage/relationships	78	30.2%
Child custody and visitation	52	20.2%
Re-entry from prison	44	17.1%

Total N=258

What was the most important thing that happened for survey respondents at the 2009 Fatherhood Summit?

Summit participants were asked on the overall summit surveys to elaborate on what was the most important thing that happened for them at the summit. A total 247 out of 283 survey respondents (87.3%) provided written comments on this question. Participants' perceptions of the most important aspects of the summit fell into four thematic areas: 1) the helpful resources, information, materials and assistance; 2) the sense of unity and mutual support; 3) that it was an overall positive experience; and 4) the sense of empowerment about and commitment to roles of fatherhood. Sample responses, by theme, included:

- Helpful resources, information, materials, and assistance (129 comments), for example:

"I have been fighting child support issues for over 20 years, this is the first time in those 20 years that I felt I have received justice!"

"The ideas and solutions pertaining to me and my situation as a father."

"I love the workshops, especially the Presenter Dr. Lia explaining empowering fathers for leadership."

"All of the stations that offered info about health issues."

- Sense of unity and mutual support (35 comments), for example:

"Being together with men for a common purpose."

“There are enough people that care to really make a difference.”

“That fathers took the time to attend. I know they all want to become better fathers. There is hope!”

“Male-oriented focus. Society largely has diminished fathers. This is refreshing.”

- Overall positive experiences (34 comments), for example:

“Everything was very helpful. I learned a lot and had a lot of fun.”

“Everything, I can't just point out one thing.”

“Overall, I found everything useful.”

“Everything was very helpful, and very well put together.”

- Sense of empowerment about and commitment to role as fathers (27 comments), for example:

“It helped me to realize that fathers need to step up and be men.”

“I find that it helped me realize that we need to step up as African-American men and take care of responsibility.”

“How Fatherhood is so important.”

“It allowed me to see the need and affects of real fatherhood.”

In what ways did respondents think the Fatherhood Summit could be improved?

Summit participants were asked to elaborate on what ways they believed the summit could be improved. A total of 216 of the 283 respondents (76.3%) shared comments on this question.

Participants' suggestions for improvement fell into five thematic areas: 1) that it was great, and no changes are needed; 2) the need for more advertisement and to get more fathers involved; 3) the need for more information and services; 4) to have more summits and make them longer; and 5) the need for more organization and improved space.

Approximately half of the attendees who responded to this question (47.2%, or 102 of 216) felt that no changes were needed to improve the summit. For those who did provide suggestions for improvement, sample responses, by theme, included:

- Get the word out more to get more fathers involved (25 comments), for example:

“I definitely would improve the advertisement! If it wasn't for God, creating a series of events, I would have never known about the Fatherhood Summit.”

“I would try to make sure more people heard about it.”

“Encouraging more men to come and to ask them to be open to embrace this change.”

“More advertisement such as TV, billboards, etc.”

- Include more information and services (24 comments), for example:

“[I] would like to have more companies added to the job fair.”

“More resources on obtaining education.”

“More small group interaction classes, got very big and crowded in some.”

“Help out of state fathers.”

- Have more summits and make them longer (17 comments), for example:
 - “I would add an evening session for people who couldn't make the day or weekend session.”*
 - “Make it happen more often.”*
 - “I would get more days of this awesome event.”*
 - “More days to attend classes.”*
- Improve organization or have more space (15 comments), for example:
 - “More direction in where to go next (workshops, rooms clearly marked, etc.).”*
 - “Have more lunches prepared for late guests.”*
 - “A bigger building.”*
 - “Classroom more easily located.”*

Community Health Fair

For the 2009 summit, men’s health continued to be a focus area for the Milwaukee Fatherhood Initiative. The summit’s Community Health Fair aims to promote healthy lifestyles among summit participants by providing educational materials, information, and preventive services to attendees. For the 2009 summit, the MFI collaborated with the Alzheimer’s Association of Wisconsin, the Black Health Coalition of Wisconsin, the City of Milwaukee Health Department, the Wisconsin Donor Network, and several other local health agencies to provide educational materials and health services for summit attendees throughout most of the first day of the summit.

Community Health Fair Surveys

Summit participants who attended the Community Health Fair were asked to complete a feedback survey as they exited the service area. A total of 152 feedback surveys were completed and returned from individuals who attended the health fair. The majority of respondents (68.5%, or 100 of 146) indicated they attended the health fair to get information on health and to learn more about their own health status.

Who attended the health fair?

Respondents who attended the health fair were primarily male and came from a variety of age groups. Specifically:

- 87.9% of survey respondents (or 124 of 141) identified themselves as males, and 12.1% (or 17 of 141) identified themselves as females.
- Approximately 30% of survey respondents (28.3%, or 39 of 138) listed their age range as 21 to 30 years of age, approximately 30% (31.2%, or 43 of 138) indicated that they were 31 to 40 years of age, and approximately 35% (34.8%, or 48 of 138) indicated that they were over the age of 40. Only 5.8% (or 8 of 138) indicated that they were under 21 years of age.

How did respondents rate the health fair?

Overall, 98.6% (143 of 145) rated the health fair as “outstanding” or “good”. Only a small number of respondents (1.4%, or 2 of 145) rated the health fair as “okay”. In addition, survey respondents were asked several questions about the materials and information they received from the health fair. Most respondents found the men’s health information and services to be both educational and useful. Specifically:

- 92.0% (or 138 of 150) strongly agreed or agreed that they knew more about men's health after attending the health fair.
- 98.7% (or 149 of 151) strongly agreed or agreed that they received helpful information they would use from the health fair.
- 97.3% (or 146 of 150) strongly agreed or agreed that they knew where to go to get help with their health concerns after attending the health fair.
- 93.2% (or 138 of 148) strongly agreed or agreed that they wanted more information about men's health after attending the health fair.

What was the most important thing that happened for survey respondents at the health fair?

Health fair participants were asked to elaborate on what they thought was the most important thing that happened for them at the fair. A total of 134 out of the 152 survey respondents (88.2%) provided written comments to this question.

Participants' perceptions of the most important things that happened for them at the health fair fell into three thematic areas: 1) receiving personally relevant information and educational materials, 2) receiving health screening or assistance finding care, and 3) the overall experience of the health fair. Sample responses, by theme, included:

- Receiving personally relevant information and educational materials (70 comments), for example:
 - "Learned new things about men's health and how to be healthy."*
 - "I got information about quitting smoking."*
 - "Learning that there are programs that are suited for men's health and wellness."*
 - "Learning more about high blood pressure."*
- Receiving health screening or assistance finding care (32 comments), for example:
 - "I got tested for STDs."*
 - "I received info on affordable dental care, which I need."*
 - "I took a HIV test."*
- The overall experience of the health fair (8 comments), for example:
 - "Everything."*
 - "I enjoyed my visit."*
 - "I like it very much."*

In what ways did respondents think the health fair could be improved?

Health fair participants were asked to elaborate on the ways they believed the health fair could be improved. A total of 108 of the 152 survey respondents (71.1%) shared comments on this question.

Participants' suggestions for improvement fell into two thematic areas: 1) that no changes are needed and/or compliments on existing services and 2) to include additional information, vendors, and services. Some suggestions for improvements were not specific to the health fair but suggested improvements that related to the overall summit. Sample responses, by theme, included:

- No changes are needed and/or compliments (52 comments), for example:
 - “I liked what I saw and didn't recognize anything that needed change.”*
 - “Keep doing the same thing.”*
 - “Not much - already excellent.”*
- Include additional information, vendors, and services (33 comments), for example:
 - “By having more people that you can talk to one-on-one.”*
 - “More jobs and information about health.”*
 - “Have doctors on duty to explain more in depth.”*

Community Job Fair

For the 2009 summit, the MFI continued its efforts to provide information on employment placement, skills, and training to men through the Community Job Fair. The job fair was offered on the first day of the summit and was designed to link participants to potential employment contacts, information, and opportunities in Milwaukee County. Nearly 40 employers and career organizations in Milwaukee County were scheduled to be present at the fair.

Community Job Fair Surveys

Summit participants who attended the Community Job Fair were asked to complete a feedback survey as they exited the service area. A total of 160 feedback surveys were completed and returned from individuals who attended the job fair at the 2009 summit. Most survey respondents (76.1%, or 118 of 155) indicated that they attended the job fair because they were unemployed and needed work immediately, were looking for a “better” job, or were interested in finding more stable employment.

Who attended the job fair?

Approximately three-quarters of the respondents who attended the job fair were male, and they came from a variety of age groups. Specifically:

- 77.5% of survey respondents (or 110 of 142) identified themselves as males, and 22.5% (or 32 of 142) identified themselves as females.
- Approximately 35% of survey respondents (35.5%, or 50 of 141) listed their age range as 21 to 30 years of age, approximately 25% (27.7%, or 39 of 141) indicated that they were 31 to 40 years of age, and one-third (33.3%, or 47 of 141) indicated that they were over the age of 40. Only 3.5% (or 5 of 141) indicated that they were under 21 years of age.

How did respondents rate the job fair?

Overall, 90.3% (or 139 of 154) rated the job fair as “outstanding” or “good”. Approximately 10% of respondents (9.7%, or 15 of 154) rated the health fair as “okay”. One of the primary goals of the job fair was to provide participants with potential employment contacts and networking opportunities. After attending the fair, survey respondents were asked several questions about their experiences and the assistance they received. Specifically:

- 91.2% (or 145 of 159) strongly agreed or agreed that they knew more about getting a job after attending the job fair.
- 91.2% (or 145 of 159) strongly agreed or agreed that they had some job leads after attending the fair.

- 92.9% (or 145 of 156) strongly agreed or agreed that they believed they would have a job soon after attending the job fair.
- 96.2% (or 151 of 157) strongly agreed or agreed that they wanted more help with finding a job after attending the job fair.

What was the most important thing that happened for survey respondents at the job fair?

Job fair participants were asked to elaborate on what they thought was the most important thing that happened for them at the job fair. A total of 147 of the 160 survey respondents (91.9%) provided written comments to this question.

Participants' perceptions of the most important aspects of the job fair fell into three thematic areas, including: 1) having access to helpful information and resources, 2) networking with employers and other job seekers, and 3) filling out applications and getting job leads. In addition, several attendees reported actually getting a job at the job fair. Sample responses, by theme, included:

- Having access to helpful employment information and resources (50 comments), for example:
 - "I expanded my ideas in terms of what kind of jobs I may be interested in."*
 - "The people were friendly and gave me a lot of important information that can help me."*
 - "Learning new tips to involve myself with my career."*
- Networking with employers and other job seekers (36 comments), for example:
 - "The chance to speak one on one with potential employers."*
 - "I got a chance to network around positive individuals looking to enhance their careers."*
 - "Met a lot of people who can help me go in the right direction."*
- Filling out applications and getting job leads (32 comments), for example:
 - "Being able to do multiple applications and be more informed about some jobs."*
 - "I was able to meet employers and complete applications."*
 - "I think a job will be calling me soon."*
- Securing a job (6 comments), for example:
 - "Finding a job."*
 - "Getting a job."*
 - "I got a job."*

In what ways did respondents think the job fair could be improved?

Job fair participants were asked to elaborate on ways they believed the job fair could be improved. A total of 123 of the 160 survey respondents (76.9%) provided written comments on this question.

In general, participants' comments on ways to improve the job fair fell into three thematic areas: 1) have more employers, variety of jobs, and on the spot applications/interviews; 2) that no changes are needed and/or compliments on existing services; and 3) improve organization and/or have more space. Sample responses, by theme, included:

- More employers, variety of jobs, and on the spot applications/interviews (52 comments), for example:
 - "Bring in reps from more career fields – especially financial and retail."*
 - "More sponsors and employers definitely looking to hire."*
 - "More onsite interviews and less referrals to the internet."*
- No changes are needed and/or compliments (44 comments), for example:
 - "I don't know. I think everybody did a great job!"*
 - "I'm satisfied with what I have experienced."*
 - "I think that it was well put together and very helpful to me."*
- Improve organization and/or have more space (17 comments), for example:
 - "Every vendor wasn't here."*
 - "If the employers would actually be at their tables to assist future employees who are seeking jobs."*
 - "Make the area more open."*

Child Support Debt Reduction Assistance

For a fourth consecutive year, the MFI partnered with the Milwaukee County Department of Child Support Enforcement both days of the summit to enable fathers to receive information and explore options regarding back child support interest owed to the State of Wisconsin. New for the 2009 Fatherhood Summit, the Cook County Division of Child Support Enforcement was also available to provide assistance to summit attendees with child support interest debt owed to the State of Illinois. By participating in four hours of educational activities at a local service agency, or by attending two educational workshops at the summit, participants were eligible to meet with child support enforcement staff. Staff were able to review attendees' individual cases and to explore interest reduction, alternative payment plans, and information about child support guidelines and procedures.

Information obtained from the Milwaukee County Department of Child Support Enforcement after the summit indicated that:

- A total of 340 individuals participated in the Child Support Debt Reduction Assistance offered by the Milwaukee County Department of Child Support Enforcement as a result of attending the 2009 Fatherhood Summit.

During the two days of the summit, a total of 273 individuals participated in the Child Support Debt Reduction Assistance provided through the Milwaukee County Department of Child Support Enforcement.

Another 67 summit participants accessed the Milwaukee County Department of Child Support Enforcement for assistance with child support interest debt in the weeks following the summit.

- For these participants, Milwaukee County staff reviewed 388 child support cases, resulting in a total of \$1,101,132.26 in child support interest being forgiven.
- County staff assisted summit attendees with: 58 stipulation/modification packets, 22 Children First referrals, and 32 alternative payment plans.¹⁵

Child Support Debt Reduction Assistance Surveys

Summit participants who attended the Child Support Debt Reduction Assistance component of the summit were asked to complete a feedback survey as they exited the service area. A total of 197 feedback surveys were completed and returned from individuals who attended Child Support Debt Reduction Assistance.

The majority of respondents (83.9%, or 151 of 180) indicated that they attended the Child Support Debt Reduction Assistance to get child support interest reduced or to get information on child support issues.

Who attended the Child Support Debt Reduction component?

Virtually all of the respondents who attended the Child Support Debt Reduction Assistance were male, and most respondents were over the age of 30. Specifically:

- 99.4% of respondents (or 174 of 175) identified themselves as males. Only one respondent identified herself as a female.
- Approximately 15% of survey respondents (15.7%, or 27 of 172) listed their age range as 21 to 30 years of age, approximately 40% (39.0%, or 67 of 172) indicated that they were 31 to 40 years of age, and approximately 45% (44.8%, or 77 of 172) indicated that they were over the age of 40. Only one respondent (0.6%, or 1 of 172) indicated that he was under 21 years of age.

How did respondents rate the Child Support Debt Reduction Assistance?

Overall, 89.6% of respondents (or 164 of 183) rated the Child Support Debt Reduction Assistance as “outstanding” or “good”, while approximately 10% of respondents (10.4%, or 19 of 183) rated the child support debt assistance either as “okay” or as “not so good”. One of the primary goals of the Child Support Debt Reduction Assistance program was to provide procedural information, guidelines, and possible reduction of accrued interest of child support debt. After attending the child support assistance, survey respondents were asked several questions about the materials and information received. The majority found the child support services and information to be helpful. Specifically:

- 93.2% (or 178 of 191) strongly agreed or agreed that they knew more about how to take care of their child support responsibilities after attending the Child Support Debt Reduction Assistance.
- 96.9% (or 185 of 191) strongly agreed or agreed that they had a plan to take care of their child support responsibilities after attending the Child Support Debt Reduction Assistance.
- 95.3% (or 183 of 192) strongly agreed or agreed, that they received helpful information that they would use after attending the Child Support Debt Reduction Assistance.

¹⁵ As defined under Chapter DWD 43 of the Wisconsin Administrative Code, an “alternative payment plan” refers to “a negotiated agreement between a child support agency and a payer, or an order set by the court, which establishes terms for the payment of the arrearage debt.”

- 94.7% (or 180 of 190) strongly agreed or agreed that would like more help with their child support responsibilities after attending the Child Support Debt Reduction Assistance.

What was the most important thing that happened for survey respondents at the Child Support Debt Reduction Assistance?

Child Support Debt Reduction Assistance participants were asked to elaborate on what they thought was the most important thing that happened for them at this service. A total of 161 of the 197 survey respondents (81.7%) provided written comments on this question.

Participants' perceptions on the most important aspects of the Child Support Debt Reduction Assistance fell into two thematic areas: 1) receiving personalized assistance and/or a reduction in interest debt and 2) getting information about child support, including information about the status of their own case. Sample responses by theme included:

- Receiving personalized assistance and/or a reduction in interest debt (73 comments), for example:
 - "Having the chance to get some much needed help."*
 - "I had my child support interest cut in half."*
 - "Praise God, finally somebody has listened to me."*
- Getting information, including information about the status of their own case (54 comments), for example:
 - "I received valuable information that will assist me at curing my child support issues."*
 - "Learned that my child support is not from the state so I have to talk to moms."*
 - "I got updated on my responsibility that I lacked."*

In what ways can the Child Support Debt Reduction Assistance be improved?

Child Support Debt Reduction Assistance participants were asked to elaborate on the ways in which they believed the program could be improved. A total of 137 of the 197 survey respondents (69.5%) shared comments to this question.

Participants' suggestions on improvement fell into three thematic areas: 1) that no changes are needed and/or compliments on existing services; 2) the need for changes to the larger child support system, including opportunities for larger debt reductions; and 3) the suggestion to include more information and provide services more often. Sample responses, by theme, included:

- No changes are needed and/or compliments (68 comments), for example:
 - "They did enough for me. I'm thankful for everything they did."*
 - "As far as I can see, they seem to be doing an excellent job! All I ask is that Child Support Debt Reduction do more advertisement!"*
 - "I believe that the debt reduction services are very helpful as is."*
- Changes to the child support system and larger reductions (30 comments), for example:
 - "Stop charging so much interest."*
 - "Do more about reduction for kids that are over 21 year old."*
 - "To cut more of your debt down so you are able to pay it off sooner."*

- Broaden the scope to include more issues and more information and provide services more often (23 comments), for example:

“Work with the mother to understand what fathers go through.”

“Helping people that don't have AFDC.”

“Do it more often throughout the year.”

Driver's License Recovery Assistance

The MFI aims to help reduce the number of unlicensed drivers in Milwaukee. On both days of the 2009 Fatherhood Summit, representatives from the Center for Driver's License Recovery and Employability (as well as Municipal Court representatives) were available to assist participants in resolving driver's license revocation issues by reviewing individual case files and providing legal support, information, individualized license recovery plans, and advice.

Information obtained after the summit from the Center for Driver's License Recovery and Employability indicated that:

- A total of 138 individuals received assistance at the summit, including advice and an individualized license recovery plan.
- Of those who received Driver's License Recovery Assistance at the summit, 10.9% (or 15 of 138) used their recovery plans and obtained valid driver's licenses within six months of participating in the summit.

Driver's License Recovery Assistance Surveys

Summit participants who attended the Driver's License Recovery Assistance component of the summit were asked to complete a feedback survey as they exited the service area. A total of 88 feedback surveys were completed and returned from individuals who attended Driver's License Recovery Assistance.

The majority of respondents (77.3%, or 68 of 88) indicated that they attended the Driver's License Recovery Assistance at the summit either to recover their driver's license or to learn how to get their license.

Who attended the Driver's License Recovery component?

Virtually all of the respondents who attended the Driver's License Recovery Assistance were male, and most respondents were over the age of 30. Specifically:

- 92.9% of respondents (or 79 of 85) identified themselves as males, and 7.1% (or 6 of 85) identified themselves as females.
- Approximately 25% of survey respondents (24.7%, or 21 of 85) listed their age range as 21 to 30 years of age, approximately 35% (35.3%, or 30 of 85) indicated that they were 31 to 40 years of age, and approximately 40% (38.8%, or 33 of 85) indicated that they were over the age of 40. Only one respondent (1.2%, or 1 of 85) indicated that he was under 21 years of age.

How did respondents rate the Driver's License Recovery Assistance?

Overall, 97.7% (or 85 of 87) rated the Driver's License Recovery Assistance as “outstanding” or “good”. A small number of respondents (2.3%, or 2 of 87) rated the Driver's License Recovery component as “okay”. One of the primary goals of the Driver's License Recovery Assistance is to provide procedural information, guidelines, and review of driving records for potential reinstatement of driving privileges. After attending Driver's License Recovery Assistance, respondents were asked several questions about the materials, information, and the assistance

they received. The majority of respondents found the services to be informative and helpful. Specifically:

- 97.7% (or 85 of 87) strongly agreed or agreed that they knew more about how to get their license back after attending the Driver's License Recovery Assistance.
- 100.0% (or 88 of 88) strongly agreed or agreed that they had a plan to get their license back after attending the Driver's License Recovery Assistance.
- 97.7% (or 86 of 88) strongly agreed or agreed that they understood what it would take to keep their license once they did get it back after attending the Driver's License Recovery Assistance.
- 81.0% (or 68 of 84) strongly agreed or agreed that they would like more help with getting their license back after attending the Driver's License Recovery Assistance.

What was the most important thing that happened for survey respondents at the Driver's License Recovery Assistance?

Driver's License Recovery Assistance participants were asked to elaborate on what they thought was the most important thing that happened for them at this service. A total of 86 of the 88 survey respondents (97.7%) provided written comments on this question.

Participants' perceptions of the most important aspects of the Driver's License Recovery Assistance fell into two thematic areas: 1) getting their license reinstated or having a specific plan to get it back and 2) receiving personalized information or learning more details about their own case. Sample responses, by theme, include:

- Got license reinstated or have a specific plan to do so (42 comments), for example:

"Found out exactly what I had to do to recover my license."

"Got the records for me right here. Just to have to go into the station and get it started."

"I am valid!"

- Received personalized information or learned details about their own case (28 comments), for example:

"Finding out tickets I had to pay, what to do about insurance."

"Just found out that I could get on payment plan. I'm on a fixed income, so that's really helpful."

"Opened up my case, showed me what tickets I had, how to get my SR22 insurance."

In what ways did respondents think the Driver's License Recovery Assistance could be improved?

Driver's License Recovery Assistance participants were asked to elaborate on the ways they believed the Driver's License Recovery Assistance could be improved. A total of 75 out of the 88 survey respondents (85.2%) shared comments on this question.

Participants' perceptions on improvement fell primarily into two thematic areas: 1) that no changes are needed and/or compliments to existing services (the predominant response) and 2) expand assistance and/or have assistance more often. Sample responses, by theme, include:

- No changes are needed and/or compliments (51 comments), for example:
 - “Doing alright – it’s the best thing here.”*
 - “My first time here. I am happy!”*
 - “I don’t know because they are great!”*
- Expand and have assistance more often (15 comments), for example:
 - “Do more than local finds, outside of WI and Milwaukee County- e.g. Illinois.”*
 - “Hold it more often with more people – there are more people that could benefit from it.”*
 - “Wish I could get it all done here!”*

Workshop Evaluation Form Results

In addition to the four core summit components, the 2009 Fatherhood Summit offered a variety of educational workshops during the two-day event. These workshops provided individuals with an opportunity to learn about and discuss key issues affecting men and fathers in the Milwaukee community. In addition, they afforded men and fathers the opportunity to connect with one another, share stories, and validate personal experiences. Attendance at two educational workshops also served as a prerequisite for receiving services through the Child Support Debt Reduction Assistance component of the summit.

For the 2009 Fatherhood Summit, the MFI invited a variety of community professionals to facilitate workshops on a range of topics including communication, employment and education, financial literacy, parenting, health, and leadership. The MFI substantially increased the number of workshops from the previous year, from 20 workshops offered in 2008 to a total of 31 offered in 2009, each lasting a minimum of 1.5 hours. The 2009 summit originally planned for 34 workshops, with 16 workshops to be held on Friday and 18 workshops to be held on Saturday. One workshop was cancelled prior to the summit, and two were cancelled on the days of the summit because of scheduling issues. As a result, a total of 31 workshops were offered over the two days of the summit.

Methodology

As part of the Fatherhood Summit evaluation, the Planning Council designed a workshop evaluation form, which facilitators asked attendees to complete after each workshop. (See Appendix 4 for a template of the workshop evaluation forms.)

The evaluation form asked workshop participants to rate, on a scale of one to five, the workshop as a whole; the workshop's facilitator; and to elaborate on what they thought was most helpful about the workshop, how the workshop could be improved, and suggestions for future workshops. Additionally, workshop attendees were asked to rate, on a scale of one to four: 1) whether they felt they had a better understanding of the topic presented, 2) whether the workshop was a good topic of discussion for the summit, and 3) if they would use the information presented. Workshop facilitators were asked to distribute and collect evaluation forms at the close of each workshop.

Workshop Evaluation Findings

Overview of workshops

The 2009 summit offered 31 different workshops over the two-day event. Table 5 lists each workshop that was offered, the workshop facilitator(s), the number of evaluation forms completed, and the day workshops were scheduled (listed in order of event scheduling).

Table 5: Educational Workshops Offered at the 2009 Fatherhood Summit

Workshop Title	Facilitator(s)	Evaluation Forms Completed	Day of Workshop
1. Speaking to Your Children in Their Own Language	Rod Williams	39	Friday
2. Understanding Alzheimer's Disease	Tom Hlavacek	11	Friday
3. We are the Role-Model	Thomas Weber	19	Friday
4. The Owner's Manual	Darryl Davidson	14	Friday
5. How to Stop Living Paycheck to Paycheck	Daniel Sweeney Michelle Barnes	16	Friday
6. Play Your Position: Lead, Follow or Get Out of the Way	Ray Lilley Rebecca Scott	36	Friday
7. Rebuilding the Community Through the Eyes of Your Ancestors	Anthony Courtney	0*	Friday
8. Insurance 101	Candace Tischer	13	Friday
9. Learning to Father from the Father	Darryl E. Seay	14	Friday
10. A Father's Influence on His Children	Rev. Leondis Fuller	22	Friday
11. Being a Man	Michael Owen	10	Friday
12. How to Stop Living Paycheck to Paycheck	Daniel Sweeney Michelle Barnes	15	Friday (2 nd session)
13. New Concept's Fathers' Family Resource Center	Nancy Hahn Berry Birts	10	Friday
14. Personal Time Management Through the Spirit, Mind and Body	Junior Gentry	21	Friday
15. Getting on the Square – Considering College	Dr. Warren Braden	4	Friday
16. Basics: Custody, Placement, and Child Support in Family Court	Atty. Joe Neterval	12	Saturday
17. Dad Matters 24/7	Parenting Network	18	Saturday
18. Vincent Family Resource Center	Vincent FRC	2	Saturday
19. To Your Credit	Daniel Sweeney Michelle Barnes	10	Saturday
20. Leadership Starts at Home	Dr. Charisse Sekyi	9	Saturday
21. Boys 2 Men	Richard Johnson Johnny Johnson Jr. Johnnie Henderson Fredrick Nelson	8	Saturday
22. Who am Eye	Hasaan Nuruddin	10	Saturday
23. Tax Questions: Helping with Federal and State Laws	Linda Vanroohris	2	Saturday
24. Ready to Die	Dr. Ramel Smith	3	Saturday
25. Fathers Preventing Infant Mortality	Black Health Coalition of WI	6	Saturday
26. I am Still Your Father	Richard M. Badger	3	Saturday

Workshop Title	Facilitator(s)	Evaluation Forms Completed	Day of Workshop
27. How to Recognize and Develop the Gifts of Your Children	Pastor Teresa Thomas-Boyd Joel Boyd	10	Saturday
28. Making Your Baby Rich with Liquid Gold	Aldous Blackwell	4	Saturday
29. Financial Protection and Planning for Families	Brian Nelson	5	Saturday
30. Daddy's Little Girl	Deborah Taylor Minister William Muhammad	5	Saturday
31. Well Women	Wisconsin Well Woman	18	Saturday

* Workshop evaluation forms were not available for this workshop.

How did respondents rate the workshops?

A total of 369 evaluation forms were returned for the 31 workshops that were conducted during the two-day Fatherhood Summit, with 244 forms from the 15 Friday workshops and 125 forms from the 16 Saturday workshops. The workshop evaluation forms asked participants to provide an overall rating (on a scale of one to five) of the workshops they attended. Across all the workshops for which evaluation forms were completed, approximately 95% of respondents (95.7%, or 352 of 368) rated the workshops as either "excellent" or "very good". A small number of respondents (4.3%, or 16 of 368) rated the workshops as either "good" or "fair". None of the respondents rated any of the workshops they attended as "poor".

How did participants rate the workshop facilitators?

The MFI collaborated with numerous professionals from various local community organizations to facilitate workshops for the 2009 Fatherhood Summit. The workshop evaluation forms asked participants to provide an overall rating (on a scale of one to five) of the facilitator of the workshop they attended. Overall, the vast majority of respondents (97.0%, or 355 of 366) rated the workshop facilitators as either "excellent" or "very good". Less than 5% of respondents (3.0%, or 11 of 366) rated their facilitator as "good". None of the respondents rated their facilitator as "fair" or "poor".

Did workshop participants learn something new?

The evaluation forms also asked workshop attendees whether they had learned something new from the workshops they attended. Across all the workshops, nearly all of the attendees (99.5%, or 362 of 364) indicated that they learned something new from the workshops they attended, with three-quarters of respondents (75.0%, or 273 of 364) indicating that they strongly agreed that they learned something new. Only two respondents (0.5%, or 2 of 364) reported that they did not learn something new from the workshop they attended.

Did participants find the workshops helpful?

The workshop evaluation form asked attendees if the workshops were helpful to them. Overall, nearly every respondent (99.7%, or 362 of 363) indicated that they found the workshops to be helpful, with approximately 70% of respondents (69.7%, or 253 of 363) indicating that they strongly agreed that the workshop was helpful. Only one respondent (0.3%, or 1 of 363) reported that the workshop they attended was not helpful to him.

Did participants find information from the workshops to be useful?

The workshop evaluation form asked participants whether they would use the information and materials to be a “better” parent. Nearly all of the respondents (99.7%, or 362 of 363) reported that they would use the information from the workshop they attended to be a better parent, with approximately three-quarters of respondents (76.0%, or 276 of 363) indicating that they strongly agreed that they would use the information they received from the workshop they attended. Only one respondent (0.3%, or 1 of 363) reported that he would not use the information he received from the workshop.

Did any of the workshops receive exceptionally positive feedback?

While respondents’ ratings of the workshops were generally positive across all of the workshops at the summit, several workshops stood out as receiving exceptionally high ratings from participants. For example, among the 19 workshops that had at least ten attendees who completed evaluation forms:

- 100.0% of respondents who participated in “Well Women” (or 18 of 18) rated the workshop as “excellent”.
- 95.2% of respondents who participated in “A Father’s Influence on His Children” (or 20 of 21) rated the workshop as “excellent”.
- 87.2% of respondents who participated in “Speaking to Your Children in Their Own Language” (or 34 of 39) rated the workshop as “excellent”.

More detail on each of the three workshops that received exceptionally positive feedback follows.

Among the respondents who participated in the “Well Women” workshop, approximately 90% (88.9%, or 16 of 18) rated the facilitator as “excellent”, and all of the respondents reported that they learned something new, that the workshop was helpful, and that they would use the information from the workshop to be a better parent. When asked what they found to be most helpful about the workshop, several respondents indicated that the information was practical and accessible, and others noted the honesty and helpfulness of the facilitator. For example:

“The speaker was wonderful. Showed a lot of insight into how important it is to be a father to their children!!”

“Dr. Lia explaining how to be a leader in very understandable English. I enjoy her presentation so much. I will be applying what I learned with my kids and other kids as well.”

“Practical information that addresses issues that all fathers face!”

Among the respondents who participated in “A Father’s Influence on His Children”, approximately 95% (95.5%, or 21 of 22) rated the facilitator as “excellent”, and all of the respondents reported that they learned something new, that the workshop was helpful, and that they would use the information from the workshop to be a better parent. When asked what they found to be most helpful about the workshop, several respondents indicated that they found the workshop to be encouraging and some reported that it provided them with information to help them be better fathers. For example:

“The man that talked has encouraged me to be a better father and a better parent.”

“How to change the way I deal with my kids.”

“You have to be there in the kid’s life!”

Among the respondents who participated in “Speaking to Your Children in Their Own Language”, approximately 85% (84.2%, or 32 of 38) rated the facilitator as “excellent”, and all of the respondents reported that they learned something new, that the workshop was helpful, and that they would use the information from the workshop to be a better parent. When asked what they found to be most helpful about the workshop, respondents generally reported that it provided them with information to help them communicate more effectively with their children. For example:

“How to initiate conversation and physical attention to my children and grandchild.”

“The information about listening. That’s my biggest obstacle.”

“I learned how to communicate and love my child better.”

Did any of the workshops receive less positive feedback?

A small number of workshops received a few less favorable overall ratings from participants, although overall feedback for these workshops was still generally positive. For example, among the 19 workshops that had at least ten attendees who completed evaluation forms:

- 25.0% of respondents who participated in “Basics: Custody, Placement, and Child Support in Family Court” (or 3 of 12) rated the workshop as either “good” or “fair”.
- 20.0% of respondents who participated in “New Concept’s Father’s Family Resource Center” (or 2 of 10) rated the workshop as “good”.

Although the overall rating for the “Basics: Custody, Placement, and Child Support in Family Court” workshop was somewhat lower than those of other workshops, approximately 85% of the respondents (83.3%, or 10 of 12) who participated rated the facilitator as either “excellent” or “very good”, and all of the respondents reported that they learned something new, that the workshop was helpful, and that they would use the information from the workshop to be a better parent. Further, when asked about the ways the workshop could be improved, few suggestions were provided that were specific to the workshop itself. Therefore, it is unclear in what ways the workshop could be improved in the future.

Similarly for the “New Concept’s Father’s Family Resource Center” workshop, although the overall rating for the workshop was somewhat lower than those of other workshops, 80% of the respondents (or 8 of 10) rated the facilitator as either “excellent” or “very good”, and all of the respondents reported that they learned something new, that the workshop was helpful, and that they would use the information from the workshop to be a better parent. When asked about the ways the workshop could be improved, few suggestions were provided that were specific to the workshop itself. Therefore, it is also unclear in what ways this workshop could be improved in the future.

Overall, it is clear that all of the workshops were well-received by participants. Even the two workshops that were rated slightly less favorably by a few participants were still considered to be informative, helpful, and useful. In addition, participants’ responses to the workshop evaluation forms provided little indication of ways that they could be improved.

Summary of the 2009 Fatherhood Summit and Conclusions

The 2009 Fatherhood Summit focused on the four key areas that the MFI believes are vital for successful fatherhood: health, employment, child support debt reduction, and driver's license recovery. In addition, the 2009 summit provided educational workshops on a range of topics relevant for fathers, featured a keynote address by George Foreman, included a panel discussion on healthy co-parenting, and offered numerous resource exhibitors and other services. As in previous years, the Planning Council for Health and Human Services, Inc. was asked by the MFI to evaluate the 2009 summit. The current report includes an analysis and description of the individuals who registered for and attended the summit, based on forms completed at the time of registration. It also documents and summarizes participant feedback gathered at the summit, including both quantitative and qualitative information. Future reports will summarize focus groups conducted with summit attendees and key informant interviews conducted with panelists and attendees of the post-summit discussion on healthy co-parenting.

Participant feedback at the summit itself was gathered by Planning Council staff and volunteers who asked participants to complete feedback surveys as they exited service areas. Separate surveys documented participants' experiences of the overall summit and of each of the summit's core components (the Community Health Fair, the Community Job Fair, Child Support Debt Reduction Assistance, and Driver's License Recovery Assistance). In addition, workshop facilitators distributed and collected evaluation forms at the close of each workshop.

Summit Attendees: Registration and Demographic Information

A total of 950 individuals registered for the 2009 summit, either online prior to the summit or onsite during the two days of the summit. This represents an increase of 142 people over the 808 individuals who registered for the 2008 summit. Volunteers who assisted with participant check-in and onsite registration documented that a total of 700 individuals (approximately three-quarters of those who registered) actually attended the 2009 Fatherhood Summit. Most of those who attended the summit (87%) were newcomers, reporting that this was the first Fatherhood Summit they had ever attended.

The majority of the individuals who attended the summit were male (90%), identified themselves as African American (90%), and reported that they were fathers (83%). While all age ranges were represented among summit attendees, approximately three-quarters (74%) were over the age of 30, and very few attendees (5%) were under 21 years of age. While attendees resided throughout Milwaukee County (as well as in other areas of Wisconsin and Illinois), the most common ZIP Codes of residence were 53212, 53206, and 53209. A full two-thirds of the attendees (66%) reported that they were unemployed at the time of registering for the summit.

The majority of the attendees (76%) reported that they were not married. Most attendees who had children under the age of 18 (89%) reported that they did have contact with their children. However, only 40% of the parents reported that they lived with their minor children. This was less true for the small number of mothers who attended the summit. Specifically, while only 36% of fathers reported living with their minor children, 77% of mothers reported that their children lived with them.

When registering for the summit, attendees were asked to elaborate on what they believed was the greatest challenge they experienced as a father. The challenges they reported fell into several main themes: the financial responsibility of being a father, being able to see their children and maintain relationships with them, and guiding their children in the right direction.

Summit Participants: Demographic Information for Each Component

Overall, the majority of summit attendees were male and represented a wide range of age groups. However, there was some variability in the demographic composition of those who participated in each of the summit's core components (i.e., the Community Health Fair, the Community Job Fair, Child Support Debt Reduction Assistance, and Driver's License Recovery Assistance). The feedback surveys for each component included questions about participants' gender and age in order to explore the possibility that different components attracted different individuals.

As can be seen in Table 6, virtually all of the participants in the Child Support Debt Reduction Assistance and Driver's License Recovery Assistance components were men. However, while most of the Community Health Fair and Community Job Fair participants were men, nearly one-quarter of the job fair participants were women, and a substantial number of women also attended the health fair. In addition, Table 6 indicates that younger participants (age 30 and under) were less likely to have attended the Child Support Debt Reduction Assistance component.

Table 6: Gender and Age of Participants in the Summit's Four Core Components

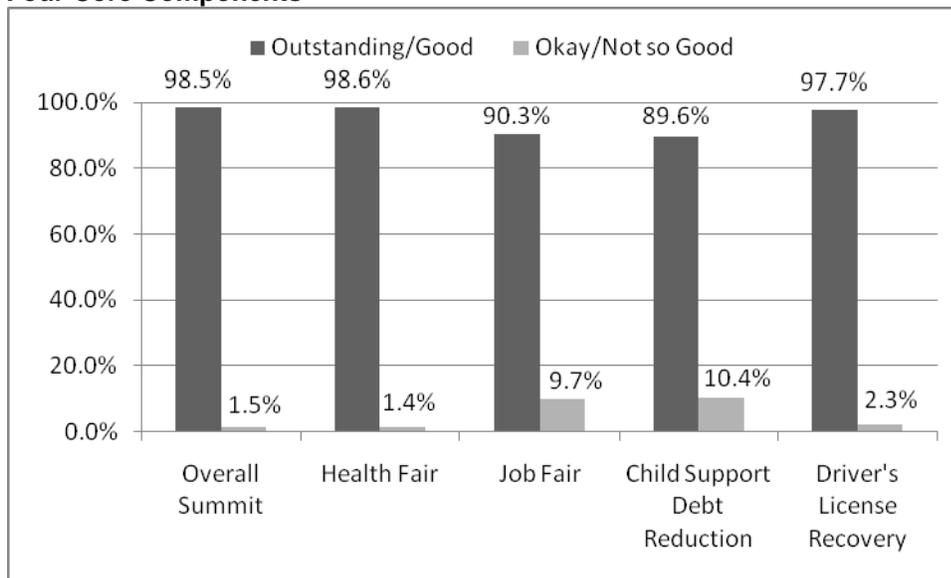
Gender	Community Health Fair		Community Job Fair		Child Support Debt Reduction		Driver's License Recovery	
	N	%	N	%	N	%	N	%
Male	124	87.9%	110	77.5%	174	99.4%	79	92.9%
Female	17	12.1%	32	22.5%	1	0.6%	6	7.1%
Total	141	100.0%	142	100.0%	175	100.0%	85	100.0%
Age Group	N	%	N	%	N	%	N	%
Under 21	8	5.8%	5	3.5%	1	0.6%	1	1.2%
21 to 30	39	28.3%	50	35.5%	27	15.7%	21	24.7%
31 to 40	43	31.2%	39	27.7%	67	39.0%	30	35.3%
Over 40	48	34.8%	47	33.3%	77	44.8%	33	38.8%
Total	138	100.0%	141	100.0%	172	100.0%	85	100.0%

Overview of Participant Ratings: Overall Summit and Core Components

Participant feedback surveys for the overall summit and for each of the core components asked participants to provide an overall rating of that aspect of the summit. These ratings indicated that participants who completed feedback surveys experienced the 2009 Fatherhood Summit very positively. Specifically, as can be seen in Figure 2, virtually all of the respondents (99%) rated the summit overall as "outstanding" or "good". Similarly, virtually all of the respondents gave "outstanding" or "good" ratings to the Community Health Fair (99%) and to Driver's License Recovery Assistance (98%).

Figure 2, also indicates that the ratings for the Community Job Fair and the Child Support Debt Reduction Assistance were somewhat lower, but still were very high, with approximately 90% of respondents rating each of these components as "outstanding" or "good". Summaries of additional feedback regarding the overall summit, each of the core components, and the educational workshops follow.

Figure 2: Participants' Ratings of the Overall Summit and the Summit's Four Core Components



Total N=271 Overall Summit; N=145 Community Health Fair; N=154 Community Job Fair; N=183 Child Support Debt Reduction; and N=87 Driver's License Recovery.

Participant Feedback: Overall Fatherhood Summit

A total of 283 overall summit feedback surveys were completed by summit participants. In addition to the overall positive rating of the summit as a whole (99% rated it “outstanding” or “good”), summit participants rated specific aspects of the summit very positively as well. Specifically, almost all (99% or more of respondents) agreed or strongly agreed that the summit addressed important issues, offered potential solutions for fatherhood challenges, and provided useful information and materials. In addition, most respondents (96%) agreed or strongly agreed that the summit location was convenient for them.

When asked to describe what was most helpful about the summit, respondents noted that the summit was not only interesting and practical, but that it also provided a sense of unity, empowerment, and inspiration around fatherhood. Specifically, many respondents made note of the helpful resources, information, materials, and assistance that the summit provided. Respondents also spoke to the importance of the summit’s atmosphere of unity and mutual support. Finally, respondents found the summit’s key messages to be helpful, including the emphasis on empowerment, the importance of fathers in children’s lives, and the need for commitment from fathers.

When asked to provide suggestions for improvement, approximately half (47%) of those who responded offered compliments or indicated that no improvements were needed. The few suggestions for overall improvement were related to advertising the summit more extensively to involve more fathers, having more information and services at the summit, having more frequent or longer summits, and providing more guidance (e.g., signage) and space for attendees as they navigate the summit’s events.

Participant Feedback: Community Health Fair

The 2009 summit included a focus on men’s health, with a Community Health Fair held on the first day of the summit. Service providers and health specialists were available to provide educational materials, medical information, health screenings, and other preventive services. A total of 152 surveys were completed by individuals who attended the Community Health Fair.

In addition to the uniformly positive rating of the health fair (99% rated it “outstanding” or “good”), summit participants rated specific aspects of this component very positively as well. Specifically, more than 90% of respondents agreed or strongly agreed that after attending the health fair, they knew more about men’s health, they knew where to go to get help with health concerns, and they received helpful information that they could use.

When asked to describe the most important thing that happened for them at the health fair, respondents highlighted the helpfulness of receiving personally relevant information and materials. In addition, they noted the value of receiving health screenings and assistance in finding health care. The only notable suggestion for improvement was that the health fair be expanded to provide more information, vendors, and services.

Participant Feedback: Community Job Fair

The 2009 summit continued to focus on employment, with a Community Job Fair held on the first day of the summit. The job fair was designed to link participants to potential employment contacts, information, and opportunities in Milwaukee County. A total of 160 surveys were completed by individuals who attended the Community Job Fair.

In addition to the generally positive rating of the job fair (90% rated it “outstanding” or “good”), summit participants also rated specific aspects of this component positively. Specifically, more than 90% of respondents agreed or strongly agreed that they had obtained employment leads and knew more about getting a job after attending the job fair. When asked to describe the most important thing that happened for them at the job fair, respondents highlighted the importance of receiving helpful employment information and resources. In addition, they valued the opportunity to network with employers and other job seekers, to fill out job applications, and to obtain job leads.

Although the job fair was rated highly by 90% of respondents, approximately 10% rated this component as “okay” (which contrasts with the minimal number of “okay” ratings from other 2009 summit service areas). Feedback provided by survey respondents suggested that some of the participants who attended the job fair may have been expecting or hoping for more employment opportunities to be available. Participant feedback also suggested that participants may have been frustrated that several of the employers who were scheduled to be at the fair were unable to attend or did not have representatives available to meet with job fair attendees.

Participant Feedback: Child Support Debt Reduction Assistance

For the fourth year, the MFI partnered with the Milwaukee County Department of Child Support Enforcement to provide assistance to men concerning issues related to the child support process. New this year, representatives from the Cook County Division of Child Support Enforcement were also available to provide assistance regarding child support interest debt owed in the state of Illinois. Staff from both agencies were able to review attendees’ individual cases and to explore interest reduction and alternative payment plans. A total of 197 surveys were completed by individuals who attended Child Support Debt Reduction Assistance.

In addition to the generally positive rating of Child Support Debt Reduction Assistance (90% rated it “outstanding” or “good”), summit participants also rated specific aspects of this component positively. Specifically, approximately 95% of respondents strongly agreed or agreed that after attending the child support assistance component, they knew more about how to take care of their child support responsibilities and they received helpful information that they could use. In addition, 95% strongly agreed or agreed that they now had a plan to take care of their child support responsibilities after attending this component of the summit. When describing the most important aspects of the summit’s Child Support Debt Reduction Assistance, respondents noted that they received personalized assistance and/or that they

actually received a reduction in child support interest. In addition, they valued receiving information, including information about the status of their own case.

Although the Child Support Debt Reduction Assistance was rated highly by 90% of respondents, approximately 10% rated this component as “okay” or “not so good” (which contrasts with the minimal number of less positive ratings from other 2009 summit service areas). Feedback provided by survey respondents suggested that some participants who attended the Child Support Debt Reduction Assistance component may have been expressing their frustration with the larger child support system when they completed their surveys. In addition, survey responses suggest that some participants may have expected or hoped that changes could be made to their child support judgments rather than just in their interest debt.

Participant Feedback: Driver’s License Recovery Assistance

For the 2009 summit, the MFI again partnered with the Center for Driver’s License Recovery and Employability, as well as Municipal Court representatives, to assist attendees in resolving driver’s license revocation issues. Staff were available to review attendees’ individual case files, to assist in developing plans for reinstatement, and to provide legal support and information. A total of 88 surveys were completed by individuals who attended Driver’s License Recovery Assistance.

In addition to the uniformly positive rating of Driver’s License Recovery Assistance (98% rated it “outstanding” or “good”), summit participants rated specific aspects of this component very positively as well. Specifically, over 95% of the respondents strongly agreed or agreed that after attending this component, they knew more about how to get their licenses back, and they knew what it would take to keep their licenses after reinstatement. In addition, a full 100% of respondents reported that they had a plan regarding who to see and what to do to get their licenses back after attending the Driver’s License Recovery Assistance at the summit.

When describing what was most important about the Driver’s License Recovery Assistance, respondents noted that they had actually gotten their license reinstated or had a specific plan to get reinstated. In addition, respondents valued receiving personalized information and learning the details of their own case. The only suggestion for improvement was that the Driver’s License Recovery Assistance should be expanded (e.g., have information about areas outside of Wisconsin, have more detailed information about tickets, have the opportunities to resolve everything onsite).

Participant Feedback: Summit Workshops

In addition to the four core components, the 2009 Fatherhood Summit offered a total of 31 educational workshops over the two-day event (a substantial increase over the 20 workshops offered at the 2008 summit). The workshops provided individuals with an opportunity to learn about and discuss key issues affecting men and fathers in the Milwaukee community. Facilitated by a variety of community professionals, the workshops covered a range of topics including communication, employment and education, financial literacy, parenting, health, and leadership. A total of 369 evaluation forms were completed by participants who attended the workshops held at the summit.

Overall, workshops conducted at the 2009 Fatherhood Summit received high ratings, with approximately 95% of respondents rating the workshops as “excellent” or “very good” and 97% rating the facilitators as “excellent” or “very good”. Across the workshops, nearly all of the respondents (99.5%) indicated that they learned something new from the workshop they attended. Nearly all strongly agreed or agreed that the workshops were helpful (99.7%) and that they would use the information gained at the workshop to be a “better” parent (99.7%).

While respondents' ratings of the workshops were generally positive across all of the workshops offered at the summit, several workshops stood out as receiving exceptionally high ratings from participants. Specifically, the workshops entitled "Well Women", "A Father's Influence on His Children", and "Speaking to Your Children in Their Own Language" were rated by the vast majority of workshop attendees as "excellent", and 100% of respondents found them to be helpful, informative, and useful.

Summit Evaluation Comparisons: 2007, 2008, and 2009 Data

The Planning Council has conducted an evaluation of the MFI's annual Fatherhood Summit for the last three years. Across these years, the summit has retained its focus on the core areas that the MFI and men who have attended previous summits have identified as having the most potential impact on men and fathers (health, employment, child support debt reduction, and driver's license recovery). However, each year the summit has had a unique theme, been held in different locations, and included different "extra" features (e.g., a town hall meeting on family and child support in 2007, an emphasis on faith and spirituality in 2008, and panel discussions on healthy co-parenting in 2009). Across the three years of evaluation data, there has been remarkable consistency in the demographic composition of people who registered for the summit and in participants' evaluation of the summit and its core components. Detailed tables comparing key evaluation information from 2007, 2008, and 2009 can be found in Appendix 5.

Registration information comparisons

An accurate count of summit registrants and their demographic information was available beginning in 2008.¹⁶ In 2008, a total of 808 individuals registered for the summit. The number of registrants increased by approximately 150 people in 2009, to a total of 950. Notably, the summit seems to have drawn a substantial number of newcomers each year. Specifically, in 2008 approximately 75% of the registrants indicated that they had not previously attended a fatherhood summit and in 2009 almost 90% reported that they were newcomers to the summit.

In both 2008 and 2009, the majority of the individuals who registered for the summit were male (approximately 90%) and reported that they were fathers (79% in 2008; 86% in 2009). In addition, approximately 90% of registrants in both years identified themselves as African American, and approximately 75% in both years reported that they were not married. However, the number of registrants who reported that they were unemployed increased somewhat from the 2008 to the 2009 summit (58% unemployed in 2008; 66% unemployed in 2009).

Summit evaluation comparisons

The findings from participants who completed feedback surveys regarding the overall summit were strikingly similar across the three years for which evaluation information was available (2007, 2008, and 2009). Across all three years, participants' ratings of the summit as a whole were overwhelmingly positive, with approximately 98% each year rating the summit as either "outstanding" or "good". In addition, in every year more than 95% of participants strongly agreed or agreed that the summit addressed important issues facing fathers, provided suggestions for solving issues facing men, and provided useful information and materials.

Participants' overall ratings for some of the core summit components (i.e., the Community Health Fair and the Community Job Fair) showed consistency over the three years as well. However, for other components, the proportion of participants who provided positive ratings actually increased over time (i.e., Child Support Debt Reduction Assistance and Driver's License Recovery Assistance). Specifically, in each of the three years, approximately 95% of the participants who completed a survey after attending the Community Health Fair rated this component as "outstanding" or "good". Similarly, each year approximately 90% of participants

¹⁶ Information on registrants who actually attended the summit was only available for 2009.

who completed a survey after attending the Community Job Fair rated it as “outstanding” or “good”. Each year there was also consistency in the suggestions made for improvement to the job fair. Specifically, participants in each of the three years suggested that the summit host a larger number of employers and provide more opportunities for onsite job applications.

In contrast to the consistency evident across years in the ratings for the health and job fairs, the proportion of participants who gave positive ratings to the Child Support Debt Reduction Assistance component showed an increase in 2009 from previous years. Specifically, in 2007 and 2008 approximately 80% of participants who completed a survey after attending the summit’s Child Support Debt Reduction Assistance component rated it as “outstanding” or “good”. By 2009 the proportion of participants who rated Child Support Debt Reduction Assistance positively had increased to approximately 90%. It is possible that this increase may have been related to the MFI successfully addressing the feedback provided by previous summit attendees. For example, in 2008 some respondents indicated that they experienced confusion about the eligibility requirements for receiving child support assistance at the summit. In 2009, the MFI implemented the recommendations from the Planning Council’s 2008 summit report and clearly identified eligibility requirements at the time of registration and onsite at the summit.

An increase was also apparent in the proportion of participants who provided positive ratings for Driver’s License Recovery Assistance. In 2007 approximately 90% of participants rated this component as “outstanding” or “good”, in 2008 the proportion of positive ratings had increased to 95%, and by 2009 approximately 98% of participants rated the Driver’s License Recovery Assistance as “outstanding” or “good”. It is somewhat unclear what contributed to this positive trend. However, participant feedback from 2007 suggested that this component needed better organization and more efficiency in terms of onsite computer utilization. In 2008 and 2009, Driver’s License Recovery Assistance participants did not raise concerns about these kinds of issues, suggesting that the MFI and the Center for Driver’s License Recovery and Employability may have addressed the organizational glitches that appear to have occurred in 2007. The improved organization over time may have contributed to the steady increase in participants’ positive ratings of this component.

Recommendations from Respondents for Future Summits

The feedback from participants who completed summit surveys and workshop evaluation forms was overwhelmingly positive, very much mirroring the feedback from the 2007 and 2008 summit. When asked to provide recommendations to improve future summits, approximately half of the attendees who responded to the question indicated that no changes were needed to improve the summit and/or provided compliments about the summit (e.g., “I would not change a thing. It was perfect.”).

The respondents who did offer recommendations for improving the overall summit generally provided suggestions related to four areas:

- Advertise the summit more widely to get more fathers involved.

Respondents who recommended increased publicity of the summit generally spoke to the value of the summit for fathers and for the community as a whole. Reaching more men was seen as having potential benefits for the men themselves and for the MFI as a whole. Suggested venues for increased publicity included television, radio, billboards, 2-1-1 @ IMPACT etc.

- Provide a broader range of services to participants.

Participants clearly appreciated the resources and assistance offered at the 2009 summit, but some suggested expanding the services offered. One area particularly

singled out for expansion was the job fair. Respondents indicated that there was a need to have more employers involved and more opportunities to obtain a job. This feedback on the overall summit survey was similar to the suggestions offered by respondents who completed the job fair survey. Other areas identified for expansion of the overall summit included: providing resources related to education, recruiting more speakers, and offering venues for participant interaction and sharing.

- Have more summits and/or extend summit hours.

Respondents who made suggestions in this area clearly valued the summit experience. Some wanted additional time to experience all that the annual summit had to offer, and suggested adding more days or more hours (e.g., evening hours). For example, one respondent suggested a need for additional days because the summit had “too many good classes offered at the same time that one cannot participate in.” Others recommended that summits or fatherhood events be held more frequently than once a year.

- Improve organization (e.g., signage, location of services) and have a larger venue.

Some respondents made suggestions for improvement to the overall organization of the summit. Although the overall surveys indicated that participants viewed the location of the 2009 summit as convenient, some suggested that the space itself needed to be larger. Others indicated that it would be helpful to have more guidance as to where the various events were located, particularly through better signage. Finally, there was an assortment of suggestions related to various logistical aspects of the summit, including: the need for more lunches, the possibility of providing child care, and the recommendation to avoid scheduling workshops during lunch.

In addition to the modest suggestions for improvement noted by respondents on the overall summit survey, the feedback from those who attended the summit’s Child Support Debt Reduction Assistance suggested that additional clarity may be needed about what is available from this service. It appeared that some who participated in this component may have been expecting reductions in their overall child support or in the interest rate itself. Other respondents may have hoped for more advocacy-related assistance. Looking forward to the 2010 summit, it may be helpful to clearly communicate both the benefits and the limitations of the Child Support Debt Reduction Assistance available at the summit.

Conclusions

A total of 950 people registered for the 2009 Fatherhood Summit, and 700 of those who registered were documented as actually having attended the summit. These numbers reflect an increase in the numbers from 2008, when 808 individuals registered for the summit. As in previous years, the summit clearly reached its target audience: most of the attendees were men and most were fathers. In addition, most of those who attended the summit were African American. It is notable that the 2009 summit drew a substantial number of newcomers, which it appears to have done in 2008 as well. Although it is possible that this finding is spurious (e.g., that people did not recall having attended a previous summit when they registered), it is also possible that each year the summit has reached new members of the community. For the 2009 summit, the MFI partnered with a variety of social service agencies to encourage and support online pre-registration and to promote awareness of the summit. It appears that this form of outreach allowed the summit to attract a new, previously unreached pool of attendees.

While most of the 2009 summit attendees were fathers, and most reported that they had contact with their children, only slightly more than one-third of the fathers reported that they actually lived with their minor children. This separation can create obstacles for fathers, as well as for

mothers and children. When identifying the greatest challenges that they faced as fathers, summit attendees often spoke to this issue of being separated from their children. Specifically, some attendees indicated that they struggled with trying to have a role in their children's lives and trying to maintain a relationship with them. This separation was also connected to many of the other fathering challenges identified by attendees, including child support payments and attempting to provide guidance in their children's lives.

Overall, 2009 summit attendees appeared to view the summit as providing an opportunity to address some of these and other challenges that they face as fathers and to receive support for their fathering role. Specifically, virtually all of the 2009 participants who completed an overall summit survey strongly agreed or agreed that the summit addressed important issues facing fathers, provided suggestions for solving some of the issues facing fathers, and provided information and materials that were useful to them. Moreover, across three years of summit evaluations, participants consistently reported similar, overwhelmingly positive views of the summit's relevance and utility.

Clearly, the 2009 summit – as previous summits have done – inspired and empowered many of the attendees and helped them appreciate the importance of fatherhood. When describing what was most helpful about the summit, respondents highlighted the practical resources (e.g., child support reduction, health-related information and services, help with their search for employment, general information and “tips”, etc.). However, respondents also identified more intangible, and arguably deeper, benefits to attending the summit: a sense of unity and connection with other men and fathers; an experience of “healing” and hope; a validation of the important role that fathers play in their children's lives; and a sense of inspiration to be a good, or an even better, father.

However, the experience of attending the 2009 summit often raised for fathers the recognition that additional support and resources were needed. As in previous summits, the vast majority of respondents indicated that they wanted additional information about the various core components they attended. For example, after attending the job fair, 96% of respondents strongly agreed or agreed that they would like more help finding a job. Similar results were noted for the health fair and for Child Support Debt Reduction Assistance.¹⁷ In addition, when participants provided suggestions for improving the summit, these suggestions often included requests for more information or for having more and/or longer summits.

Beyond these specific requests, underlying many comments throughout the feedback surveys was a sense of frustration regarding the systems with which fathers engage and an interest in seeing larger system changes. Overall, summit attendees appear to be interested in more opportunities for father involvement and assistance and seem to trust the MFI to lead the way in this regard. This feedback from summit attendees is consistent with the next steps in the MFI's strategic direction. Specifically, the MFI is moving towards increased father engagement in the management and governance of the organization, implemented in such a way that it supports men's skill development and promotes developing strategies for system change. Moving in this direction may provide the venue and structure for father involvement and the opportunities to effect larger system change that some summit attendees are seeking.

Limitations and Evaluation Recommendations

Since 2007, the Planning Council for Health and Human Services, Inc. has conducted an evaluation of the MFI, with a focus on summarizing the characteristics of and feedback from participants attending the annual Fatherhood Summit. Over the last three years, the evaluation design and activities have continued to be modified and refined, in collaboration with the

¹⁷ The only exception was from participants who had attended the Driver's License Recovery Assistance component; almost 20% of respondents indicated that they did not need further assistance with getting their license back.

Milwaukee Fatherhood Initiative, in order to accurately describe participants and their experiences and to document summit activities and accomplishments. However, there were some limitations to the 2009 summit evaluation which provide insight into possible future evaluation directions.

Limitations

Anecdotal reports from Planning Council staff and volunteers as well as from summit organizers suggest that the data collection for the 2009 summit was highly successful. For example, data collection generally was well received by participants and was perceived to have reached the majority of summit attendees. However, the data summarized in the current report may have some limitations in terms of the degree to which it represents the perceptions of all attendees. Specifically, individual summit participants were likely to have attended multiple events and may also have attended both days of the summit. As a result, it is unclear how many completed surveys would be expected from each of the summit's core components. Therefore, a survey "response rate" is not possible to calculate. In addition, participation in the evaluation was voluntary, with participants free to decline when approached by a data collection team member. As a result, it is possible that participants who were more satisfied with the summit were more likely to complete a feedback survey.

The current report provides brief summaries of accomplishments that were obtained from the organizers of two of the summit's four core components. Although the accomplishments provided were compelling (e.g., the large amount of child support debt interest forgiven), there was not a systematic, standardized approach for recording or collecting this data. In addition, information was not available regarding the accomplishments and activities of the Community Health Fair and the Community Job Fair (e.g., the number of health screenings conducted, the number of employers present, etc.). As a result, the data on core component accomplishments was limited.

Evaluation Recommendations

Looking to the future, it is an appropriate time to define the next phase of the evaluation of the annual Milwaukee Fatherhood Summit. The evaluations to date have produced three years of consistently positive data, providing strong support for participant satisfaction and for the utility and relevance of the summit's core components for participants. The remarkable consistency in the data over these years suggests that the summit's evaluation may not need to replicate this information in future years. Rather, it may be appropriate to move to a more streamlined approach to evaluating the summit and to an approach that further emphasizes participant outcomes.

Recommendations for options to consider for future evaluations of the summit include:

- Revisit the questions included on the registration form, to determine the most important questions to retain for summit planning purposes and for providing a brief description of attendees.
- Reduce the number of times that participants are surveyed at the summit. Separate surveys for each core component and/or each workshop may no longer be necessary. Instead, it may be appropriate to focus on one survey that participants would complete at the end of each day. This survey would need to retain the brevity and the sensitivity to varying literacy levels that previous surveys have incorporated. This approach may also require that the summit include some form of closing event, to facilitate the completion of surveys at a time when attendees were likely to have already experienced multiple aspects of the summit.

- Consider a more nuanced analysis of the summit ratings, focusing on areas or items in which there may be some variability in responses (e.g., highlighting those areas in which respondents “strongly agree” with a positive statement about the summit versus those areas in which respondents may be slightly less enthusiastic).
- Consider conducting brief, onsite “sidewalk” interviews with attendees to pinpoint specific outcomes experienced at the summit. This approach could focus on each of the core components, and/or could be broadened to address the overall experience of the summit.
- Support organizers of each of the core components in providing detailed information about their activities and accomplishments. One approach would be to identify key anticipated accomplishments prior to the summit and to develop a process for summit service providers to document their activities during the summit. Alternatively, an agreed upon reporting format could be implemented with organizers in the weeks after the summit is held. Either approach would allow for a more systematic, standardized mechanism for gathering this important information.

Overall, the summit’s evaluation efforts to date have been consistent with the MFI’s priorities, have provided documentation of the summit’s success, and have produced useful information for planning future summits. Future evaluation efforts will likely build on these accomplishments and enable the MFI and the community to deepen their understanding of the value of the annual Fatherhood Summit.



Appendix 1
Fatherhood Summit
Registration Form





2009 Milwaukee Fatherhood Summit Registration Form

Name: _____ Last: _____

*Date of Birth: _____ and/or Social Security #: _____

Address: _____ ZIP Code: _____

Phone: () _____ Email: _____

Will this be your first time attending a fatherhood summit?	Yes	No	
If no, when did you attend other fatherhood summits?	2006	2007	2008

Tell us about yourself

Your Gender

- Male
 Female

Are you married?

- Yes
 No

Are you a father?

- Yes
 No

Are you employed?

- Yes
 No

Your Age

- Under 21 years of age
 21 to 30 years of age
 31 to 40 years of age
 Over 40 years of age

Your Ethnicity

- African American
 Hispanic/Latino
 Caucasian
 Other (please specify) _____

Tell us about your children

How many children (under 18) do you have?

- None
 1-2
 3-5
 More than 5

Do your children (under 18) live with you?

- Yes
 No
 N/A

Are you the primary care giver?

- Yes
 No
 N/A

Do you have regular contact with your children?

- Yes
 No
 N/A

What would you say is the greatest challenge you have being a father?

What do you need help with? (check all that apply)

- | | | |
|--|---|-------------------------------------|
| <input type="checkbox"/> Driver's license recovery | <input type="checkbox"/> Child support issues | <input type="checkbox"/> Employment |
| <input type="checkbox"/> Health services/information | <input type="checkbox"/> Parenting | <input type="checkbox"/> Re-entry |
| <input type="checkbox"/> Other _____ | <input type="checkbox"/> Finances | |

You must Pre - register to receive assistance with child support and driver's license.

Child Support Assistance Registration

I would like to sign up to talk with someone about my child support issues. Yes No

Driver's License Recovery Assistance Registration

I would you like to sign up to talk with someone about my driver's license issues. Yes No

* Your date of birth and/or social security number is needed if you register for child support assistance.

Appendix 2

Demographic Information for All 2009
Summit Registrants (Table 7)

Table 7: Demographic Information for all 2009 Summit Registrants

Age	N	%
Under 21	36	3.9%
21 to 30	230	24.8%
31 to 40	324	34.9%
Over 40	338	36.4%
Total	928	100.0%
Gender	N	%
Male	868	91.9%
Female	77	8.1%
Total	945	100.0%
Race/Ethnicity	N	%
African American	821	90.8%
Caucasian	38	4.2%
Latino/Hispanic	18	2.0%
Other	27	3.0%
Total	904	100.0%
Marital Status	N	%
Not Married	664	77.7%
Married	191	22.3%
Total	855	100.0%
Parenting Status	N	%
Father	804	85.9%
Mother	64	6.8%
Not a Parent	68	7.3%
Total	936	100.0%

Note: Total N=950 registrants. Total numbers vary for each question due to missing data.



Appendix 3

Fatherhood Summit
Feedback Surveys





**The Milwaukee Fatherhood Summit
October 9-10, 2009**

Summit Feedback Survey

Having attended the Fatherhood Summit, would you say ... (please circle one answer for each statement)

	Strongly Agree	Agree	Disagree	Strongly Disagree
The summit addressed some important issues facing men/fathers in Milwaukee.	1	2	3	4
The summit provided suggestions for solving some of the issues facing men/fathers.	1	2	3	4
The summit provided information and materials that will be useful for me.	1	2	3	4
The summit location was convenient for me.	1	2	3	4

Overall, what did you find most helpful about the summit?

What would you add or change to improve the Fatherhood Summit?

Overall, how would you rate the summit? (Please circle your response)

★★★★
Outstanding

★★★
Good

★★
Okay

★
Not so Good

What did you get help with at the summit? (Please check all that apply)

- | | | |
|--|---|---|
| <input type="checkbox"/> Employment | <input type="checkbox"/> Child support debt reduction | <input type="checkbox"/> Child welfare or foster care information |
| <input type="checkbox"/> Driver's license recovery | <input type="checkbox"/> Parenting information | <input type="checkbox"/> Other (please specify) |
| <input type="checkbox"/> Health information & screenings | <input type="checkbox"/> Self help at workshops | |

How did you hear about the 2009 Fatherhood Summit? (Please check all that apply)

- | | | |
|---|---|---|
| <input type="checkbox"/> Word of mouth | <input type="checkbox"/> Website | <input type="checkbox"/> Attended previous summit |
| <input type="checkbox"/> Family/friend(s) | <input type="checkbox"/> Flyer | <input type="checkbox"/> Service agency (SDC, UMOS, etc.) |
| <input type="checkbox"/> Minister | <input type="checkbox"/> Radio/TV/newspaper | <input type="checkbox"/> Other (please specify) |

What other issues would you like information or assistance with? (Please check all that apply)

- | | | |
|---|---|---|
| <input type="checkbox"/> Re-entry from prison | <input type="checkbox"/> Housing | <input type="checkbox"/> Job training |
| <input type="checkbox"/> Child custody and visitation | <input type="checkbox"/> Marriage/relationships | <input type="checkbox"/> Other (please specify) |

Did you attend the George Foreman presentation? Yes No

Thank you for your feedback!



**The Milwaukee Fatherhood Summit
October 9-10, 2009
Community Health Fair Survey**

Your Gender

- Male
 Female

Your Age

- Under 21 years of age 31 to 40 years of age
 21 to 30 years of age Over 40 years of age

After attending the health fair, (please circle one answer for each statement)

I know more about men's health.

- | | | | |
|---------------------|------------|---------------|------------------------|
| 1
Strongly Agree | 2
Agree | 3
Disagree | 4
Strongly Disagree |
|---------------------|------------|---------------|------------------------|

I received helpful information that I will use.

- | | | | |
|---------------------|------------|---------------|------------------------|
| 1
Strongly Agree | 2
Agree | 3
Disagree | 4
Strongly Disagree |
|---------------------|------------|---------------|------------------------|

I know where to go to get help with my health concerns.

- | | | | |
|---------------------|------------|---------------|------------------------|
| 1
Strongly Agree | 2
Agree | 3
Disagree | 4
Strongly Disagree |
|---------------------|------------|---------------|------------------------|

I would like more information about men's health.

- | | | | |
|---------------------|------------|---------------|------------------------|
| 1
Strongly Agree | 2
Agree | 3
Disagree | 4
Strongly Disagree |
|---------------------|------------|---------------|------------------------|

Why did you attend this health fair at the summit?

What do you think is the most important thing that happened for you today at this health fair?

In what ways do you think this health fair could be improved?

Overall, how would you rate the health fair? (Please circle your response)

- | | | | |
|---------------------|-------------|------------|------------------|
| ★★★★
Outstanding | ★★★
Good | ★★
Okay | ★
Not so Good |
|---------------------|-------------|------------|------------------|

At this summit, I also attended, (Please check all that apply)

- | | | |
|---|---|--|
| <input type="checkbox"/> The job fair | <input type="checkbox"/> Driver's license recovery assistance | <input type="checkbox"/> Ombudsman (Child Welfare) |
| <input type="checkbox"/> Child support assistance | <input type="checkbox"/> Morning session with Coach Ray | <input type="checkbox"/> Other (please specify) |
| <input type="checkbox"/> Summit workshops | <input type="checkbox"/> George Foreman presentation | _____ |

Thank you for your help. Your feedback is very important!



**The Milwaukee Fatherhood Summit
October 9-10, 2009
Community Job Fair Survey**

Your Gender

- Male
 Female

Your Age

- Under 21 years of age
 21 to 30 years of age
 31 to 40 years of age
 Over 40 years of age

After attending the job fair, (please circle one answer for each statement)

I know more about how to get a job.

- | | | | |
|----------------|-------|----------|-------------------|
| 1 | 2 | 3 | 4 |
| Strongly Agree | Agree | Disagree | Strongly Disagree |

I have some job leads.

- | | | | |
|----------------|-------|----------|-------------------|
| 1 | 2 | 3 | 4 |
| Strongly Agree | Agree | Disagree | Strongly Disagree |

I believe I will have a job soon.

- | | | | |
|----------------|-------|----------|-------------------|
| 1 | 2 | 3 | 4 |
| Strongly Agree | Agree | Disagree | Strongly Disagree |

I would like more help with finding a job.

- | | | | |
|----------------|-------|----------|-------------------|
| 1 | 2 | 3 | 4 |
| Strongly Agree | Agree | Disagree | Strongly Disagree |

Why did you attend this job fair at the summit?

What do you think is the most important thing that happened for you today at this job fair?

In what ways do you think this job fair could be improved?

Overall, how would you rate the job fair? (Please circle your response)

- | | | | |
|-------------|------|------|-------------|
| ★★★★★ | ★★★ | ★★ | ★ |
| Outstanding | Good | Okay | Not so Good |

At this summit, I also attended, (Please check all that apply)

- | | | |
|---|---|--|
| <input type="checkbox"/> The health fair | <input type="checkbox"/> Driver's license recovery assistance | <input type="checkbox"/> Ombudsman (Child Welfare) |
| <input type="checkbox"/> Child support assistance | <input type="checkbox"/> Morning session with Coach Ray | <input type="checkbox"/> Other (please specify) |
| <input type="checkbox"/> Summit workshops | <input type="checkbox"/> George Foreman presentation | _____ |

Thank you for your help. Your feedback is very important!



The Milwaukee Fatherhood Summit
October 9-10, 2009

Child Support Debt Reduction Assistance Survey

Your Gender

- Male
- Female

Your Age

- Under 21 years of age
- 21 to 30 years of age
- 31 to 40 years of age
- Over 40 years of age

After attending the child support debt reduction services, (please circle one answer for each statement)

I know more about how to take care of my child support responsibilities.

- 1 Strongly Agree
- 2 Agree
- 3 Disagree
- 4 Strongly Disagree

I have a plan (who to see and what to do) to take care of my child support responsibilities.

- 1 Strongly Agree
- 2 Agree
- 3 Disagree
- 4 Strongly Disagree

I received helpful information about child support that I will use.

- 1 Strongly Agree
- 2 Agree
- 3 Disagree
- 4 Strongly Disagree

I would like more help with my child support responsibilities.

- 1 Strongly Agree
- 2 Agree
- 3 Disagree
- 4 Strongly Disagree

Why did you attend this child support debt reduction assistance at the summit?

What is the most important thing that happened for you today regarding your child support issues?

In what ways do you think the child support debt reduction services could be improved?

Overall, how would you rate the child support debt reduction services? (Please circle your response)

- ★★★★ Outstanding
- ★★★ Good
- ★★ Okay
- ★ Not so Good

At this summit, I also attended, (Please check all that apply)

- The job fair
- The health fair
- Summit workshops
- Driver's license recovery assistance
- Morning session with Coach Ray
- George Foreman presentation
- Ombudsman (Child Welfare)
- Other (please specify) _____

Thank you for your help. Your feedback is very important!



The Milwaukee Fatherhood Summit
October 9-10, 2009

Driver's License Recovery Assistance Survey

Your Gender

- Male
Female

Your Age

- Under 21 years of age
21 to 30 years of age
31 to 40 years of age
Over 40 years of age

After attending the driver's license recovery assistance, (please circle one answer for each statement)

I know more about how to get my license back.

- 1 Strongly Agree, 2 Agree, 3 Disagree, 4 Strongly Disagree

I have a plan (who to see and what to do) to get my license back.

- 1 Strongly Agree, 2 Agree, 3 Disagree, 4 Strongly Disagree

I understand what it takes to keep my license once I do get it back.

- 1 Strongly Agree, 2 Agree, 3 Disagree, 4 Strongly Disagree

I would like more help with getting my license back.

- 1 Strongly Agree, 2 Agree, 3 Disagree, 4 Strongly Disagree

Why did you attend this driver's license recovery assistance at the summit?

Two horizontal lines for text input.

What do you think is the most important thing that happened for you today about your driver's license?

Two horizontal lines for text input.

In what ways do you think the driver's license recovery services could be improved?

Two horizontal lines for text input.

Overall, how would you rate the driver's license recovery assistance? (Please circle your response)

- ★★★★ Outstanding, ★★★ Good, ★★ Okay, ★ Not so Good

At this summit, I also attended, (Please check all that apply)

- The health fair, The job fair, Summit workshops, Child support assistance, Morning session with Coach Ray, George Foreman presentation, Ombudsman (Child Welfare), Other (please specify)

Thank you for your help. Your feedback is very important!

Appendix 4
Template for Workshop
Evaluation Forms



**The Milwaukee Fatherhood Summit
October 9-10, 2009**

**<< Workshop Title >>
WORKSHOP EVALUATION**

Having attended this workshop, would you say... (Circle your answers)

I learned something new from this workshop.

1	2	3	4
Strongly Agree	Agree	Disagree	Strongly Disagree

The workshop was helpful to me.

1	2	3	4
Strongly Agree	Agree	Disagree	Strongly Disagree

I will use the information and materials from this workshop to be a better parent.

1	2	3	4
Strongly Agree	Agree	Disagree	Strongly Disagree

Overall, how would you rate this workshop?

1	2	3	4	5
Excellent	Very Good	Good	Fair	Poor

Overall, how would you rate the facilitator(s)?

1	2	3	4	5
Excellent	Very Good	Good	Fair	Poor

What did you find most helpful about this workshop? Please be specific.

In what ways do you think this workshop could be improved? Please be specific.

Appendix 5

Evaluation Comparisons for
the 2007, 2008, and 2009
Summits (Tables 8-10)

Table 8: Demographic Characteristics of Registrants for the 2008 and 2009 Fatherhood Summits

Category	2008		2009	
	N	%	N	%
Males	695	86.1%	868	91.9%
Fathers	637	79.4%	804	85.9%
African American	729	93.0%	819	90.8%
Not Married	574	76.6%	664	77.7%
Unemployed	449	58.4%	601	66.0%

NOTE: Registration data was not collected at the 2007 summit. 2008 total N=808; 2009 total N=950, with slight variations in the number who responded to each item.

Table 9: Participant Ratings of the Overall Fatherhood Summit (results from the 2007, 2008, and 2009 summits)

Item	2007		2008		2009	
	N	%	N	%	N	%
Overall summit rating of "outstanding" or "good"	127 (of 129)	98.4%	51 (of 52)	98.1%	267 (of 271)	98.5%
Addressed important issues facing fathers*	167 (of 171)	97.7%	93 (of 93)	100.0%	280 (of 281)	99.6%
Provided suggestions for solving issues*	166 (of 170)	97.6%	90 (of 92)	97.8%	273 (of 275)	99.3%
Provided useful information*	162 (of 168)	96.4%	92 (of 93)	98.9%	271 (of 274)	98.9%

*Number and percent of participants who strongly agreed or agreed with this statement.

Table 10: Participants that Rated the Summit's Four Core Components as "Outstanding" or "Good" (results from the 2007, 2008, and 2009 summits)

Component	2007		2008		2009	
	N	%	N	%	N	%
Health Fair	57 (of 60)	95.0%	44 (of 47)	93.6%	143 (of 145)	98.6%
Job Fair	142 (of 156)	91.0%	87 (of 94)	92.6%	139 (of 154)	90.3%
Child Support Debt Reduction	43 (of 54)	79.6%	77 (of 99)	77.8%	164 (of 183)	89.6%
Driver's License Recovery	60 (of 67)	89.6%	56 (of 59)	94.9%	85 (of 87)	97.7%