

# The 2010 Milwaukee Fatherhood Summit

Summary of Participant Feedback and  
Overview of Child Support and Driver's License Recovery Assistance



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## Executive Summary

The Milwaukee Fatherhood Initiative (MFI) is dedicated to addressing, responding to, celebrating, and challenging fathers from every walk of life to get engaged, involved, and stay committed to their children. The MFI is supported by the Housing Authority of the City of Milwaukee, the Greater Milwaukee Foundation, and the Lynde and Harry Bradley Foundation, as well as by a large number of community organizations and volunteers.

For the past five years, the centerpiece of the MFI has been the annual Milwaukee Fatherhood Summit. The 2010 Fatherhood Summit, entitled “Empowered Fathers: Bridging the Gap”, was held on October 8<sup>th</sup> and 9<sup>th</sup> at Greater New Birth Church. The summit was free to the public and included a variety of concurrent events, resources, and services for participants. As in previous years, the four core summit components included a Community Health Fair, Community Job Fair, Child Support Assistance Review, and Driver’s License Recovery Assistance. The 2010 Fatherhood Summit also made intentional efforts to attract and provide resources for young men and to promote intergenerational dialogue between younger and older men and fathers.

The Planning Council for Health and Human Services, Inc. has evaluated the annual Fatherhood Summit since 2007. The Planning Council is a private, nonprofit research and planning organization. Its mission is to advance community health and human services through objective planning, evaluation, and research. The purpose of the Planning Council’s evaluation of the 2010 summit was to document participant feedback and to help inform planning for future summits. Together with the MFI and the Housing Authority of the City of Milwaukee, three sets of evaluation questions were developed. The specific evaluation questions and their respective data sources included:

1. Who attended the 2010 summit? How did 2010 summit attendee characteristics compare with those of previous summit attendees? Was the 2010 summit able to attract young men?

Data from online and onsite participant registration forms supported a description of attendees’ demographic characteristics and basic information about their parenting status. Detailed findings can be found in Chapter 1 of this report.

2. To what extent did attendees find the 2010 summit to be useful and relevant? How did attendees’ ratings of the 2010 summit compare with those of previous summit attendees? What was important about the summit for attendees, and in what ways did they think the summit could be improved?

Data from a feedback survey completed by 250 summit participants during large-scale events on both days of the summit supported an evaluation of the overall usefulness and value of the summit for participants. Detailed findings can be found in Chapter 2 of this report.

3. What services were provided to attendees in the summit’s core components of Child Support Assistance Review and Driver’s License Recovery Assistance? What is the context for those services? What outcomes were achieved for attendees in these areas?

Staff from the Milwaukee County Department of Child Support Enforcement and from the Center for Driver’s License Recovery and Employability provided quantitative data, qualitative information, and written materials to inform a description of their activities and achievements at the summit. Detailed findings can be found in Chapter 3 of this report.

## Key Findings

- *Number of attendees:* A total of 450 individuals were documented as having attended the 2010 Fatherhood Summit (with 638 people having registered either online or onsite). The number of 2010 attendees was somewhat lower than the number who attended previous summits (e.g., 700 attendees in 2009). According to the MFI, the emphasis for the 2010 summit was on providing a high quality event, rather than on simply drawing large numbers of attendees. However, when 2010 participants offered suggestions for ways to improve the summit, a number recommended that future summits should reach more people. In addition, participants suggested that more could be done to advertise the summit to potential attendees in the community.
- *The “pool” of attendees:* The 2010 summit continued to attract attendees who were primarily males, fathers, African American, and residents of the City of Milwaukee. The majority of the 2010 attendees (77%) were newcomers to the fatherhood summit. The 2009 summit also primarily drew people who had not attended a previous summit. It is possible that the summit being held in a different location each year has allowed the event to be accessible to a different pool of previously unreached attendees. This hypothesis is supported by the slight shifts each year in the ZIP Code areas in which most attendees reside, with the most frequent ZIP Code of residence often being that in which the summit is located.
- *Engaging younger men:* In 2010, the MFI intentionally made efforts to attract younger men to the summit (e.g., targeting advertising to a younger audience, including an opportunity for participants to create a video to be promoted through social media). Despite these efforts, the majority of the attendees (77%) were over 30 years of age, and very few (6%) were under the age of 21. In addition, the age demographics for the 2010 attendees were very similar to those of the 2009 attendees.
- *Bridging the intergenerational gap:* In 2010, the MFI also intentionally offered opportunities for intergenerational dialogue at the summit (e.g., an intergenerational panel discussion, workshops focused on intergenerational issues). These efforts appeared to be very successful. Approximately 95% of those who completed the feedback survey strongly agreed or agreed that the summit helped to start conversations between younger and older men (with almost 60% strongly agreeing). In addition, when asked to provide comments on the most important aspect of the summit, a substantial number of participants pointed to the value of the intergenerational focus. For example, one participant indicated that “seeing men and young men sharing ideas and trying to bridge the gap” was the most important aspect of the summit. This positive participant feedback supports the MFI’s plan to use the intergenerational focus of the 2010 summit as a springboard for a series of community conversations throughout 2011 that will be specifically directed towards generating dialogue with youth.
- *Usefulness and relevance of summit:* Virtually all of the participants who completed the feedback survey (98%) gave an overall positive rating to the summit (i.e., rated it as either “outstanding” or “good”). In addition, more than 97% strongly agreed or agreed (and more than 60% strongly agreed) that the summit addressed important issues, offered potential solutions for fatherhood challenges, and provided useful information and materials. Participants gave particularly high ratings to the summit’s relevance, with a full 74% strongly agreeing that the summit addressed important issues facing men/fathers in Milwaukee. In addition, a substantial number of participants commented on the feedback survey that the summit provided them with meaningful opportunities for personal growth and learning. For example, one participant indicated that the summit “taught me a lot about fatherhood.”

- *Opportunity for connections:* Participants who completed the feedback survey indicated that the summit provided them with an opportunity to connect with others about the issues facing men/fathers (98% strongly agreed or agreed with this item). When asked to list the most important aspect of the summit, a substantial number of participants commented on the value of the mutual support in coming together with other men and their appreciation of the opportunity for networking. For example, one participant emphasized the importance of “connecting with others in [the] same position as myself.”
- *Comparisons with previous summit ratings:* Overall comparisons suggested that the results for the 2010 summit were very similar to those from the previous surveys conducted with people who attended the 2007, 2008, and 2009 summits. For example, in all four years approximately 98% of participants rated the summit as “outstanding” or “good”. However, a more nuanced analysis of the surveys’ response categories suggested that the 2010 summit was slightly less well received than previous summits had been. For example, while 70% or more of participants in previous years strongly agreed that the summit provided suggestions for solving some of the issues facing men/fathers, only 64% strongly agreed with this item in 2010. When asked to provide suggestions for future summits, however, almost half of the comments provided by participants in the 2010 summit spoke to positive aspects of the summit and/or indicated that no improvements were needed.
- *Value of Child Support Assistance Review:* As in previous years, the opportunity to receive assistance with child support debt was a strong draw for 2010 summit participants. Almost two-thirds of those who attended signed up for the child support component at the time of registration. In addition, when asked to comment on the most important aspect of the summit, a substantial number of participants cited the help and information they received from the Child Support Assistance Review component. Overall, approximately 300 summit participants received case-specific child support assistance onsite at the summit, resulting in a total of over \$540,000 in child support interest being forgiven.
- *Value of Driver’s License Recovery Assistance:* The opportunity to receive assistance with obtaining or recovering a driver’s license was also a draw for 2010 summit attendees. Nearly 40% of those who attended signed up for Driver’s License Recovery Assistance at the time of registration. In addition, several participants noted on the feedback survey that the help and information they received from this component was one of the most important aspects of the summit. Overall, approximately 100 participants received case-specific assistance and an individualized plan identifying the steps they needed to take to obtain a valid license. For those participants who had license suspensions or revocations, eight had already obtained a valid driver’s license within three months of participating in the summit.

## Recommendations

- *Continue offering the annual Milwaukee Fatherhood Summit:* Four years of evaluation data have produced consistently positive feedback from summit participants. Clearly, the summits have inspired and empowered many attendees and are viewed as addressing important issues facing fathers in Milwaukee. Although the summits are open to the entire community, they have provided a particularly unique opportunity for African American men to connect and to highlight the role of fathers in the lives of their children.
- *Continue providing onsite Child Support Assistance and Driver’s License Recovery Assistance:* These core components clearly draw attendees to the summit and are highly valued by participants. According to the MFI, some men are wary of accessing child support and driver’s license services through formal channels. Providing MFI-endorsed, individualized, and case-specific assistance in the community-based environment of the

summit may be less threatening and more effective. Overall, the 2010 data from these core components suggests that the services provided enabled participants to begin to move forward with resolving issues related to child support debt and driver's license recovery.

- *Develop a strategic approach to recruiting younger participants:* Feedback from focus groups conducted with 2009 summit participants suggested that it would be valuable to engage young men in the summit and to promote intergenerational connections. For the 2010 summit, the MFI responded to this feedback by attempting to attract and provide resources for young men and by organizing the summit's theme around bridging the intergenerational gap. However, the demographic data for 2010 attendees indicated that these efforts were less successful than anticipated. If there continues to be an interest in engaging younger participants, the MFI will need to be strategic in identifying ways to recruit this age group (e.g., solicit the assistance of young men in planning the summit offerings and speakers, cultivate young "champions" for the summit, partner with youth-serving agencies, identify youth marketing venues, etc.). It is possible that the MFI's "Dialogue with Our Youth" series planned for 2011 and the collaborations with youth-serving agencies around these events will naturally promote more youth engagement in the summit. However, a strategic approach will ensure that every effort has been made.
- *Advertise the summit earlier and more widely:* Feedback from 2010 participants and from participants in previous years has suggested the need to reach more fathers and to more heavily promote the summit. Only 11% of 2010 summit attendees reported that they learned about the summit through advertising (e.g., flyers, posters, radio, television, and newspapers). It is recommended that a marketing plan be developed well in advance of the summit and that it include both formal advertising channels and more informal means of reaching potential attendees (e.g., service agencies, churches, social media, community events, etc.).
- *Consider the pros and cons of annual changes in the summit's location:* Each year the summit has been held at a different location in the community. These changes in venue have not necessarily been by design, but rather have been primarily influenced by pragmatic considerations (e.g., date availability, size and layout of space, cost, etc.). While each year most participants rate the convenience of the location very favorably, typically a small number of participants have negative ratings and/or comments about the accessibility of the location. Data on where summit attendees reside suggest that it is possible that the location changes have influenced who attends the summit and have allowed the event to be accessible to a different pool of attendees each year. However, the change in venue also has meant that summit planning must respond to a new set of logistical challenges and possibilities each year and that learnings about summit preparation cannot readily be carried over from year to year (e.g., floor plan, equipment set-up, volunteer needs and roles, signage, etc.). As a result, it is recommended that the MFI strategically consider the positive and negative implications of the annual change in venue.
- *Identify additional ways to extend the work of the MFI throughout the year:* Participant feedback each year has indicated that summit attendees value the chance to connect with others around fatherhood and experience the summit as an opportunity for personal growth and learning. Feedback has also suggested that summit participants would welcome additional services, resources, and/or forums to address these needs. The MFI's 2011 plan to sponsor quarterly conversations related to youth and its periodic "Child Support 101" workshops (to provide child support information and acquaint men with Child Support Enforcement staff) are steps towards responding to this feedback from summit participants. It is recommended that the MFI continue to identify additional ways to extend the positive experiences and accomplishments of the annual summit throughout the year.

## Evaluation Recommendations

Since 2007, the Planning Council has been evaluating the Milwaukee Fatherhood Summit. The original evaluation design included individual feedback surveys for each summit component, as well as an overall survey and collection of registration data. Three years of consistently positive data provided strong support for participant satisfaction and for the utility and relevance of the summit's core components. As a result, the decision was made to streamline the evaluation design for 2010, to include a more nuanced analysis of the findings, and to focus on two of the key core summit components. It appears that this design produced information that allowed for an understanding of summit accomplishments and for comparisons with previous evaluation results.

Looking to future evaluations of the Fatherhood Summit, recommendations to consider include:

- *Continue to collect registration information and document attendance:* This data collection allows for an accurate count of summit registrants and attendees, as well as a limited number of participant demographics. In both 2009 and 2010, about half of those who registered did so online. Continued support for online registration may assist with the challenges of a large volume of onsite registrations.
- *Continue to implement a single overall summit evaluation form.* This data collection allows for efficient participant feedback without burdening participants with large amounts of data collection. Retaining core items will continue to allow for cross-year comparisons, while customizing items will allow for participant feedback on specific aspects of that year's summit (e.g., theme, location, special events, etc.).
- *Consider expanding the documentation of Child Support and Driver' License Recovery Assistance accomplishments.* The evaluation of the 2010 summit clearly supported the importance of these two core components for summit participants. It also suggested that three months after the summit, participants had experienced notable benefits from having attended these components (e.g., reductions in child support interest, obtaining a valid driver's license). It would be useful to extend the follow-up period for observing these outcomes (e.g., six months post summit) as they are challenging for participants to accomplish in a short period of time.
- *Consider implementing a means of documenting more information about summit volunteers.* Each year, the summit is supported and executed by a large number of community volunteers. It is recommended that procedures be put into place to track the number of volunteers, as well as basic information about their background, their motivation for volunteering, and their roles at the summit. In addition, it is recommended that a means of documenting volunteer feedback be implemented given the unique insight they have into the successes and challenges of the summit's operations and impact.

Overall, the summit's evaluation efforts to date have been consistent with the MFI's priorities, have provided consistent documentation of participant satisfaction and success, and have produced useful information for planning future summits. Continuing to build upon the successes of past evaluation efforts will provide the MFI with additional information to help augment the strengths of the annual summit, to address potential areas for improvement, and to communicate the value of the Fatherhood Summit to the broader community.

## **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 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's mission is to address, respond to, celebrate, and challenge fathers from every walk of life to get engaged, involved, and stay committed to their children and to protect and preserve the family unit. The MFI strives to provide support, resources, education, and assistance in key areas that have direct impact on men and fathers.

Since March of 2007, the MFI has received funding from the Greater Milwaukee Foundation and the Lynde and Harry Bradley Foundation, as well as substantial support from the Housing Authority of the City of Milwaukee to carry out its efforts, including the planning and implementation of the Milwaukee Fatherhood Summit. The purpose of this annual, two-day event is to bring men together to discuss the issue of fatherlessness, to provide resources and assistance, to identify solutions, to promote positive images of the father role, and to gather data to help address the obstacles that prevent men from being involved, responsible, and committed fathers.

Since September of 2007, the Planning Council for Health and Human Services, Inc. has been providing evaluation services for the MFI and, more specifically, for the annual Fatherhood Summit. The Planning Council is a private, nonprofit research and planning organization. Its mission is to advance community health and human services through objective planning, evaluation, and research. The evaluations to date have produced three years of consistently positive feedback from summit participants. For example, each 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.

For the 2010 summit, the MFI asked the Planning Council to provide evaluation services to document participant feedback and help inform future summits. The 2010 summit evaluation was designed to: 1) describe the individuals who registered for and attended the 2010 summit, 2) summarize feedback from summit attendees, and 3) describe the activities and accomplishments of two core summit components (Child Support Assistance Review and Driver's License Recovery Assistance).

### **The 2010 Milwaukee Fatherhood Summit**

The title of the 2010 Milwaukee Fatherhood Summit was "Empowered Fathers: Bridging the Gap". At no cost to the public, the two-day summit included a variety of concurrent events, resources, and services for participants. The various summit activities were organized using a basketball theme, with each day divided into "quarters" and volunteers identifiable by referee shirts. Summit attendees had an opportunity to participate in 15 different educational "basketball camp" workshops, attend an intergenerational panel discussion featuring former Milwaukee Bucks player Sidney Moncrief, visit numerous resource exhibitors, and receive services and assistance from one or more of the summit's core components. As in previous years, the four core summit components included a Community Health Fair, Community Job Fair, Child Support Assistance Review, 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.

The 2010 summit was held on Friday October 8<sup>th</sup> and Saturday October 9<sup>th</sup> at Greater New Birth Church, located on the far northwest side of Milwaukee. In addition to the core two-day summit, the Milwaukee Fatherhood Initiative partnered with the Christian Association for Prison Aftercare (CAPA) to support a pre-summit session on the afternoon of October 7<sup>th</sup> during its annual conference to address the issue of prisoner re-entry through a variety of interactive presentations and workshops.

For the 2010 Fatherhood Summit, the MFI made efforts to intentionally attract and provide resources for young men, and to promote intergenerational dialogue between younger and older men and fathers. For example, a panel discussion was held on Friday to support intergenerational sharing and to begin to “bridge the gap” between younger and older men. The discussion focused on strategies for constructive communication between males of different ages. The panel included adolescent males of varying backgrounds, adult men, and older men, with representation from both fathers and men who were not yet fathers. This intergenerational panel was designed to serve as a “kick off” for a series of MFI-sponsored discussions planned for 2011, primarily focusing on issues facing younger men.

In addition, the summit included an opportunity for participants to create a video about their perspectives on topics related to fatherhood (e.g., the important role of fathers, fears of being a young father, thoughts about older men dating younger women, condom use, etc.). Participants were encouraged to promote their videos using social media, a contest was held after the summit, and selected videos were ultimately included in a “Get at You” video and television campaign designed to provide positive advice and messages for young men.

### **The 2010 Milwaukee Fatherhood Summit Evaluation**

Previous evaluations of the Milwaukee Fatherhood Summit have provided strong support for participant satisfaction and for the utility and relevance of the summit’s core components for participants. The consistency of the data over three years suggested that it was an appropriate time to build on previous evaluations and move to a more streamlined approach to evaluating the summit. As a result, the 2010 Fatherhood Summit evaluation data collection included: 1) a registration form containing basic demographic information; 2) an overall summit feedback survey, including questions similar to those used in previous summit evaluations to allow for comparative findings; and 3) quantitative and qualitative information obtained from representatives of two core summit components (Child Support Assistance Review and Driver’s License Recovery Assistance).

The 2010 Milwaukee Fatherhood Summit evaluation was designed to answer several evaluation questions developed in collaboration with the MFI and the Housing Authority of the City of Milwaukee:

- Who attended the 2010 summit? How did 2010 summit attendees’ characteristics compare with those of previous summit attendees? Was the 2010 summit able to attract young men?
- To what extent did attendees find the 2010 summit to be useful and relevant? How did attendees’ ratings of the 2010 summit compare with those of previous summit attendees? What was important about the summit for attendees, and in what ways did they think the summit could be improved?
- What services were provided to attendees in the Child Support Assistance Review and Driver’s License Recovery Assistance components? What is the context for those services? What outcomes were achieved for attendees in these areas?

Therefore, this report is organized into three chapters:

- Chapter 1: Characteristics of 2010 Summit Attendees;
- Chapter 2: Summary of Participant Feedback; and
- Chapter 3: Overview of Core Summit Components: Child Support Assistance Review and Driver's License Recovery Assistance.

## Chapter 1: Characteristics of 2010 Summit Attendees

### Background and Methodology

For the 2010 summit, the MFI was interested in capturing an accurate count as well as basic information about the individuals who registered for and attended the summit. As in previous years, individuals were required to register for the 2010 Fatherhood Summit using a simple, one-page registration form which was developed by the Planning Council, in collaboration with the MFI. The form asked registrants to provide their contact information, basic demographic information, and information on how they heard about the summit. In addition, registrants were asked to indicate their interest in receiving assistance through two of the summit's core components, Child Support Assistance Review and Driver's License Recovery Assistance. For a copy of the summit registration form, see Appendix A.

During the month leading up to the summit, an email announcement for the 2010 summit was sent to the MFI's mailing list. The announcement included information about the summit's main features and invited individuals to pre-register electronically through the MFI website. Online pre-registration remained open through the week of the summit. In addition, individuals were able to register onsite during the summit. Volunteers were available on both days of the summit to assist with check-in of pre-registered individuals and onsite registrations.

### Summit Registration Findings

A total of 638 registration forms were completed for the 2010 summit, including both online and onsite registrations.<sup>1</sup> Half (50.5%, or 322) of the individuals who registered for the 2010 summit did so online, while the other half (49.5%, or 316) registered onsite during the two days of the summit.

Volunteers who assisted with participant check-in and onsite registration at the summit recorded the total number of individuals who attended the summit during both days of the event. These records indicate that a total of 450 individuals attended the 2010 Fatherhood Summit. Registration volunteers also documented whether each attendee had completed an online registration prior to attending the summit or if they were registering onsite at the summit. Of the 322 individuals who registered online prior to the summit, approximately 40% (41.6%, or 134) were documented as having actually attended the summit.

The present report will focus on only those registrants who were documented as having attended the summit (N=450) in order to provide a description of actual summit participants. See Appendix B for a brief listing of demographic information for all summit registrants (combining attendees as well as those who registered but did not attend).

### Who attended the 2010 summit?<sup>2</sup>

The summit registration form asked registrants to provide basic demographic and contact information. Table 1 provides a description of 2010 summit attendees with respect to gender, age, race/ethnicity, and employment status.

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<sup>1</sup> 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 638 registrants.

<sup>2</sup> 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.

**Table 1: Demographic Information for 2010 Summit Attendees**

<b>Gender</b>	<b>N</b>	<b>%</b>
Male	409	91.1%
Female	40	8.9%
<b>Total</b>	<b>449</b>	<b>100.0%</b>
<b>Age</b>	<b>N</b>	<b>%</b>
Under 21	28	6.2%
21 to 30	77	17.1%
31 to 40	161	35.9%
Over 40	183	40.8%
<b>Total</b>	<b>449</b>	<b>100.0%</b>
<b>Age Statistics (in years)*</b>	Mean = 38.12 Median = 38 Range = 14 – 77	
<b>Race/Ethnicity</b>	<b>N</b>	<b>%</b>
African American	408	91.7%
White/Caucasian	18	4.0%
Latino/Hispanic	10	2.2%
Multi-Racial	5	1.1%
Other	4	0.9%
<b>Total</b>	<b>445</b>	<b>100.0%</b>
<b>Employment Status</b>	<b>N</b>	<b>%</b>
Employed	200	46.7%
Not Employed	228	53.3%
<b>Total</b>	<b>428</b>	<b>100.0%</b>

Total N=450

Note: Total numbers vary for each item due to missing data.

\*Based on 380 attendees who provided their birth dates.

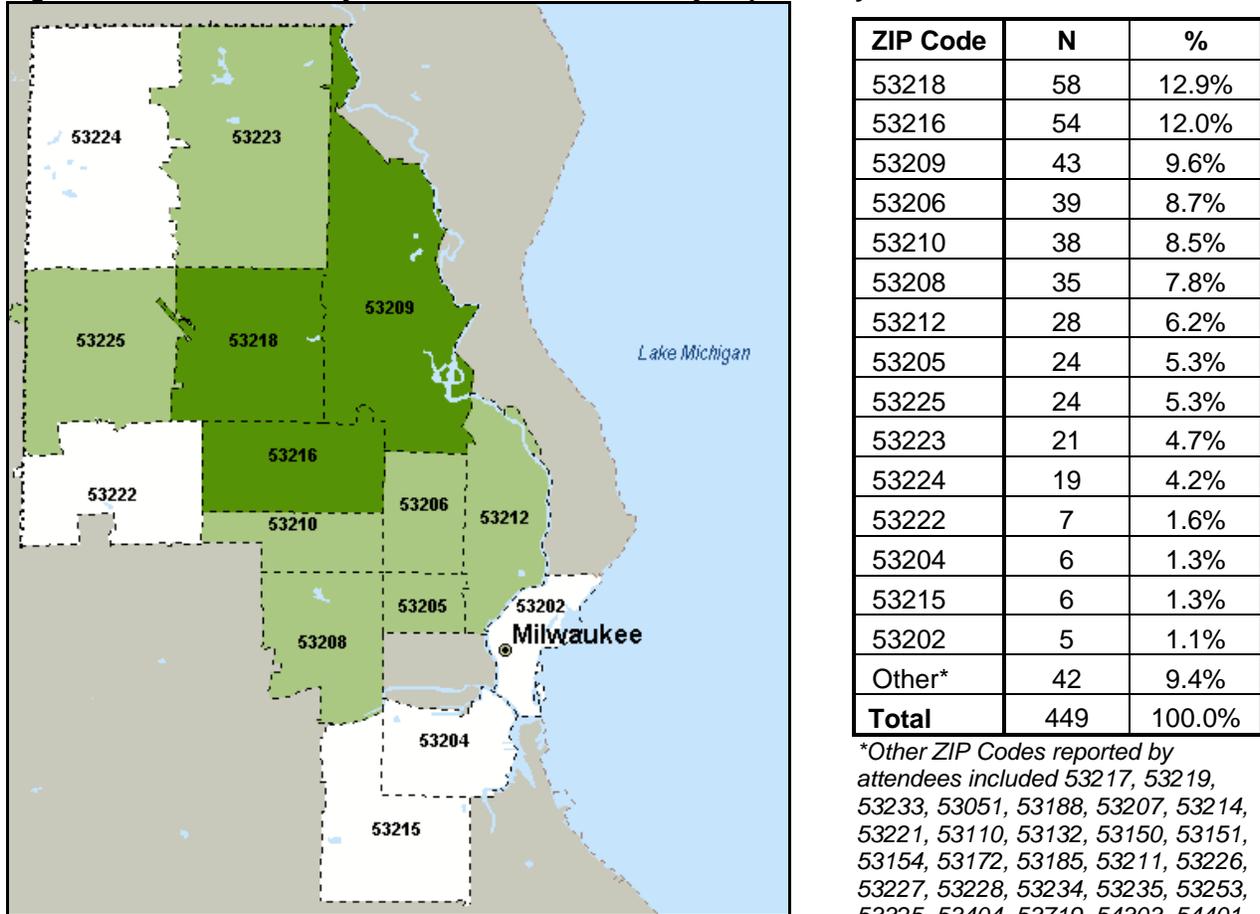
Overall, as Table 1 illustrates:

- Approximately 90% of summit attendees identified themselves as male, and the remaining 10% identified themselves as female.
- Approximately three-quarters of the attendees (76.6%) reported being over 30 years old. A small number (6.2%) were under the age of 21.
- The majority of attendees (91.7%) identified themselves as African American.
- Approximately half of attendees (46.7%) reported being employed, and approximately half (53.3%) were not employed at the time they registered for the summit.

Were 2010 summit attendees from Milwaukee?

The registration form asked registrants to provide their residential address, including their ZIP Code. Summit attendees primarily reported living in the southeastern region of Wisconsin, with most attendees (94.2%, or 423 of 449) coming from ZIP Codes in Milwaukee County. A small number of attendees (5.8%, or 26 of 449) listed ZIP Codes located in other Wisconsin counties as well as in other states. Figure 1 shows the Milwaukee County ZIP Codes most commonly reported by summit attendees, with darker shades representing ZIP Code areas with higher representation at the 2010 summit.

**Figure 1: Milwaukee County ZIP Codes Most Commonly Reported by 2010 Summit Attendees**



*\*Other ZIP Codes reported by attendees included 53217, 53219, 53233, 53051, 53188, 53207, 53214, 53221, 53110, 53132, 53150, 53151, 53154, 53172, 53185, 53211, 53226, 53227, 53228, 53234, 53235, 53253, 53325, 53404, 53719, 54303, 54401, 38016, 60411, 64029, and 77072.*

As Figure 1 illustrates:

- The most common ZIP Codes listed by attendees were 53218, 53216, and 53209. Approximately one-third of summit attendees (34.5%) reported residing within these three ZIP Code areas.
- Approximately one-third of attendees (36.5%) reported residing in the 53206, 53210, 53208, 53212, and 53205 ZIP Codes.
- Approximately one-fifth of attendees (19.5%) reported residing in the 53225, 53223, 53224, 53222, 53204, 53215, and 53202 ZIP Codes.

### Were 2010 summit attendees parents?

Because the target population for the summit is primarily fathers, the summit registration form asked registrants to specify how many children they had, in addition to their gender. This information was combined to determine the number of attendees who were fathers, the number who were mothers, and the number who were not parents.<sup>3</sup> Table 2 details the parenting status of summit attendees.

**Table 2: Parenting Status of 2010 Summit Attendees**

<b>Parenting Status</b>	<b>N</b>	<b>%</b>
Father	346	81.2%
Mother	31	7.3%
Not a Parent	49	11.5%
<b>Total</b>	<b>426</b>	<b>100.0%</b>
<b>Parents' Number of Children</b>	<b>N</b>	<b>%</b>
1 to 2	141	37.4%
3 to 5	182	48.3%
More than 5	54	14.3%
<b>Total</b>	<b>377</b>	<b>100.0%</b>

As can be seen from Table 2:

- Approximately 90% of summit attendees (88.5%) indicated that they were parents.
- Although most of the attendees were fathers (81.2%), a small number of mothers also attended the summit (7.3%)
- Of the attendees who indicated that they were parents, approximately 40% (37.4%) reported having one or two children, approximately half (48.3%) reported having three to five children, and approximately 15% (14.3%) reported having more than five children.

### What drew participants to the 2010 summit?

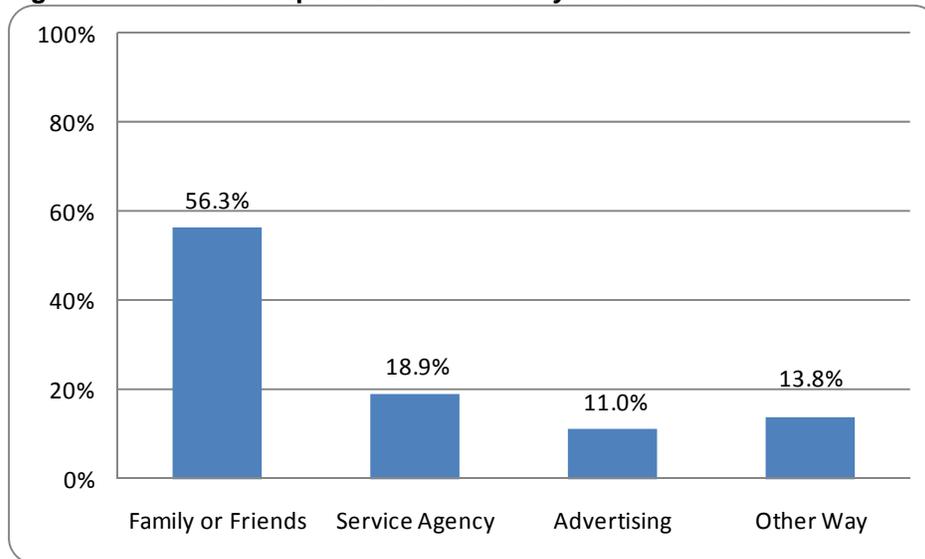
Registrants were asked to indicate whether or not the 2010 summit would be their first Fatherhood Summit. Based on the data from the completed registration forms, most of the individuals who attended the 2010 summit were newcomers. Specifically, 76.6% of summit attendees (or 315 of 411) indicated that 2010 was their first Fatherhood Summit, while 23.4% (or 96 of 411) indicated that they had previously attended a summit.

In addition, the registration form asked registrants to specify how they heard about the summit. Figure 2 illustrates the ways in which summit attendees reported hearing about the 2010 summit.

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<sup>3</sup> Registrants were considered to be mothers if they indicated that they were female and that they had children, and registrants were considered to be fathers if they indicated that they were male and that they had children.

**Figure 2: Attendee Responses to “How did you hear about the summit?”**



Total N=419

Note: “Other Ways” included school, church (including Greater New Birth), the MFI, the Department of Child Support Enforcement, and “walk-in”.

As Figure 2 illustrates:

- Approximately 55% of summit attendees (56.3%) reported hearing about the summit through family or friends.
- Approximately 20% of attendees (18.9%) indicated that they heard about it through a service agency, such as the Social Development Commission (SDC) or United Migrant Opportunity Services (UMOS).
- Approximately 10% of attendees (11.0%) reported learning about the summit through advertising, such as flyers, posters, radio, television, and newspapers.

Potential differences in the ways in which summit newcomers and those who reported attending a previous summit heard about the event were also explored. The majority of 2010 summit attendees (or 76.6%) were newcomers and, therefore, reported hearing about the summit in proportions similar to those shown in Figure 2 above. However, some differences were apparent when newcomers were compared with returning attendees.<sup>4</sup> Specifically:

- 61.1% of summit newcomers (or 181 of 296) reported hearing about the summit from family or friends, while 40.9% of returning attendees (or 36 of 88) reported hearing from family or friends.
- 7.1% of summit newcomers (or 21 of 296) reported hearing about the summit through advertising, while 23.9% of returning attendees (or 21 of 88) reported hearing through advertising.

Finally, the extent to which attendees were interested in receiving services from core summit components was explored. Individuals who were interested in participating in Child Support Assistance or Driver’s License Recovery Assistance were required to pre-register for these

<sup>4</sup> Comparisons were based only those summit attendees (N=296) who indicated whether or not this was their first summit and who also specified how they heard about the event.

services by specifying their interest on the summit registration form. As in previous years, the Child Support Assistance component of the summit continued to be a primary area of interest among summit attendees. Specifically, of the 450 individuals who were documented as having attended the 2010 Fatherhood Summit, 65.3% (or 294) pre-registered for assistance with their child support issues. The Driver's License Recovery Assistance component also drew substantial interest among summit participants, with 38.4% of attendees (or 173) having indicated at registration that they were interested in talking with someone about driver's license issues.

## **Summary and Comparisons with Previous Summits**

### Summary

A total of 638 registration forms were completed for the 2010 summit, including both online and onsite registrations. Approximately half of all registrants registered online, and half registered onsite during the two days of the summit. Documentation received from summit volunteers indicated that a total of 450 individuals attended the 2010 summit and that approximately 40% of those who pre-registered actually attended the event. Key findings from attendee registration forms include:

- The majority of summit attendees were men who were fathers (81%), identified themselves as African Americans (92%), and were over the age of 30 (77%). In addition, approximately half (47%) reported that they were unemployed when they registered for the summit.
- Summit attendees primarily reported living in the southeastern region of Wisconsin, with most attendees (94%) coming from ZIP Codes in Milwaukee County. The most common ZIP Codes listed by attendees were 53218, 53216, and 53209; approximately one-third of summit attendees (35%) reported residing within these three northwest Milwaukee ZIP Code areas.
- The majority of 2010 summit attendees were newcomers to the Fatherhood Summit, with approximately three-quarters (77%) indicating that it was the first summit they had attended.
- Approximately half of summit attendees (56%) reported hearing about the summit through family or friends, and approximately one-fifth (19%) indicated that they heard about it through a service agency, such as the Social Development Commission (SDC) or United Migrant Opportunity Services (UMOS). Those who were attending the summit for the first time were somewhat more likely to have heard about the summit from family or friends than those who had been to previous summits (61% versus 41%).
- Approximately two-thirds of attendees (65%) pre-registered for assistance with their child support issues. The Driver's License Recovery Assistance component also drew substantial interest among summit participants, with 38% pre-registering for assistance with driver's license issues.

### Comparisons with Previous Data on Summit Attendees

To explore the similarities and difference between 2010 summit attendees and attendees of previous Fatherhood Summits, registration data was compared. For the last three years, summit participants have provided basic demographic information when registering either online or onsite. However, information on actual summit attendees is only available for 2009 and 2010. Detailed information and a summary comparing registrants across three years of summits can be found in Appendix C. Detailed tables comparing two years of summit attendees can be found

in Appendix D. Overall, 2010 summit attendees were similar in many respects to those who attended the 2009 summit. Key comparisons of 2009 and 2010 attendees include:

- In 2010, a total of 450 individuals were documented as having actually attended the summit, while in 2009, a total of 700 were documented as having attended the summit (a decrease of 250 attendees).
- The number of people who registered for the 2010 summit (638) was also lower than the number who registered in 2009 (950).
- The proportions of attendees age 30 and over was approximately 75% in both 2009 and in 2010. Each year, only a small number of attendees were under the age of 21 (5% in 2009 and 6% in 2010).
- There was a slightly smaller proportion of 2010 summit attendees who reported being unemployed than in 2009. Approximately half (53%) of 2010 attendees indicated that they were unemployed, whereas two-thirds (66%) of 2009 attendees indicated that they were unemployed when they registered for the summit.
- For the 2010 summit (located in the 53218 ZIP Code area), the top three ZIP Codes of residence listed by attendees were 53218, 53216, and 53209. For the 2009 summit (located in the 53212 ZIP Code area), the top three ZIP Codes listed by attendees were 53212, 53206, and 53209. This suggests that the location of the annual summit could influence which local communities are reached by the summit each year.
- A somewhat smaller proportion of the 2010 summit attendees reported that it was their first summit. Specifically, 77% of the 2010 attendees were newcomers to the event, while 87% of the 2009 summit attendees were newcomers. Nevertheless, findings from both 2009 and 2010 suggest that the summit primarily draws newcomers each year, and word of mouth has been a primary way that attendees learn about the event.
- Child Support and Driver's License Recovery were key areas in which summit attendees were seeking assistance for both the 2009 and 2010 summits. In both years, approximately 65% of attendees pre-registered for assistance with their Child Support issues, and approximately 35% of attendees pre-registered for assistance with recovering or obtaining their driver's license.

## Chapter 2: Summary of Participant Feedback

### Background and Methodology

For the 2010 Fatherhood Summit, evaluation efforts were focused on obtaining direct feedback from attendees regarding their experience of the summit as a whole. Participant feedback was solicited through a brief, one-page survey that was designed by the Planning Council in collaboration with the MFI. The survey included questions that used a four-point Likert rating scale to quantify overall perceptions of the summit. In addition, the survey included questions about which core components and events participants attended as well as a small number of open-ended questions, allowing for written responses. The survey was intended to be self-administered, and was therefore designed to be user-friendly and accessible to people with a range of literacy levels. See Appendix E for a copy of the summit feedback survey.

Planning Council staff and volunteers distributed the survey to attendees on both days of the summit. In an effort to reach a large number of attendees at times when they would have had the opportunity to experience a variety of summit activities and services, surveys were distributed in the middle of each day, during events which were intended to draw all attendees. Specifically, attendees were asked to complete the survey at the intergenerational panel discussion, which was held on the first day of the summit, and during lunch on the second day of the summit. To encourage summit participants to provide feedback on the summit and its services, each attendee who completed a survey was given two tickets to a Milwaukee Bucks pre-season game.

Summit participants completed a total of 250 feedback surveys over the two days of the summit. 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 section because not all participants answered each question, and some items could be marked with more than one response.

### Survey Findings

A total of 250 summit feedback surveys were completed over both days of the 2010 Fatherhood Summit, with 112 surveys completed on the first day and 138 surveys completed on the second day.<sup>5</sup> The survey asked participants to rate the overall quality of the summit as well as whether they felt that the summit: 1) addressed important issues facing men/fathers, 2) gave them a chance to connect with others, 3) provided suggestions to address issues facing men/fathers, 4) provided useful information, 5) helped start conversations between younger and older men, and 6) was held at a convenient location.

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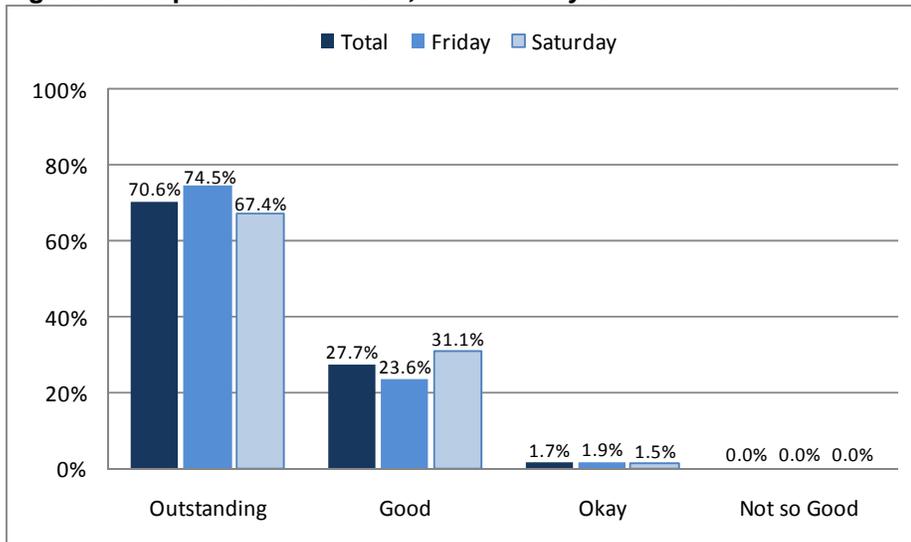
<sup>5</sup> Because participants who attended both days of the summit may have had different experiences on each day, attendees were allowed to complete a survey on both Friday and Saturday if they chose to do so. In an effort to estimate the number of respondents who may have completed a feedback survey on both days of the summit, the survey included an item which asked respondents whether they attended the intergenerational panel discussion that was held on the first day of the summit. Responses to this item suggest that approximately one-third of summit participants who completed a feedback survey on the second day of the summit may have also completed a feedback survey on the first day of the summit. However, because respondents were not asked to provide identifying information on the survey, it is not possible to determine the exact number of respondents who completed a survey on both days of the summit.

### How did respondents rate the summit overall?

The survey asked respondents to provide an overall rating of the 2010 summit, using a four-point scale ranging from “outstanding” to “not so good”. Responses to this item suggest that overall, respondents had a positive experience of the summit. Specifically, among the respondents who provided a response to this item on the survey, 98.3% (or 234 of 238) rated the summit as “outstanding” or “good”.

Figure 3 provides a more detailed illustration of the responses to this item, looking at all survey responses together, and also separating out those from the first day of the summit (i.e., Friday) and those from the second day of the summit (i.e., Saturday).

**Figure 3: Responses to “Overall, how would you rate the summit?”**



Total N=238, Friday N=106, and Saturday N=132.

As Figure 3 above illustrates, the vast majority of respondents rated the summit as either “outstanding” or “good”. However, the summit received a slightly more positive rating among respondents who completed the survey on the first day of the summit. Specifically, while 75% of respondents rated the summit as “outstanding” on Friday, 67% of respondents rated the summit as “outstanding” on Saturday.

### How did respondents rate the usefulness of the summit?

In addition to being asked to provide an overall rating of the summit, the survey included six additional items. These items focused more specifically on respondents’ perceptions of the value and usefulness of the summit for themselves and for other men and fathers. Respondents were asked to rate each item using a four-point scale, ranging from “strongly agree” to “strongly disagree”.

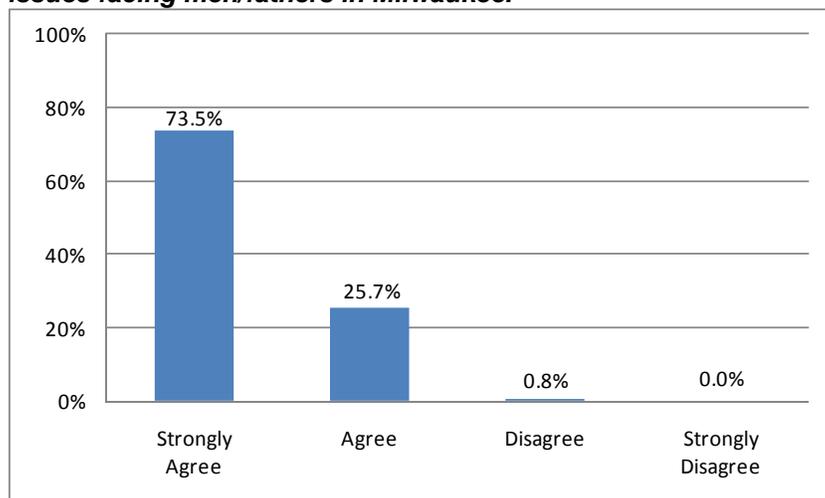
In general, participant responses suggest that most found the summit to be of value both for themselves personally as well as for the community. In addition, respondents also generally anticipated that the information and services provided through the summit would be useful to them in the future. Summaries of results and illustrative graphs for each of these items follow.<sup>6</sup>

<sup>6</sup> Results from the feedback surveys received on the first and second days of the summit were analyzed to look for potential differences in participant feedback between both days. However, participant feedback was generally similar across both Friday and Saturday. Therefore, the following results are presented with responses from both days combined.

### Important Fatherhood Issues Addressed

Virtually all of the survey respondents (99.2%, or 247 of 249) strongly agreed or agreed that the summit addressed important issues facing men and fathers in Milwaukee. Approximately three-quarters (73.5%, or 183 of 249) *strongly agreed*, and one-quarter (25.7%, or 64 of 249) *agreed* with this statement. Just two respondents (or 0.8% of 249) disagreed that the summit addressed important issues for men and fathers.

**Figure 4: Responses to “The summit addressed some important issues facing men/fathers in Milwaukee.”**

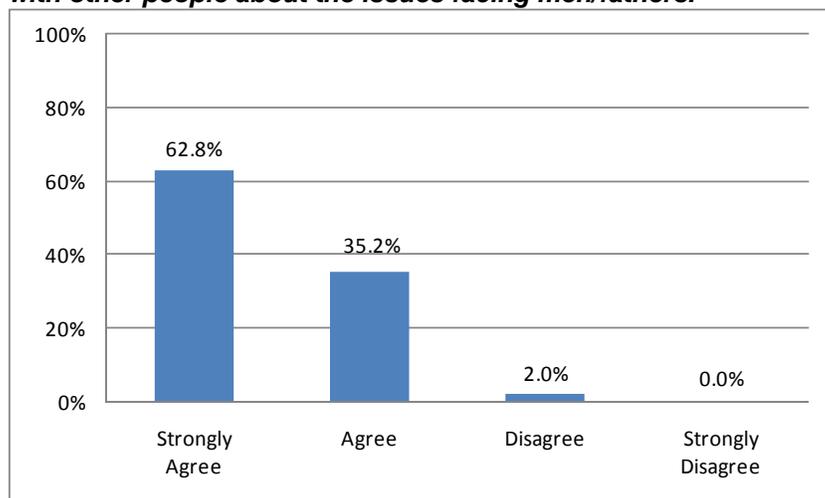


Total N=249

### A Chance to Connect with Others

Nearly all survey respondents (98.0%, or 242 of 247) strongly agreed or agreed that the summit gave them a chance to connect with others around the issues facing men and fathers. Approximately 60% (62.8%, or 155 of 247) *strongly agreed*, and approximately one-third (35.2%, or 87 of 247) *agreed* with this statement. Only a small number of respondents (2.0%, or 5 of 247) disagreed that the summit gave them a chance to connect with others.

**Figure 5: Responses to “The summit gave me a chance to connect with other people about the issues facing men/fathers.”**

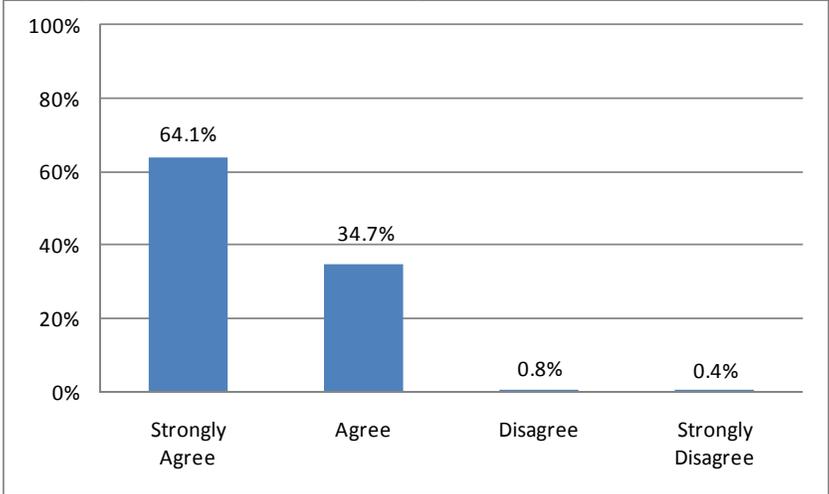


Total N=247

*Suggestions for Solving Issues*

Virtually all of the survey respondents (98.8%, or 242 of 245) strongly agreed or agreed that the summit provided suggestions for solving some of the issues facing men and fathers. Approximately two-thirds (64.1%, or 157 of 245) *strongly agreed*, and approximately one-third (34.7%, or 85 of 245) *agreed* with this statement. Just three respondents (or 1.2% of 245) either disagreed or strongly disagreed that the summit provided suggestions for addressing issues.

**Figure 6: Responses to “The summit provided suggestions for solving some of the issues facing men/fathers.”**

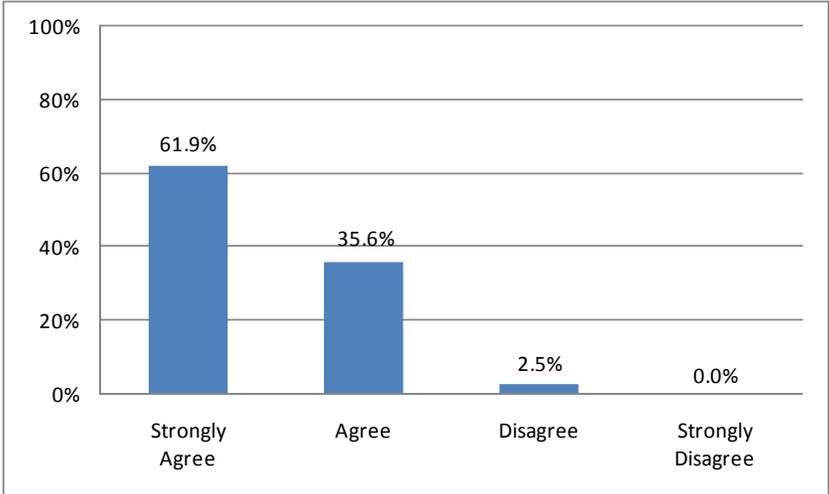


Total N=245

*Useful Information and Materials*

Nearly all survey respondents (97.5%, or 233 of 239) strongly agreed or agreed that the summit provided information and materials that would be useful to them. Approximately 60% of respondents (61.9%, or 148 of 239) *strongly agreed*, and approximately 35% (35.6%, or 85 of 239) *agreed* with this statement. Only 2.5% of respondents (or 6 of 239) disagreed that the summit provided them with useful information and materials.

**Figure 7: Responses to “The summit provided information and materials that will be useful for me.”**

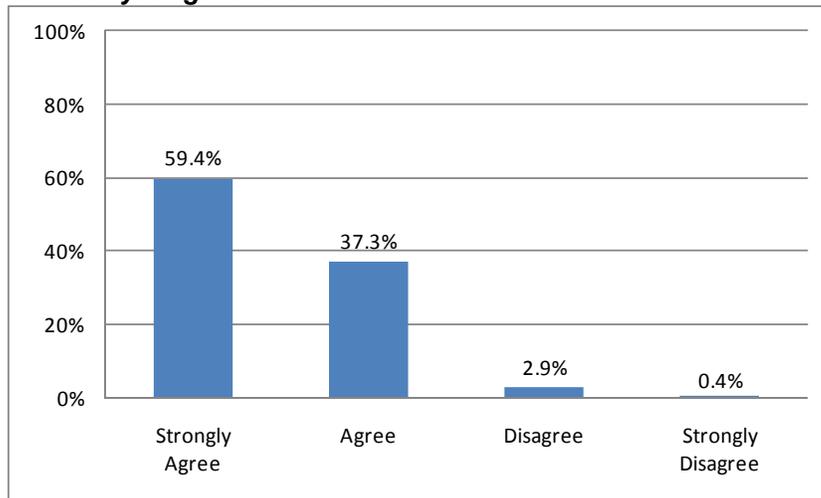


Total N=239

### Intergenerational Conversations

Approximately 95% of survey respondents (96.7%, or 236 of 244) strongly agreed or agreed that the summit helped to start conversations between younger and older men. Approximately 60% (59.4%, or 145 of 244) *strongly agreed*, and approximately 35% (37.3%, or 91 of 244) *agreed* with this statement. Just 3.3% respondents (or 8 of 244) either disagreed or strongly disagreed that the summit helped to start intergenerational conversations.

**Figure 8: Responses to “The summit helped to start conversations between younger and older men.”**

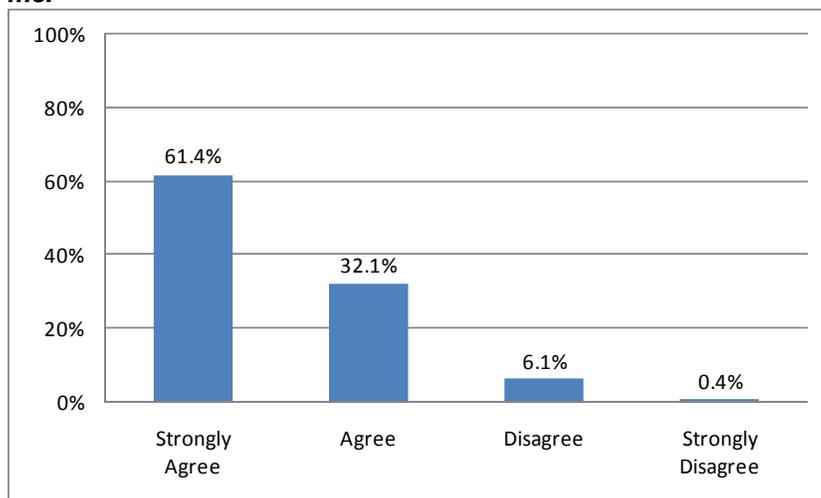


Total N=244

### Convenient Location

Approximately 95% of survey respondents (93.5%, or 230 of 246) strongly agreed or agreed that the summit location was convenient for them. Approximately 60% (61.4%, or 151 of 246) *strongly agreed*, and approximately one-third (32.1%, or 79 of 246) *agreed* with this statement. Approximately 7% of respondents (6.5%, or 16 of 246) either disagreed or strongly disagreed that the summit location was convenient for them.

**Figure 9: Responses to “The summit location was convenient for me.”**



Total N=246

### What events and services did respondents report attending at the summit?

In addition to the items asking survey respondents to rate their experience of the summit, the survey also asked respondents to indicate which of the key summit events and services they had already attended. Table 3 further details the services and events that respondents reported attending at the 2010 summit.<sup>7</sup>

**Table 3: Services and Events Attended by Survey Respondents**

Event/Service	N	%
Child Support Assistance	120	51.7%
Educational Workshops	110	47.4%
Driver's License Recovery Assistance	71	30.6%
Community Job Fair	68	29.3%
Community Health Fair	61	26.3%
Morning Meditation with Coach Ray	41	17.7%
Through the Lenses of Prison Re-Entry <sup>8</sup>	25	10.8%
Other*	26	11.2%

*Total N=232; with respondents reporting on all services/events they had attended at the time of survey completion.  
\*Note: "Other" responses included volunteering, the awards presentation, and creating a "Get at You" video.*

As the registration results would suggest, the Child Support Assistance component of the summit was among the events attended by the greatest number of participants. Approximately half of survey respondents (52%) reported attending this summit component. Summit participants were required to attend an educational workshop to receive Child Support Assistance. As a result, almost half of the survey respondents indicated that they had attended at least one educational workshop. Finally, approximately 30% of respondents reported attending Driver's License Recovery Assistance, the Job Fair, and the Health Fair.

An additional event, new to the 2010 Fatherhood Summit, was the intergenerational panel discussion, which featured former Milwaukee Bucks player, Sidney Moncrief. The panel was held towards the end of the first day of the summit, and was therefore selected to be the day's main event for distributing surveys. In an effort to estimate the number of respondents who may have completed a survey on the first and second days of the summit, the survey included an item which asked respondents whether they attended the panel. Responses to this item on the survey indicate that:

- Among all survey respondents, 57.7% (or 124 of 215) reported attending the intergenerational panel discussion.
- Among survey respondents who completed the survey on the first day of the summit, 86.5% (or 83 of 96) reported actually attending the panel.
- Among survey respondents who completed the survey on the second day of the summit, 34.5% (or 41 of 119) reported attending the panel. It is likely that these respondents attended the summit on both Friday and Saturday.

<sup>7</sup> 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.

<sup>8</sup> The MFI partnered with the Christian Association of Prison Aftercare (CAPA) to hold this separate event on Thursday, October 7<sup>th</sup>, 2010. The event was open to the public and was designed to address the issue of prison re-entry.

### What was the most important thing that happened for survey respondents at the summit?

The survey asked participants to elaborate on what they thought was the most important thing that happened for them at the summit. A total of 221 out of the 250 survey respondents (or 88.4%) provided written responses to this question. Respondents' perceptions of the most important aspects of the summit fell into several thematic areas, including: the helpful information, resources, and assistance; the opportunity for personal growth and learning; connecting with others and networking; the intergenerational focus of the event; and the speakers/presenters. A brief description of each of these main themes (ordered by the number of comments) as well as sample quotes follows:<sup>9</sup>

- *The helpful information, resources, and assistance* (58 comments)

Responses indicated that the most important aspects of the summit for many respondents were the various types of information, resources, and/or assistance that were available. While a number of comments spoke of the value of the summit's general information, resources, and assistance, the majority of comments that fell into this theme pointed to the specific summit components from which respondents benefitted. For example, nearly half of all the comments that fell into this thematic area specifically noted the help and information that respondents received from the Child Support Assistance component. Approximately one-fourth of the comments spoke of receiving help and/or information through the Driver's License Recovery Assistance, Job Fair, and Health Fair components of the summit. Sample comments which fell into this theme include:

*"Child support helped me with over \$2,000 in interest and I thank them so much for their help."*

*"[I] got information about my driver's license."*

*"I found out that I can pay money in a sum to get myself free of my child support."*

*"I got help with some problem areas in my life."*

- *The opportunity for personal growth and learning* (38 comments)

Many of the responses focused on the ways in which the summit taught respondents something new or prompted their personal growth. Specifically, respondents valued learning new tools or skills that they could apply to their roles as fathers, men, leaders, or mentors. In addition, several comments expressed that the summit "enlightened" respondents or reminded them of their responsibilities as fathers or members of the community. Sample comments which fell into this theme of personal growth include:

*"Realizing my role as a father in a positive way, reminding me of my rights and responsibilities. Also, reminding me fatherhood is forever (a good thing)."*

*"To find that I'm not the only person that still needs that tap on the shoulder. And how to bridge the fatherhood gaps that currently exists."*

*"Being more personally aware of my responsibility to help and offer a hand or conversation to the younger generation."*

*"Helped men with family issues that need to be addressed and informed me of my rights as a parent."*

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<sup>9</sup> The total number of comments for each theme does not necessarily add up to the total number of respondents who provided comments to each question, because some respondents may have included comments that fell into several thematic areas.

- *Connecting with others and networking* (38 comments)

Many comments reflected that the opportunity to connect with others around various issues was an important part of respondents' summit experience. Several comments focused on the mutual support that respondents felt in coming together with other men and fathers. Others indicated that the opportunity to meet new people, see old friends, or network for jobs was a valuable aspect of the event. Sample comments which fell into this theme include:

*"[I] reconnected with community members I hadn't spoken to in awhile."*

*"Connecting with other men with answers to some of the issues that I am facing."*

*"Networking for employment."*

*"All the wonderful people I met."*

- *The intergenerational focus of the event* (25 comments)

Several comments specifically noted the importance of the intergenerational focus of the 2010 Fatherhood Summit. For example, some of the comments that fell into this thematic area mentioned the intergenerational panel as holding particular significance. Others responses suggested that some respondents valued seeing younger and older men and fathers coming together to "bridge the gap" between generations. Sample comments which fell into this theme include:

*"Bridging the gap between the old and youth. Addressing why the old and young don't connect as much."*

*"Seeing men and young men sharing ideas and trying to bridge the gap."*

*"To see all the young men here taking advantage of all the workshops!"*

*"Help support the issues of young men and older men to give guidance to one another. And give helpful tips and resources to become a better father."*

- *The speakers and presenters* (12 comments)

A smaller number of comments also suggested that the various guest speakers were the most important part of several respondents' experience of the summit. Sample comments which fell into this theme include:

*"Listening to the various speakers."*

*"I got to see the mayor Tom Barrett and famous Bucks players."*

*"Sidney Moncrief "*

*"The talks about what a good father is like."*

Responses to this item on the survey also included comments indicating that other features of the summit were important to respondents. For example, a few comments noted the value of helping others or the significance of seeing men and fathers coming together to better themselves. In addition, a few comments mentioned specific speakers, the workshops, the opportunity to create a "Get at You" video, or simply stated that "everything" was important.

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

Summit participants were asked to elaborate on the ways they thought that future summits could be improved. A total 201 out of the 250 survey respondents (or 80.4%) provided written responses to this question. Suggestions for ways in which respondents thought the summit could be improved fell into several thematic areas, including: nothing, just keep doing it; incorporating more services, speakers, and/or workshops; doing more to advertise the summit; and recruiting more people, different communities, or more local organizations. Brief descriptions of each of these main themes (ordered by the number of comments) as well as sample quotes for each follow:<sup>10</sup>

- *Nothing, just keep doing it* (89 comments)

Nearly half of the comments noted that either nothing was needed to improve the summit or that the MFI just needed to do the same thing in the future. Many of these responses included positive feedback on the aspects of the 2010 summit that respondents particularly enjoyed. For example, some comments noted the helpfulness of summit volunteers and the resources and information provided to participants. A small number also suggested that the summit would improve naturally if the MFI simply continued holding the summit. Sample comments which fell into the theme of no improvements needed include:

*“Just keep up the good work and it will improve itself.”*

*“I don't know because the staff was very respectful and left me feeling like a king.”*

*“Wow!! I couldn't even think of anything because at the fatherhood summit I had so many resources. I wouldn't change a thing.”*

*“Simply by continuing to hold these important summits.”*

- *Incorporating more services, speakers, and/or workshops* (33 comments)

When respondents did make suggestions for improvement, recommendations were made for the summit to include more services, speakers, or workshops. These comments indicated that respondents were particularly interested in specific services not already offered at the summit (e.g., services targeted specifically to youth, church services) or in expanding the current components (e.g., including more employment services through the Job Fair, having expanded Child Support Assistance). Respondents also suggested including more speakers or more prominent speakers. Finally, a smaller number of comments suggested having more workshops or including workshops on other topics, such as spirituality. Sample comments which fell into the theme of expanding the summit's services include:

*“Add a little more to the job fair.”*

*“Have child support reps from Illinois and Minnesota.”*

*“Search for experienced presenters like Gregory Robinson. He was well prepared and enthusiastic and well received by all the attendees.”*

*“Have more spirituality workshops.”*

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<sup>10</sup> The total number of comments for each theme does not necessarily add up to the total number of respondents who provided comments to each question, because some responses may have included comments that fell into several thematic areas.

- *Doing more to advertise the summit (27 comments)*

Respondents who suggested improvements also indicated that more could be done to advertise the summit in the community. For example, some comments recommended that the advertising for the summit could begin earlier in the year. Others suggested that marketing be more strategic, through targeting advertising to other local sites or events. Sample comments which fell into the advertising theme include:

*“Getting the word out sooner!”*

*“Let people know through TV, radio, newspaper.”*

*“Put it online and prompt [sic] at fairs/ State Fair/ Summerfest.”*

*“Better marketing to group homes, Wrap Around programs, schools, other organizations.”*

- *Recruiting more people, different communities, or local organizations (22 comments)*

Respondents also suggested that the summit could be improved by getting more people to attend, by reaching out to communities that are currently underrepresented at the summit, or by partnering with other local organizations that are not already involved. A few comments suggested, for example, that the MFI encourage more young people to participate, broaden the geographic focus of the event, or involve more local leaders. Sample comments which fell into this recruitment theme include:

*“More men under 30 participating in a broader capacity.”*

*“Connect to UWM, IMPACT movement, Urban Underground.”*

*“Get other cultures involved like the Hispanic community.”*

*“Include more counties near Milwaukee.”*

In addition to the main themes described above, less common suggestions for improving the summit included: addressing new topics or delving deeper into issues, making the summit longer or having it more often, providing clearer instruction and signage for participants, and holding the summit at a more convenient location or time. For example, it was suggested that the summit could address drug abuse, violence, or teen pregnancy. It was also suggested that the summit consider locating closer to the central city.

## **Summary and Comparisons with Previous Summits**

### Summary

A total of 250 summit feedback surveys were completed over both days of the 2010 Fatherhood Summit, with 112 surveys completed on the first day (i.e., Friday) and 138 surveys completed on the second day (i.e., Saturday). The survey asked participants to rate the overall quality of the summit as well as whether they felt that the summit addressed important issues, provided useful information and suggestions, started intergenerational dialogue, and was conveniently located. Responses to these items of the survey indicate that:

- Nearly all of the survey respondents (98%) had a positive rating of the summit overall (i.e., provided a rating of “outstanding” or “good”), with 71% rating the summit as “outstanding”.
- Virtually all of the respondents (99%) strongly agreed or agreed that the summit addressed important issues facing men and fathers in Milwaukee (with 74% strongly agreeing).

- Nearly all of the respondents (98%) strongly agreed or agreed that the summit gave them a chance to connect with others around the issues facing men and fathers (with 63% strongly agreeing).
- Virtually all of the respondents (99%) strongly agreed or agreed that the summit provided suggestions for solving some of the issues facing men and fathers (with 64% strongly agreeing).
- Nearly all of the respondents (98%) strongly agreed or agreed that the summit provided information and materials that would be useful to them (with 62% strongly agreeing).
- Approximately 95% of the respondents (97%) strongly agreed or agreed that the summit helped to start conversations between younger and older men (with 59% strongly agreeing).
- Approximately 95% of the respondents (94%) strongly agreed or agreed that the summit location was convenient for them (with 61% strongly agreeing).

In addition, the survey asked participants which of the various summit events and services they had attended. Approximately half of survey respondents (52%) reported attending Child Support Assistance Review; almost half (47%) indicated that they had attended an educational workshop; and approximately 30% of respondents reported attending Driver's License Recovery Assistance, the Job Fair, and the Health Fair. Further, among all survey respondents approximately 58% reported attending the intergenerational panel discussion, with 87% of Friday respondents and 35% of Saturday respondents reporting that they attended the panel.

When asked what they thought was the most important thing that happened for them at the summit, respondents' comments on the most important aspects of the summit fell into several thematic areas. The most common themes included: the helpful information, resources, and assistance; the opportunity for personal growth and learning; connecting with others and networking; the intergenerational focus of the event; and the speakers/presenters.

Finally, when asked to elaborate on the ways they thought that future summits could be improved, respondents' suggestions fell into several thematic areas. The most common suggestions provided by participants include: nothing, just keep doing it; incorporating more services, speakers, and/or workshops; doing more to advertise the summit; and recruiting more people, different communities, or more local organizations.

### Comparisons with Previous Summit Feedback

The 2010 Fatherhood Summit marked the fourth consecutive year in which an overall summit feedback survey was distributed to participants at the summit. The surveys distributed at the 2007, 2008, 2009, and 2010 summits included several key items that remained constant across all four years. As a result, comparisons of the 2010 summit findings to previous findings on each of these key items can be made across these four years. Year-to-year comparisons of survey results for the common survey items follow. For a table which provides further details on the responses to the survey items for the four years, see Appendix F.

- *“Overall, how would you rate the summit?”*

Across all four years, respondents' overall ratings of the summit were extremely positive, with approximately 98% of survey respondents rating the summit as “outstanding” or “good” each year. However, looking at the results for individual response options across the four years, a slightly smaller proportion of survey respondents rated the 2010 summit as “outstanding” than in other years. Specifically, 71% of 2010 respondents rated the summit as “outstanding”, while 75% of 2008 respondents and 76% of 2009 respondents

rated the summit as “outstanding”. The 2007 summit was rated particularly favorably, with 81% of respondents rating that year’s summit as “outstanding”.

- *“The summit addressed some important issues facing men/fathers in Milwaukee.”*

Responses to this survey item remained very positive over all four years in which the survey was administered. Approximately 98% to 100% of survey respondents strongly agreed or agreed with this item across all four years. Looking at the results for individual response options, a slightly smaller proportion of respondents strongly agreed with this statement in 2010 than in prior summit years. Specifically, 83% of respondents in 2007, 79% of respondents in 2008, and 83% of respondents in 2009 strongly agreed with this item, while 74% of respondents strongly agreed with this item in 2010.

- *“The summit provided suggestions for solving some of the issues facing men/fathers.”*

Nearly all respondents provided positive responses to this item on the survey across the four years. Specifically, 98% to 99% of respondents strongly agreed or agreed with this item each year. Looking at the results for individual response options, the 2010 summit survey had a slightly smaller proportion of respondents who strongly agreed with this item. Specifically, 74% of respondents in 2007, 70% of respondents in 2008, and 72% of respondents in 2009 strongly agreed with this item, while 64% of respondents strongly agreed with this item in 2010.

- *“The summit provided information and materials that will be useful for me.”*

Responses to this survey item also stayed very positive over all four years, with 96% to 99% of respondents indicating that they strongly agreed or agreed with this item each year. Looking at the results for individual response options, the 2010 summit survey had a slightly smaller proportion of respondents who strongly agreed with this item. Specifically, 76% of respondents in 2007, 69% of respondents in 2008, and 72% of respondents in 2009 strongly agreed with this item, while 62% of respondents strongly agreed with this item in 2010.

## **Chapter 3: Overview of Core Summit Components: Child Support Assistance Review and Driver's License Recovery Assistance**

Each year, the Fatherhood Summit has included the core components of Child Support Assistance Review and Driver's License Recovery Assistance. Summit attendees have often identified these components as among the key services that drew them to the summit. In addition, the findings from summit evaluations in prior years have documented high participant satisfaction with these components and have described anecdotal benefits for participants. The evaluation design for the 2010 summit included a plan for systematic data collection to allow for a deeper description of the activities and accomplishments of the Child Support Assistance Review and Driver's License Recovery Assistance offered at the summit.

### **Child Support Assistance Review**

#### Background

Noncustodial parents may accumulate child support debt or "arrears" due to a variety of factors such as low income, periods of incarceration, retroactive orders for lump-sum payments, limited willingness to pay, interest accumulation on unpaid debt, etc.<sup>11</sup> When child support debt accumulates, interest is charged on the past due amount and this interest is added to the overall amount of unpaid support. Unpaid child support and the interest accumulated can be owed to the custodial parent. However, if the custodial parent has accessed some form of public assistance (e.g., W-2, food stamps, child care subsidy, etc.) or if the child has been in foster care, the unpaid child support and interest accumulated is owed to the state. Federal law permits states to "forgive" accumulated child support debt, including interest debt. In Wisconsin, county Child Support Enforcement agencies have the authority to forgive interest on child support debt specifically owed to the state.

The MFI, with input from men who have attended previous summits, has identified child support debt as an issue that has a substantial impact on men and families in the community. For a fifth consecutive year, the MFI partnered with the Milwaukee County Department of Child Support Enforcement to enable fathers to receive information and explore options regarding back child support interest owed to the State of Wisconsin. Summit attendees were eligible to meet with Child Support Enforcement staff on either day of the summit if they attended at least one of the summit's educational workshops. Staff were available to review attendees' individual cases and to explore possible interest reduction, alternative payment plans, and information about child support guidelines and procedures.

#### Methodology

The evaluation of the 2010 Fatherhood Summit included a focus on describing the activities and outcomes of the summit's Child Support Assistance Review component. Quantitative information about summit activities and the outcomes achieved was obtained from Milwaukee County Department of Child Support Enforcement staff. At the summit, Child Support Enforcement staff recorded basic data about the number of participants served, the information staff provided to participants, and the amount of interest forgiven.<sup>12</sup> Child Support Enforcement staff subsequently entered this data into a spreadsheet and provided summary information to the evaluation team. In addition, Child Support staff tracked the number of summit participants

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<sup>11</sup> Bartfeld, J. (2003). *Forgiveness of state-owed child support arrears*. Institute for Research on Poverty, University of Wisconsin-Madison. Retrieved from <http://www.irp.wisc.edu/publications/sr/pdfs/sr84.pdf>

<sup>12</sup> Demographic information for participants served at the summit is not routinely collected by Child Support Enforcement staff.

that came into the Child Support Enforcement offices in the several months following the summit. Qualitative information about the child support options and arrangements available to participants was obtained through internet research.

### Participants and Outcomes

Milwaukee County Child Support Enforcement staff worked with interested summit participants to determine if they were eligible for a reduction in state-owed child support debt interest. Table 4 provides details regarding the number of summit participants who received Child Support Assistance Reviews and the total amount of child support debt interest forgiven.

**Table 4: Child Support Assistance Reviews: Participants and Outcomes**

<b>Summit Participants</b>	<b>N</b>
Served at Summit	309
Served in Office*	31
<b>Total</b>	<b>340</b>
<b>Outcome</b>	<b>N</b>
Interest Forgiven	\$541,286.11

\* Number of summit participants served in the Milwaukee County Child Support Enforcement offices from October 11, 2010 to December 31, 2010.

A total of 340 summit participants received case-specific child support assistance, with the vast majority of participants receiving assistance onsite at the summit (90.9%, or 309 of 340). While most of the participants had only one case reviewed, some had multiple cases reviewed. Of the 340 participants who received child support assistance, a total of 383 child support cases were reviewed. Overall, the reviews of these cases resulted in a total of over \$540,000 in child support interest being forgiven.

### Child Support Options Provided

Milwaukee County Child Support Enforcement staff also worked with interested summit participants to determine if there were additional steps that could be taken to address some of their issues related to child support debt. Table 5 provides details regarding the number of child support options and arrangements that staff provided to summit participants (with virtually all of these options provided on-site at the summit).

**Table 5: Child Support Assistance Reviews: Options Provided**

<b>Summit Participants</b>	<b>N</b>
Stipulation Packets	149
Modification Packets	52
Alternative Payment Plans	14
Children First Referrals	13
Birth Expense Coupons	33

Total N=340

Stipulation Packets were the most common option offered as a next step for summit participants (n=149). A Stipulation Agreement allows both parties to agree to modifications of the original family court judgment for child support without the need for a court hearing. Child Support staff also reviewed with participants the procedures for completing Stipulation Agreements, including the need for county approval in cases where the custodial parent has accessed some form of public assistance (e.g., W-2, food stamps, etc.). Some participants (n=52) were provided with Modification Packets, to support them in requesting a change in the court judgment for payment. A Notice of Modification is filed to request a court hearing to review the case when there has been a substantial change in circumstances (e.g., job loss, income decline, etc.). Child Support staff reviewed with participants the circumstances which may and may not qualify as substantial changes in circumstances.

A small number of participants (n=14) were given information about Alternative Payment Plans as a possible next step. An Alternative Payment Plan is a negotiated, structured way to gradually pay off accumulated child support debt while continuing to pay the current amount due. Child Support staff reviewed with participants the advantages of Alternative Payment Plans (e.g., stops pending actions to suspend a driver's license) and its limitations (e.g., consequences for lack of adherence to the plan).

A small number of participants (n=13) were offered referrals to the Children First program. The program assists noncustodial parents in obtaining employment by providing job search assistance, work experience, education and training opportunities, and case management services.<sup>13</sup> Child Support staff explained the program to participants, including the eligibility requirements (e.g., no current means of meeting child support obligations, behind in child support payments, ordered to the program through the courts, etc.).

Finally, some participants (n=33) were provided with Birth Expense Coupons. Wisconsin typically charges fathers for a portion of the medical costs associated with the birth of the child in order to reimburse state Medicaid costs.<sup>14</sup> Birth Expense Coupons enable parents to receive a \$100 reduction in past due birth expenses upon making a nominal payment towards that portion of their accumulated child support debt.

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<sup>13</sup> Wisconsin Department of Children and Families. (2008). *Wisconsin Works: Non-custodial parent services*. Retrieved from <http://dcf.wisconsin.gov/w2/ncp.htm>

<sup>14</sup> Sussman, S., & Rust, M. (2004). *Common questions about birth cost recovery in Wisconsin*. Center for Family Policy and Practice. Retrieved from [http://www.cffpp.org/legal/birth\\_cost.html](http://www.cffpp.org/legal/birth_cost.html)

## **Driver's License Recovery Assistance**

### Background

Supporting fathers in obtaining or recovering a valid driver's license has been identified by the MFI as having the potential to significantly impact men, families, and the community, through increasing access to family-supporting jobs and by reducing the number of unlicensed drivers in Milwaukee. Therefore, the 2010 Fatherhood Summit marked the fifth consecutive year in which the MFI partnered with the Center for Driver's License Recovery and Employability (CDLRE) to provide Driver's License Recovery Assistance to summit participants. On both days of the 2010 summit, CDLRE representatives were available to assist both men and women in resolving their driver's license suspension and revocation issues. Summit participants were able to meet with a case manager and/or Legal Aid attorney who could provide them with detailed information and advice on the steps that would need to be taken in order to obtain a valid driver's license.

### Methodology

The evaluation of the 2010 Fatherhood Summit included a focus on describing the activities and outcomes of the summit's Driver's License Recovery Assistance component. CDLRE staff provided the evaluation team with qualitative information about the types of assistance provided at the summit as well as quantitative information about participant characteristics and outcomes.

At the summit, CDLRE staff collected information on participants' barriers to licensing and on their eligibility for CDLRE program assistance. In addition, basic demographic information was collected from those individuals who met the driver's license recovery program eligibility requirements. Following the summit, CDLRE staff entered this information into their client database and provided summary information to the evaluation team. In the months following the summit, CDLRE staff also reported on the number of participants who followed through on their individualized plans and obtained a valid license.

### Participants

A total of 102 individuals were served through the Driver's License Recovery Assistance component during both days of the 2010 Fatherhood Summit. Among those served, 86 individuals (or 84.3% of 102), met the requirements for CDLRE program eligibility, and 16 participants (or 15.7% of 102) either already qualified for a reinstatement of their driving privileges or had a valid or expired status only and were, therefore, not eligible for the formal CDLRE program.<sup>15</sup>

Table 6 provides demographic information on Driver's License Recovery Assistance participants served at the 2010 summit. Because the CDLRE does not routinely collect demographic information on individuals who do not meet program eligibility requirements, Table 6 is based only on those 86 individuals who were eligible for the program. However, information provided by the CDLRE suggests that those who are seen by CDLRE staff but who do not meet eligibility requirements are generally similar to eligible participants with respect to gender, age, race/ethnicity, and employment status.

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<sup>15</sup> Individuals who earn over 200% of the Federal Poverty Level, those who are not Milwaukee County residents, and those whose licenses are either valid, expired, or no longer suspended are not eligible for the driver's license recovery program through the CDLRE. However, CDLRE staff routinely meet with individuals at the summit who do not meet eligibility requirements to answer questions and to provide information about their individual circumstances.

**Table 6: Demographic Information for Driver’s License Recovery Assistance Participants Served at the 2010 Summit**

<b>Gender</b>	<b>N</b>	<b>%</b>
Male	77	89.5%
Female	9	10.5%
<b>Total</b>	<b>86</b>	<b>100.0%</b>
<b>Age</b>	<b>N</b>	<b>%</b>
Under 21	2	2.3%
21 to 30	26	30.2%
31 to 40	30	34.9%
Over 40	28	32.6%
<b>Total</b>	<b>86</b>	<b>100.0%</b>
<b>Race/Ethnicity</b>	<b>N</b>	<b>%</b>
African American	80	93.0%
White/Caucasian	2	2.3%
Latino/Hispanic	1	1.2%
Other/Multi-Racial	3	3.5%
<b>Total</b>	<b>86</b>	<b>100.0%</b>
<b>Employment Status</b>	<b>N</b>	<b>%</b>
Employed Part Time	16	18.6%
Employed Full Time	10	11.6%
Not Employed	60	69.8%
<b>Total</b>	<b>86</b>	<b>100.0%</b>

*Note: Based only on the 86 individuals who met CDLRE program eligibility requirements.*

As Table 6 illustrates:

- Approximately 90% of summit participants who were eligible for the CDLRE program identified themselves as males, and the remaining 10% identified themselves as females. This gender breakdown is similar to that of summit attendees overall.
- Approximately two-thirds of those who were eligible (67.4%) reported being over 30 years old, and approximately one-third reported being 30 or under (32.6%). A slightly smaller proportion of those served by Driver’s License Recovery Assistance were over 30 years old as compared to all summit attendees (among which 76.7% were over 30).
- The majority of those who were eligible (93.0%) identified themselves as African American, which is similar to the race/ethnicity breakdown of summit attendees overall.
- Approximately 30% of eligible individuals reported being employed at least part time (30.2%), and approximately 70% were not employed (69.8%). A slightly larger proportion of Driver’s License Recovery Assistance participants were unemployed when compared with all summit attendees overall (among which 53% were unemployed).

## Barriers to Licensing and Services Provided

Summit participants had the opportunity to meet with CDLRE representatives who were available to answer their questions and to provide information about their individual circumstances. In addition, CDLRE staff collected information about each participant's barriers to obtaining a valid driver's license. For all participants served through the Driver's License Recovery Assistance component, barriers to obtaining a valid driver's license varied, with most participants experiencing more than one barrier. Table 7 provides details regarding the barriers to licensing experienced by all 102 participants served at the 2010 Fatherhood Summit.

**Table 7: Driver's License Recovery Assistance Participants' Barriers to Licensing**

Type of Barrier	N	%
Need to Pay Reinstatement Fee*	93	91.2%
Unpaid Fine Suspension(s)	57	55.9%
Need to Take Written/Driving Test	31	30.4%
AODA Assessment Suspension	17	16.7%
SR-22 Insurance Requirement	16	15.7%
Damage Judgment Suspension	12	11.8%
Demerit Point Suspension	12	11.8%
Failure to Pay Child Support Suspension	5	4.9%
Drug Violation Suspension	3	2.9%
Operating While Intoxicated Revocation	2	2.0%
Eligible for Reinstatement <sup>‡</sup>	7	6.9%
Valid or Expired License Only <sup>‡</sup>	9	8.8%

Total N=102

Note: Some participants may have been experiencing more than one barrier.

\*All individuals are required to pay the \$60 reinstatement fee unless they have a valid/expired license only.

<sup>‡</sup>Not eligible for formal CDLRE program, but received information at summit.

As can be seen from Table 7 above, there were nine participants who either had a valid license already or had an expired status only. These individuals were informed of their status and/or were instructed on how to renew their licenses. The remaining 93 participants were provided detailed information on the steps that would need to be taken in order to obtain a valid driver's license. For a copy of the list of restoration steps, which was designed to be customized for and distributed to each participant in this component of the summit, see Appendix G.

Among all participants served, the need to pay the \$60 reinstatement fee (n=93) was the most common barrier to recovering their licenses (although it was not the only barrier for most participants). Any individual who wishes to reinstate their license (e.g., following suspension or revocation) is subject to the reinstatement fee. Therefore, the majority of participants were told that they needed to address this barrier in addition to any other barriers they may have had to address in order to recover their driver's licenses.

Approximately half of the participants (n=57) had a suspended license due to unpaid traffic fines (which can often lead to additional fines if one is subsequently caught driving without a valid license). Participants with unpaid fine suspensions were provided information as to which courts held jurisdiction over their case(s). They were also provided with information and materials<sup>16</sup> on how to set up a payment plan or given guidance on performing community service. For some individuals, on-site legal assistance was also provided. Specifically, participants were assisted in completing the forms needed to set up a payment plan under Wisconsin Act 17 (which allows low-income individuals to establish an installment agreement without the 25% down payment required under a traditional payment plan for tickets received after June 13, 2009).

Approximately one-third of participants (n=31) had to take either the written driver's licensing exam or the road skills test in order to obtain their license. A knowledge and/or driving test is generally required of anyone trying to obtain a license for the first time or anyone who has not had a valid license in the State of Wisconsin for over eight years. CDLRE staff provided these participants with information on where they could take the test and what to bring with them (e.g., birth certificate, Social Security card/number).

A small number of participants (n=17) had license suspensions due to a failure to take an AODA assessment following an Operating While Intoxicated (OWI) conviction (court-ordered in the State of Wisconsin). Participants who resided in Milwaukee County were instructed to contact IMPACT in order to complete the assessment.

A small number of participants (n=16) were required to obtain SR-22 insurance to reinstate their licenses. Proof of SR-22 insurance is required of some individuals (e.g., individuals with multiple OWI convictions). Some participants' licenses were suspended due to a damage judgment (n=12) resulting from an accident with damages totaling \$500 or more. These participants also must obtain SR-22 insurance. All participants that needed to meet the SR-22 insurance requirement were given information on how to obtain and show proof of SR-22 insurance. In addition, those with suspensions due to damage judgments were provided guidance on their options for resolving a damage judgment suspension (e.g., setting up a payment arrangement, offering a cash settlement, or filing for Chapter 7 Bankruptcy).

A small number of participants (n=12) had suspensions due to the accumulation of demerit points. In the State of Wisconsin, the accumulation of 12 or more demerit points results in a six month suspension. These participants were provided with information and materials on how to reopen cases to release demerit point suspensions. Information was also provided on the Points Reduction Class offered through the Milwaukee Area Technical College (MATC) (which allows individuals to restore up to three points by completing the full course).

A few participants had their licenses suspended due to failure to pay child support (n=5) or a drug violation (n=3), and an even smaller number had revocations resulting from OWI convictions (n=2). Those who had a suspension due to failure to pay child support were instructed to contact the appropriate Child Support Enforcement Office to set up a payment plan. For those who had a drug violation suspension and/or OWI revocation, some had the option to reopen cases to shorten this period, while others were advised to simply wait out the suspension/revocation period.

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<sup>16</sup>The written materials provided to assist Driver's License Recovery Assistance participants in setting up a traditional payment plan or a plan under Wisconsin Act 17 were new for the 2010 summit.

## Participant Outcomes

In the three months following the summit, CDLRE staff continued to track the outcomes of participants who were served at the 2010 Fatherhood Summit and provided the evaluation team with follow-up information on participant outcomes. Specifically, CDLRE staff provided the evaluation team with the number of participants who followed through on their individualized plans and obtained a valid license.

At the time of the 2010 Fatherhood Summit, there was a total of 16 participants who were either eligible to reinstate their license or who had a valid or expired status only. As of January 15, 2011, it was reported that of these 16 participants, one had subsequently paid the reinstatement fee and had obtained a valid license, and one had obtained a valid instruction permit.

Of the 86 participant who had suspensions or revocations which needed to be addressed when they attended the summit, eight had followed through on their individual plans and had obtained valid licenses in the three months following the summit. The remaining 78 participants were still suspended or revoked at the time follow-up information was provided to the evaluation team. However, based on past experience, CDLRE staff anticipated that at least some of these summit participants would have their licenses reinstated in the upcoming months.

## **Summary of Core Components**

The evaluation design for the 2010 summit included a plan for systematic data collection to describe the activities and accomplishments of two core summit components: Child Support Assistance Review and Driver's License Recovery Assistance. Each of these components has been offered since the first Fatherhood Summit and each has been shown in past evaluations to be highly valued by participants.

### Child Support Assistance Review

For a fifth consecutive year, the MFI partnered with the Milwaukee County Department of Child Support Enforcement to provide the Child Support Assistance Review component of the Fatherhood Summit. On both days of the 2010 summit, Child Support Enforcement staff were available to provide general information and to review attendees' individual cases to explore possible options for interest debt reduction. Summit participants could also visit the Child Support Enforcement offices to receive additional assistance following the two-day summit.

A total of 340 summit participants received case-specific child support assistance. Among these participants, a total of 383 child support cases were reviewed, resulting in a total of over \$540,000 in child support interest being forgiven. In addition, Milwaukee County Child Support Enforcement staff worked with participants to determine if there were additional steps that could be taken to address some of their issues related to child support debt. Information provided by Child Support Enforcement staff indicate that: 149 participants were provided with Stipulation Packets, 52 participants were provided with Modification Packets, 33 participants were given Birth Expense Coupons, 14 were given information about Alternative Payment Plans, and 13 were offered referrals to the Children First program.

### Driver's License Recovery Assistance

The 2010 Fatherhood Summit also marked the fifth consecutive year in which the MFI partnered with the Center for Driver's License Recovery and Employability (CDLRE) to provide Driver's License Recovery Assistance to summit participants. On both days of the 2010 summit, participants had the opportunity to meet with CDLRE representatives to receive information and individualized advice on how obtain a valid driver's license. Participants who met eligibility requirements for the CDLRE's formal driver's license recovery program could also receive additional assistance following the two-day summit.

A total of 102 summit participants were served through the Driver's License Recovery Assistance component. Among those served, 84% met the requirements for CDLRE program eligibility, and 16% were not eligible for the formal CDLRE program, because they either already qualified for license reinstatement or because they only had a valid or expired status. For those who met CDLRE program eligibility, approximately 90% identified themselves as males, most (93%) identified themselves as African American, approximately two-thirds (68%) reported being over 30 years old, and 70% reported being unemployed.

Participants' barriers to obtaining a valid license varied, with most experiencing more than one barrier. The most common barriers to licensing included suspensions due to unpaid traffic fines (56%) and/or the need to take the written driver's licensing exam or the road skills test (30%). In addition, a fair number of participants needed to overcome suspensions due to failure to take an AODA assessment (17%), a damage judgment suspension (12%), and/or a demerit point suspension (12%). All of the individuals who needed to reinstate their licenses also were required to pay a reinstatement fee, and some (16%) were required to meet the SR-22 insurance for high-risk drivers. Depending on which barrier(s) they faced, participants were provided with detailed information and advice on the steps that would need to be taken in order to obtain a valid driver's license.

Following the summit, CDLRE staff continued to track the outcomes of participants who were served at the 2010 Fatherhood Summit. As of January 15, 2011, it was reported that of the 102 participants served at the summit, nine had obtained valid licenses, and one had obtained a valid instruction permit in the three months following the summit. However, CDLRE staff anticipated that many of those who were still suspended or revoked would have their licenses reinstated in the upcoming months.

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Appendix A:  
2010 Milwaukee Fatherhood Summit  
Registration Form

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## 2010 Milwaukee Fatherhood Summit Registration Form

First Name: \_\_\_\_\_ Last Name: \_\_\_\_\_

Date of Birth (to pre-register for child support assistance): \_\_\_\_\_

Address: \_\_\_\_\_ ZIP Code: \_\_\_\_\_

Phone: (     ) \_\_\_\_\_ Email: \_\_\_\_\_

Will this be your first time attending the Milwaukee Fatherhood Summit?     **YES**     **NO**

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### What is your age?

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

### How many children do you have?

- None
- 1 – 2
- 3 – 5
- More than 5

### What is your gender?

- Male
- Female

### Are you employed?

- Yes
- No

### What is your ethnicity?

- African American
- Hispanic/Latino
- Caucasian/White
- Other (please specify): \_\_\_\_\_

### How did you hear about the summit?

- Family or friends
  - Service agency (SDC, UMOS, etc.)
  - Advertising (radio, TV, newspaper)
  - Other (please specify): \_\_\_\_\_
- 

**You must pre-register to receive child support and driver's license recovery assistance.**

### **Child Support Debt Reduction 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**

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Appendix B:  
Demographic Information for All 2010  
Summit Registrants

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**Table 8: Demographic Information for all 2010 Summit Registrants**

<b>Gender</b>	<b>N</b>	<b>%</b>
Male	589	92.6%
Female	47	7.4%
<b>Total</b>	<b>636</b>	<b>100.0%</b>
<b>Age</b>	<b>N</b>	<b>%</b>
Under 21	43	6.8%
21 to 30	117	18.4%
31 to 40	226	35.5%
Over 40	251	39.4%
<b>Total</b>	<b>637</b>	<b>100.0%</b>
<b>Age Statistics (in years)*</b>	Mean = 37.59 Median = 37 Range = 11 – 77	
<b>Race/Ethnicity</b>	<b>N</b>	<b>%</b>
African American	578	91.7%
White/Caucasian	25	4.0%
Latino/Hispanic	17	2.7%
Multi-Racial	5	0.8%
Other	5	0.8%
<b>Total</b>	<b>630</b>	<b>100.0%</b>
<b>Employment Status</b>	<b>N</b>	<b>%</b>
Employed	277	45.3%
Not Employed	335	54.7%
<b>Total</b>	<b>612</b>	<b>100.0%</b>

*Note: Total N=638 registrants. Total numbers vary for each item due to missing data.*

*\*Based on 562 registrants who provided their birth dates.*

**Table 9: Parenting Status of 2010 Summit Registrants**

<b>Parenting Status</b>	<b>N</b>	<b>%</b>
Father	503	82.2%
Mother	37	6.0%
Not a Parent	72	11.8%
<b>Total</b>	<b>612</b>	<b>100.0%</b>
<b>Parents' Number of Children</b>	<b>N</b>	<b>%</b>
1 to 2	221	40.9%
3 to 5	243	45.0%
More than 5	76	14.1%
<b>Total</b>	<b>540</b>	<b>100.0%</b>

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**Appendix C:**  
Demographic Comparisons for 2008,  
2009, and 2010 Summit Registrants

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**Table 10: Demographic Characteristics 2008, 2009, and 2010 Summits Registrants**

Category	2008		2009		2010	
	N	%	N	%	N	%
Males	695	86.1%	868	91.9%	589	92.6%
Fathers	637	79.4%	804	85.9%	503	82.2%
African American	729	93.0%	819	90.8%	578	91.7%
Over 30 Years Old	501	62.5%	662	71.3%	477	74.9%
Unemployed	449	58.4%	601	66.0%	335	54.7%

*NOTE: Registration data was not collected at the 2007 summit. Attendance data was not available for the 2008 summit, so comparisons focus on registrants rather than attendees. 2008 total N=808; 2009 total N=950, and 2010 total N=638, with slight variations in the number who responded to each item.*

Beginning with the 2008 Fatherhood Summit, participants have been required to register for the summit using a brief registration form which has included basic demographic items. As a result, information on basic registrant characteristics is available for the 2008, 2009, and 2010 summits. Key comparisons across the three years for which registration data is available indicate:

- The number of people who registered for the 2010 summit (N=638) was lower than the numbers who registered for either the 2009 summit (N=950) or the 2008 summit (N=808). Specifically, there were 312 fewer registrants than in 2009 and 170 fewer than in 2008.
- Registrants stayed relatively consistent with respect to gender across the 2008, 2009, and 2010 summits. Specifically, each year approximately 90% of registrants identified themselves as men and approximately 80% to 85% identified themselves as fathers.
- Looking at the race/ethnicity of registrants across the three years, approximately 90% of registrants identified themselves as African Americans when registering for the 2008, 2009, and 2010 summits.
- The proportion of registrants who reported being over the age of 30 increased slightly across the three years. Specifically, 63% of 2008 registrants reported being over the age of 30, while 71% of 2009 registrants and 75% of 2010 registrants reported being over the age of 30.
- There were slightly more registrants in 2009 who reported being unemployed as compared to the 2008 and 2010 summit registrants. While 58% of 2008 registrants and 55% of 2010 registrants indicated that they were unemployed, 66% of 2009 registrants indicated that they were unemployed.
- In all three years, the majority of registrants reported residing in Milwaukee ZIP Code areas located in the Northwest, Downtown/Central, and West regions of Milwaukee. However, there was a slightly larger proportion of 2009 registrants who reported residing in the Downtown/Central region of Milwaukee than in 2008 and 2010.
- Finally, although the majority of registrants reported being new to the Fatherhood Summit in all three years, there was a larger proportion of 2009 registrants who indicated that it would be their first summit. Specifically, in 2008 and in 2010 nearly 80% of participants reported being newcomers to the summit, while 87% of 2009 registrants reported that it would be their first time attending a Fatherhood Summit.

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**Appendix D:**  
Demographic Comparisons of 2009 and  
2010 Summit Attendees

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**Table 11: Demographic Characteristics of 2009 and 2010 Fatherhood Summit Attendees**

Category	2009		2010	
	N	%	N	%
Males	629	90.4%	409	91.1%
Fathers	572	83.1%	346	81.2%
African American	590	89.8%	408	91.7%
Over 30 Years Old	508	74.3%	344	76.6%
Unemployed	439	66.1%	228	53.3%

*Attendance data was not available for the 2007 or 2008 summits. 2009 total N=700 and 2010 total N=450, with slight variations in the number who responded to each item.*

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**Appendix E:**  
2010 Overall Summit  
Feedback Survey

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**The Milwaukee Fatherhood Summit  
October 8-9, 2010**

**Summit Feedback Survey**

**Having attended the Fatherhood Summit, would you say ...** (please check one response for each statement)

	Strongly Agree	Agree	Disagree	Strongly Disagree
The summit addressed some important issues facing men/fathers in Milwaukee.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The summit gave me a chance to connect with other people about the issues facing men/fathers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The summit provided suggestions for solving some of the issues facing men/fathers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The summit provided information and materials that will be useful for me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The summit helped to start conversations between younger and older men.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The summit location was convenient for me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**What did you attend so far at the summit?** (Please check all that apply)

- |   |                                      |   |
|---|--------------------------------------|---|
| <input type="checkbox"/> Thursday's prison re-entry meeting | <input type="checkbox"/> Health fair | <input type="checkbox"/> Workshops              |
| <input type="checkbox"/> Driver's license recovery          | <input type="checkbox"/> Job fair    | <input type="checkbox"/> Other (please specify) |
| <input type="checkbox"/> Child support assistance           | <input type="checkbox"/> Coach Ray   | _____   |

**Did you attend Friday's discussion with Sidney Moncrief about communication between younger and older men?**  Yes  No

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

★★★★  
Outstanding

★★★  
Good

★★  
Okay

★  
Not so Good

**What is the most important thing that happened for you at the summit?**

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**How can we make next year's Fatherhood Summit even better?**

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

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**Appendix F:**  
Participant Ratings of the 2007, 2008,  
2009, and 2010 Summits

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**Table 12: Participant Ratings of the Overall Fatherhood Summit (results from the 2007, 2008, 2009, and 2010 summits)**

Item	Rating	2007	2008	2009	2010
<b>Overall summit rating</b>	“Outstanding”	80.6% (104 of 129)	75.0% (39 of 52)	76.0% (206 of 271)	70.6% (168 of 238)
	“Good”	17.8% (23 of 129)	23.1% (12 of 52)	22.5% (61 of 271)	27.7% (66 of 238)
<b>The summit addressed important issues facing fathers</b>	“Strongly Agree”	83.0% (142 of 171)	78.5% (73 of 93)	83.3% (234 of 281)	73.5% (183 of 249)
	“Agree”	14.6% (25 of 171)	21.5% (20 of 93)	16.4% (46 of 281)	25.7% (64 of 249)
<b>The summit provided suggestions for solving issues</b>	“Strongly Agree”	74.1% (126 of 170)	69.6% (64 of 92)	72.4% (199 of 275)	64.1% (157 of 245)
	“Agree”	23.5% (40 of 170)	28.3% (26 of 92)	26.9% (74 of 275)	34.7% (85 of 245)
<b>The summit provided useful information</b>	“Strongly Agree”	75.6% (127 of 168)	68.8% (64 of 93)	72.3% (198 of 274)	61.9% (148 of 239)
	“Agree”	20.8% (35 of 168)	30.1% (28 of 93)	26.6% (73 of 274)	35.6% (85 of 239)

*Note: The total number of responses to each item varies slightly within each year due to small amounts of missing data.*

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**Appendix G:**  
Driver's License Recovery Plan

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## DRIVER'S LICENSE RESTORATION STEPS

Upon review of your driving record, you will need to take the following steps to obtain a valid driver's license:

1. You have unpaid fines in the following courts; you can request a payment plan from the court:

\_\_\_\_\_

Contact each court for fine amounts and case numbers. A listing of phone numbers is on the back of this page.

2. Your driving privileges are suspended or revoked due to an excessive accumulation of demerit points, a drug suspension, a conviction of driving with a suspended/revoked driver's license, or an OWI/BAC conviction. The suspension/revocation period will end \_\_\_\_\_. You can shorten or eliminate this period by reopening the following cases: \_\_\_\_\_

Check with each court to find out if they have a reopening fee.

3. You are a Habitual Traffic Offender (HTO). You must either: Wait until the end of the revocation; ask a judge for an occupational license after the first 2 years of the revocation, if you had a license in the past; or reopen \_\_\_\_ cases that have accumulated to make you a Habitual Traffic Offender.

4. If your license was revoked in the last 3 years you may need to obtain auto liability insurance and file an SR-22 proof of insurance form with the Division of Motor Vehicles. Consult the yellow pages under "Insurance" for companies specializing in SR-22 filings.

5. Due to a damage judgment or an administrative suspension resulting from an uninsured accident, you must meet the requirements of the Safety Responsibility Law. The hold on your license can be cleared by a bankruptcy action, or by agreeing to an installment plan with the party claiming damage, or their insurance company. You will need SR22 insurance for 3 years from the end of the suspension. For information on the judgment, call Division of Motor Vehicles at (608) 266-1249.

6. You have a suspension for Failure to Pay Child Support. You must contact the Child Support Enforcement Office in the county in which you were ordered to pay support to work out a payment plan.

7. You are suspended for failure to complete an AODA assessment after an OWI conviction. You must contact the assessment facility to complete it. In Milwaukee the facility is IMPACT, (414) 256-4408.

8. You may have suspensions or revocations in other states. Call DMV at (608) 266-1249 for more information.

9. To reinstate your driving privileges (get your license back), you must pay a \$60 reinstatement fee at the Division of Motor Vehicles, plus any applicable license fees.

10. You will have to take written and/or behind the wheel road tests at the Division of Motor Vehicles. You must bring a certified birth certificate, your social security card or social security number.

Remember to pay the fines, set up a payment plan or seek community service for any reopened cases so they do not turn into new suspensions or revocations.

If you completed the above steps and still cannot obtain a license, call the Division of Motor Vehicles office in Madison at 1-608-266-2261.





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