

Day 1

What do we
really
think about fathers?

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*We cannot just change what men think,
we have to change what we think about men.*

A different kind of training

- Experiential
- Wanted: Disagreement & Conflict
- There are No Bad, Dumb, or Unnecessary Questions

**What would
YOU
like to learn?**



What do We *Really* Think About Fathers?

When you think of men in
the system – who do you
see?



An Abuser?



A Drug Addict?



A Deadbeat Dad?



A Resource?



Someone who needs help?



Someone who loves his children?



A Father?

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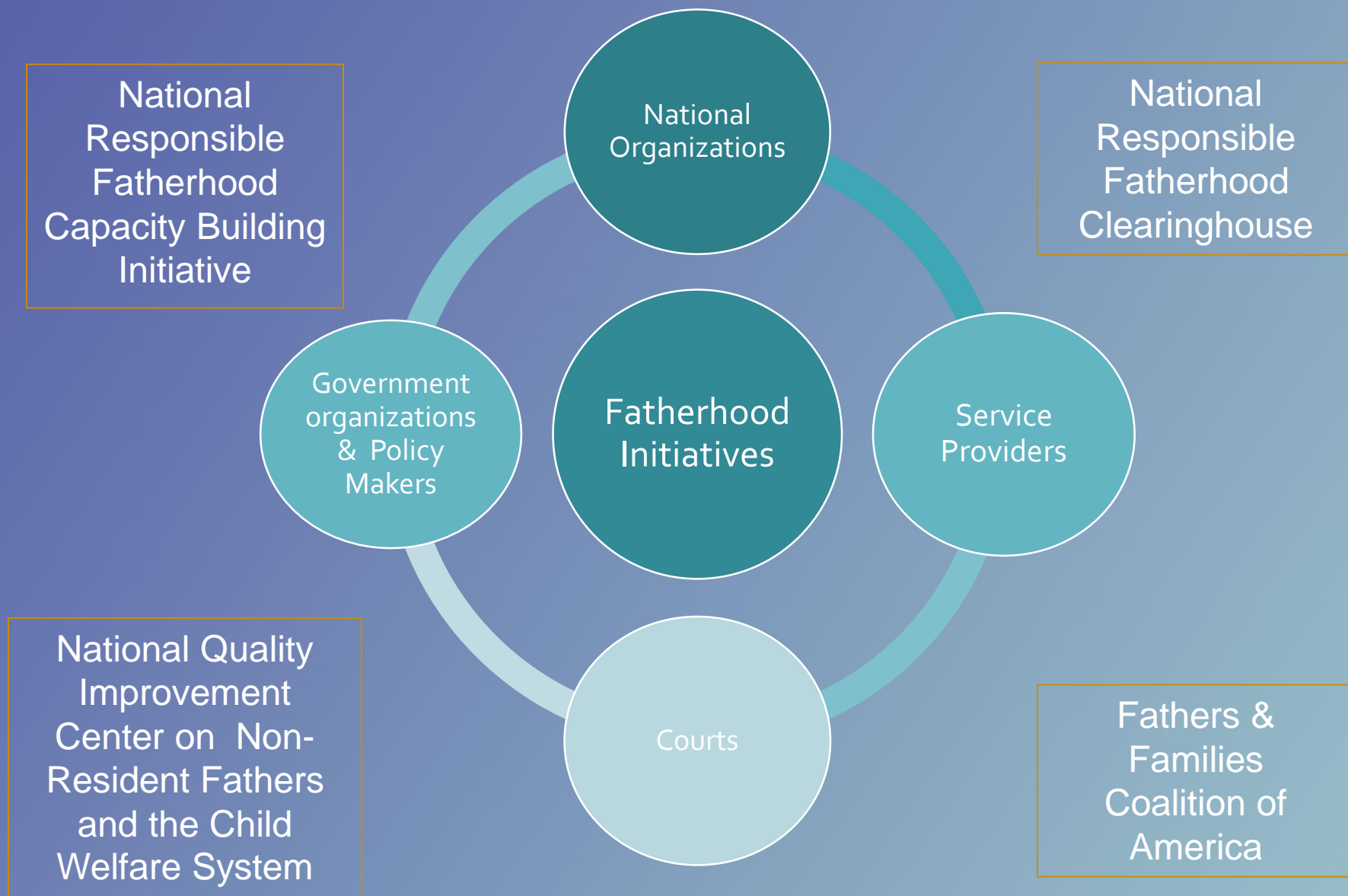
© Dan Griffin 2017

- Why is engaging fathers important?
- Why is there a need for gender responsive – speaking *directly* to men's unique experiences and needs - approaches to supporting men and providing services?
- What are some strategies for engaging fathers? (*Might not be what you are expecting.....*)

Why is Engaging Fathers Important?



A Small Part of a Greater Effort



The Costs of Father Absence

Children of father-absent homes are:

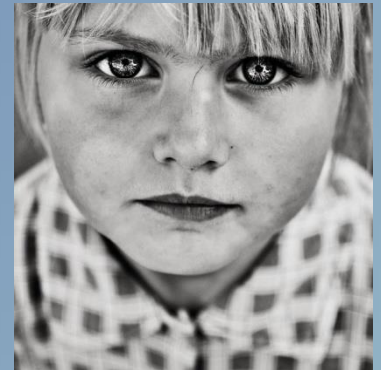
- Five times more likely to live in **poverty**
- Three times more likely to **fail in school**
- Two times more likely to develop **emotional or behavioral problems**
- Two times more likely to abuse **drugs**
- Two times more likely to be **abused and neglected**
- Two times more likely to become involved in **crime**
- Three times more likely to commit **suicide**

* Source: *Father Facts, 5th Edition*, 2007

The Benefits of Father Involvement

Children with involved fathers display:

- Better **cognitive outcomes**, even as infants
- **Higher self-esteem** and less depression as teenagers
- **Higher grades**, test scores, and overall academic achievement
- Lower levels of **alcohol and other drug use**
- Higher levels of empathy and other **pro-social behavior**



* Source: *Father Facts*, 5th Edition, 2007

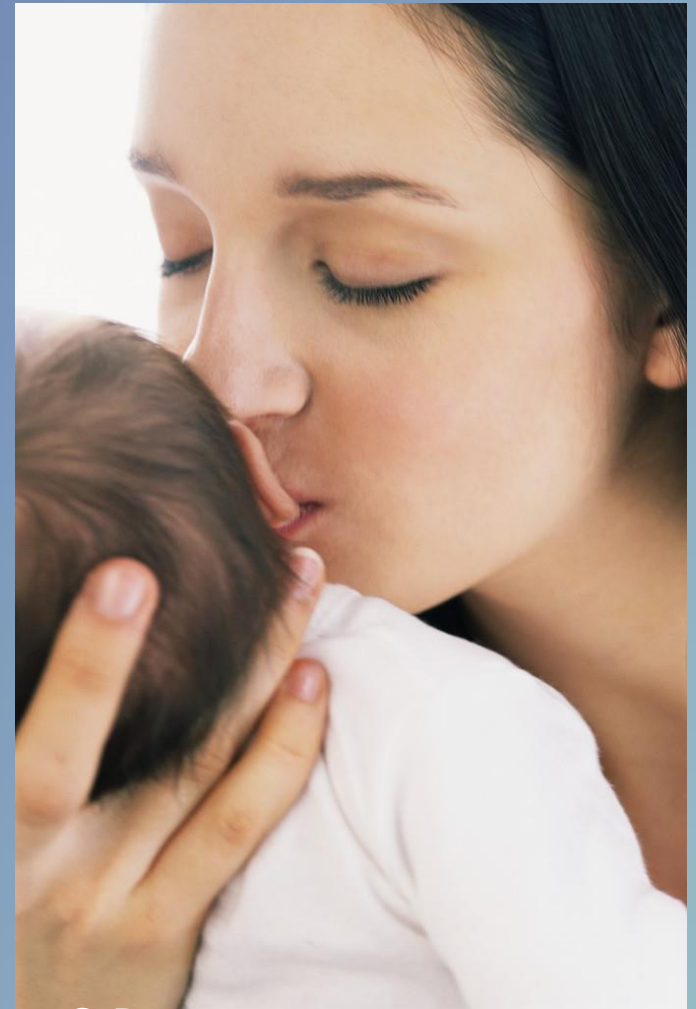
Benefits for Social Workers

- Broadens circle of family and informal supports and resources
- Engages paternal relatives as possible permanency options
- Positive well-being outcomes for child
- Promotes family and cultural connection
- Supports required reasonable efforts



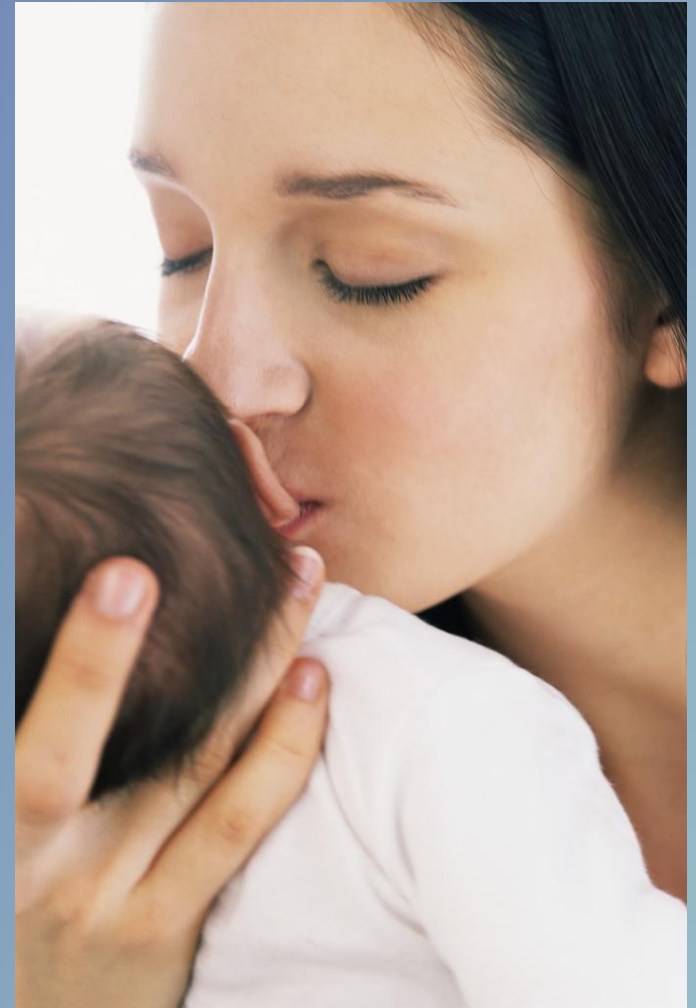
Benefits for Mothers

- Overall positive outcomes for children's well-being
- Partnership with father and paternal family
- Increase in mother's patience, flexibility and emotional responsiveness toward child
- Successful co-parenting conveys important messages to child; commitment to family modeled for children



Benefits for Fathers

- Opportunity to be involved in their child's life
- Access to services, particularly for addiction, mental health, and trauma
- Opportunity to connect with father's groups, men's centers, and mentoring groups
- Opportunity to challenge their own judgments and beliefs about the system





The Water



*WHAT THE HELL
IS
WATER?*





The best thing a father
can do for his baby,
is to love
his mother.



**ITS NOT EASY
BEING A MOTHER.
IF IT WERE EASY,
FATHERS WOULD DO
IT.**

**World's
Deadbeat DAD**





IT RUNS DEEP

Gender Differences





Gender 101

- “What’s Your Gender?”....
- Sex
- Gender
- Gender Identity
- Gender Expression



The Man Rules®

Culprit

Man Rules

- Don't Cry
- Don't lose Control
- Don't ask for help
- Don't show emotion
- Don't be weak
- Don't back down
- Don't be vulnerable

- Be a protector
- Integrity
- Don't hit or disrespect women
- Responsibility
- Be a provider

• **DON'T BE A GIRL!**

• **DON'T BE GAY!!**

Have as much **SEX** as possible whenever possible
with as many **HOTT** and **DIFFERENT** chics as
possible with as **BIG of a DICK** as possible



SAFETY



THE WOMAN RULES™

Woman Rules

- BE thin - ALWAYS
- BE beautiful - ALWAYS
- BE a nurturer
- BE a mother
- BE in relationship with a man - ALWAYS
- BE weak
- BE emotional
- BE passive
- BE quiet
- BE nice
- BE domestic
- BE selfless/care for everyone other than yourself

Be a **LADY** in the streets and
a **FREAK** in the sheets!

The Longest War is the One Against Women

By Rebecca Solnit





SHAME

"...the messages and expectations that bring us to our knees, are so organized by gender."

- Brene Brown

Man Rules®

- Don't Cry
- Don't ask for help
- Don't show emotion
- Don't be vulnerable
- Be a sexual superman
- Don't show weakness
- Always be in Control
- Integrity
- Responsibility

Therapy/Recovery

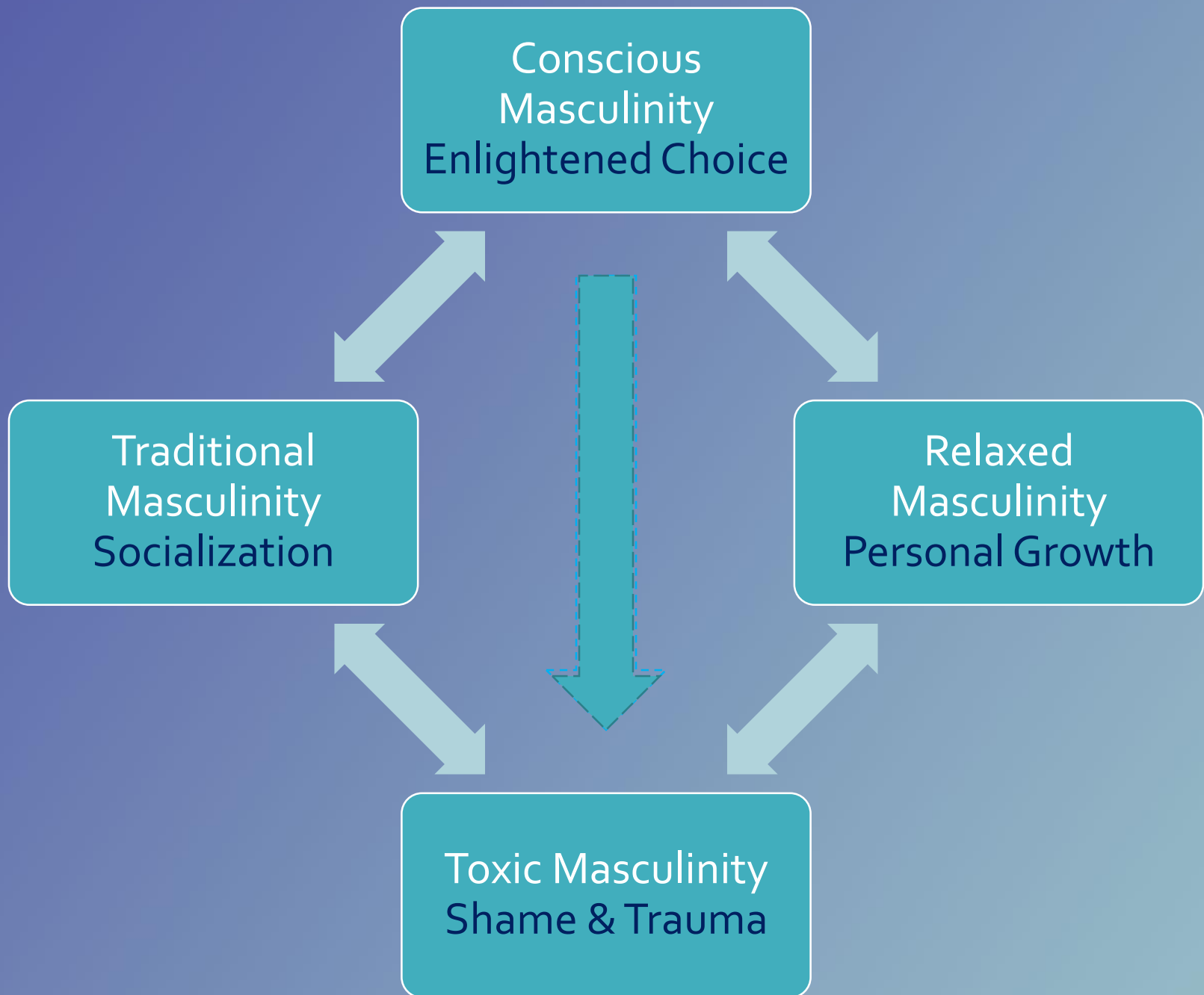
- Cry/Grieve
- Ask for help
- Express emotion
- Be vulnerable
- Learn intimacy
- Admit powerlessness
- Let go of control
- Integrity
- Responsibility

<u>Feminine</u>		<u>Masculine</u>
Emotional Intelligence (EQ)	<u>Intellect</u>	Logical Intelligence (IQ)
Retreat/Isolation/Internalization	<u>Response to Trauma</u>	Aggression/Externalization
Collaboration/Decentralized	<u>Power</u>	Control/Hierarchy
Process/Intuition	<u>Information</u>	Analytical/Rational
Relational	<u>Self-Development</u>	Individuation
Surrender/Intimacy	<u>Sex/Love</u>	Conquest/Performance
Codependence	<u>Relationships</u>	Independence
<u>Socialization Process</u>		

*How have your ideas of being
a man changed since getting
into recovery?*

An underwater photograph with a teal-blue color cast. The water is filled with numerous small, dark bubbles of varying sizes, some of which are clustered together. In the lower-left corner, a portion of a human skull is visible, partially obscured by the bubbles and the water's surface. The text "It Runs Deep" is superimposed in the center of the image in a large, white, serif font.

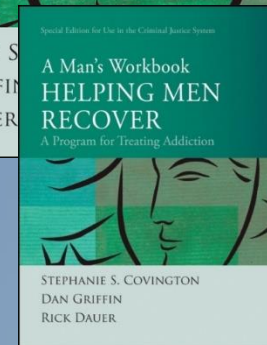
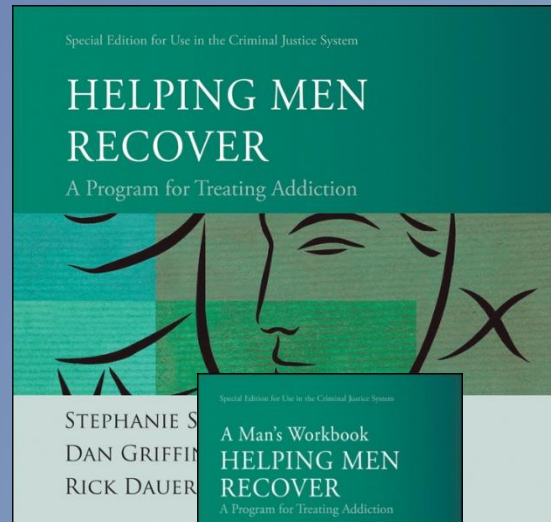
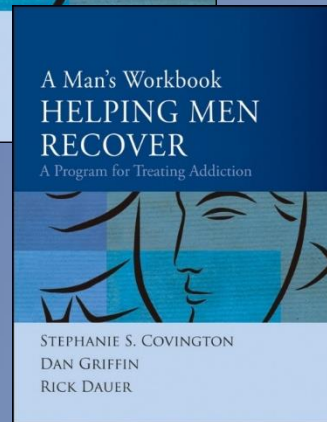
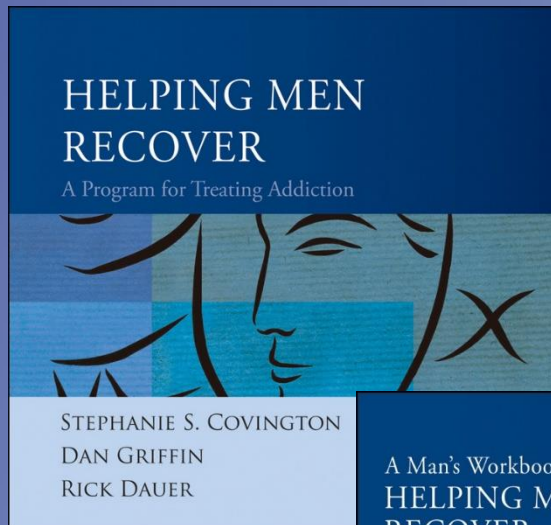
It Runs Deep



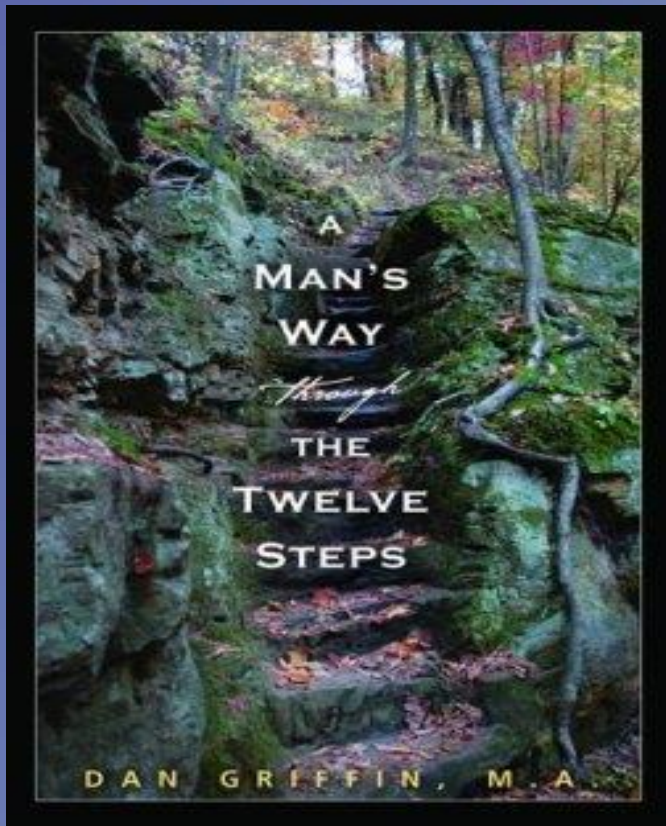
“It is not about doing it
PERFECTLY
It is about doing it
CONSCIOUSLY”



Helping Men Recover

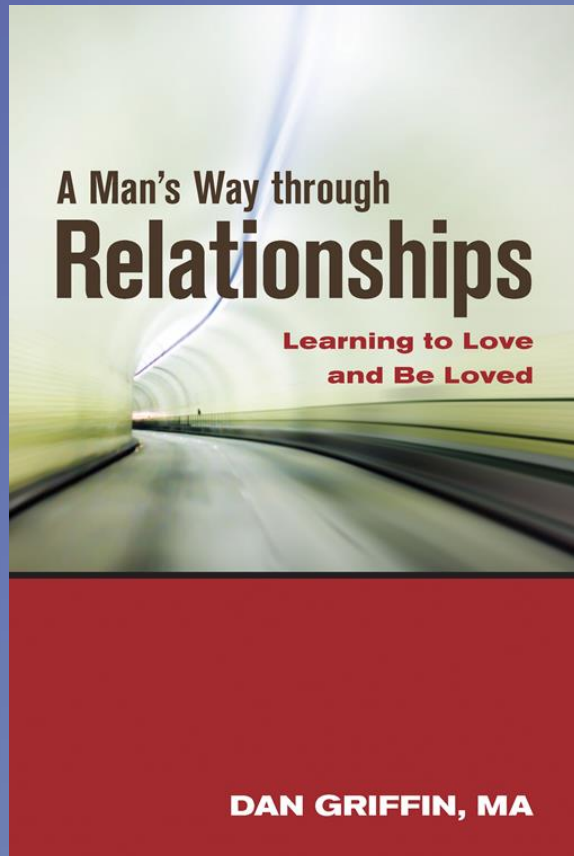


A Man's Way through the Twelve Steps



- Replicated masters research
- Similar structure to Dr. Covington's "*A Woman's Way Through the Twelve Steps*"
- Interviewed over 25 men
 - Ages 25 to 59
 - Periods of sobriety from 1 to 42 yrs
- First gender-responsive and trauma-informed book for men in recovery focused on men's unique issues and needs
- Core Issues
 - Emotional Awareness, Relationships, Grief, Anger, Violence, Abuse, and Trauma

A Man's Way through Relationships: Learning to Love and Be Loved (2014)



- Follow up to *A Man's Way through the Twelve Steps*
- Interviewed over 30 men
 - Ages 31 to 67
 - All with 10 or more years of recovery
- First gender-responsive and trauma-informed book for men in recovery focused on men's relationships

WHAT WOULD MEN TELL YOU IF THEY
WEREN'T TOO BUSY WATCHING TV



Allen Berger, Ph.D.

Dan Griffin, M.A.

A TREATMENT IMPROVEMENT PROTOCOL

Addressing the Specific Behavioral Health Needs of Men

TIP 56



This resource is
available FREE
www.samhsa.gov

THE MAN RULES PODCAST

Available on iTunes, Stitcher, and Google Play

www.themanrules.com

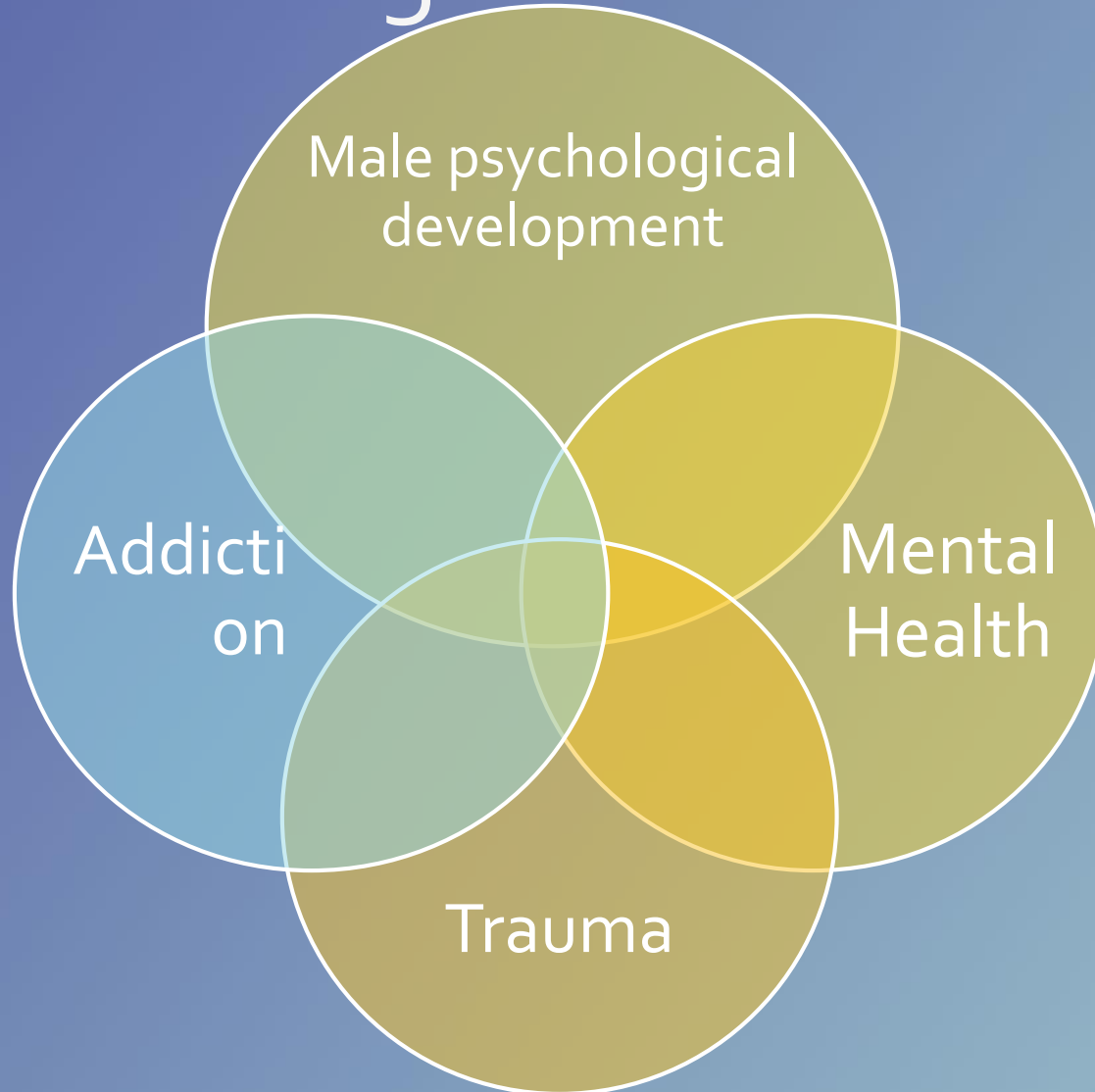


Why Men Need Services that Speak to their Unique Issues and Needs

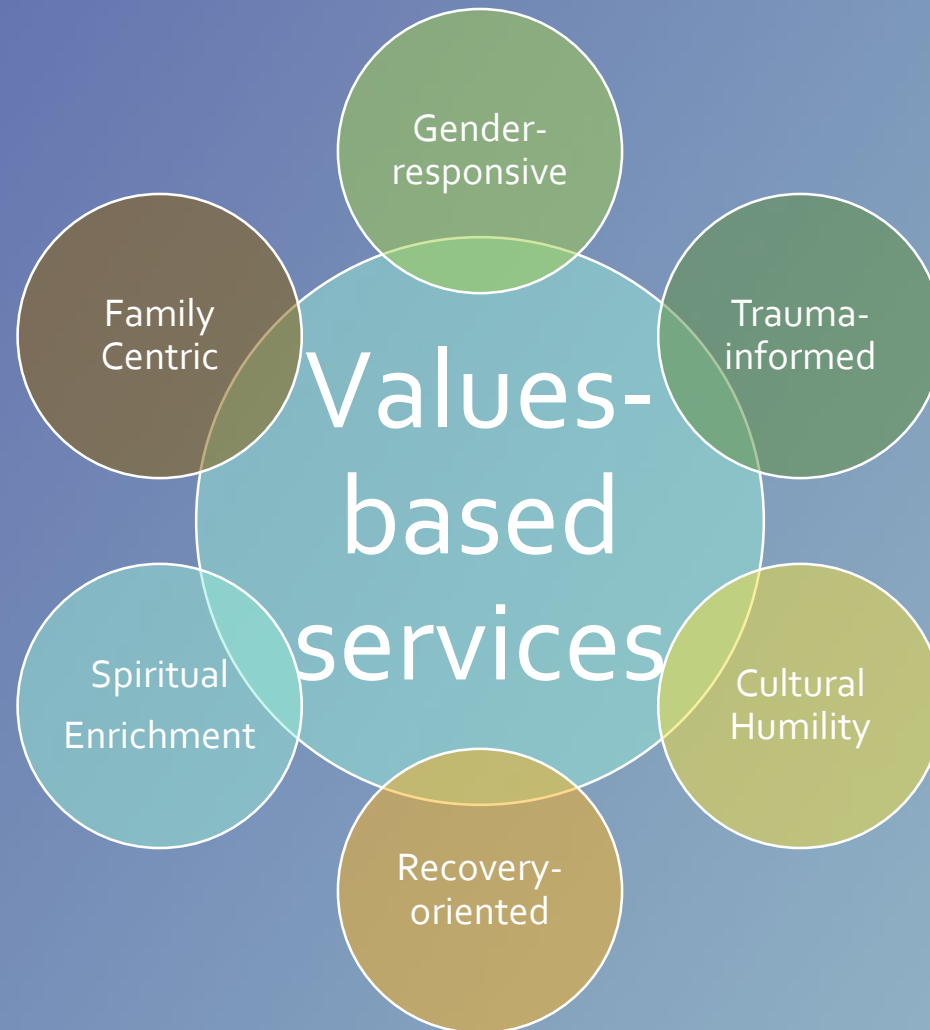
Barriers to Men Seeking Help

- Admitting to a problem
- Lack of emotional awareness and/or fluency
- Difficulty in asking for help and depending on others
- Perception of treatment/therapy as “feminine”
- Being perceived as “weak”
- Fear of intimacy and vulnerability
- Sexualization of females and homophobia
- Scarcity of treatment approaches for men

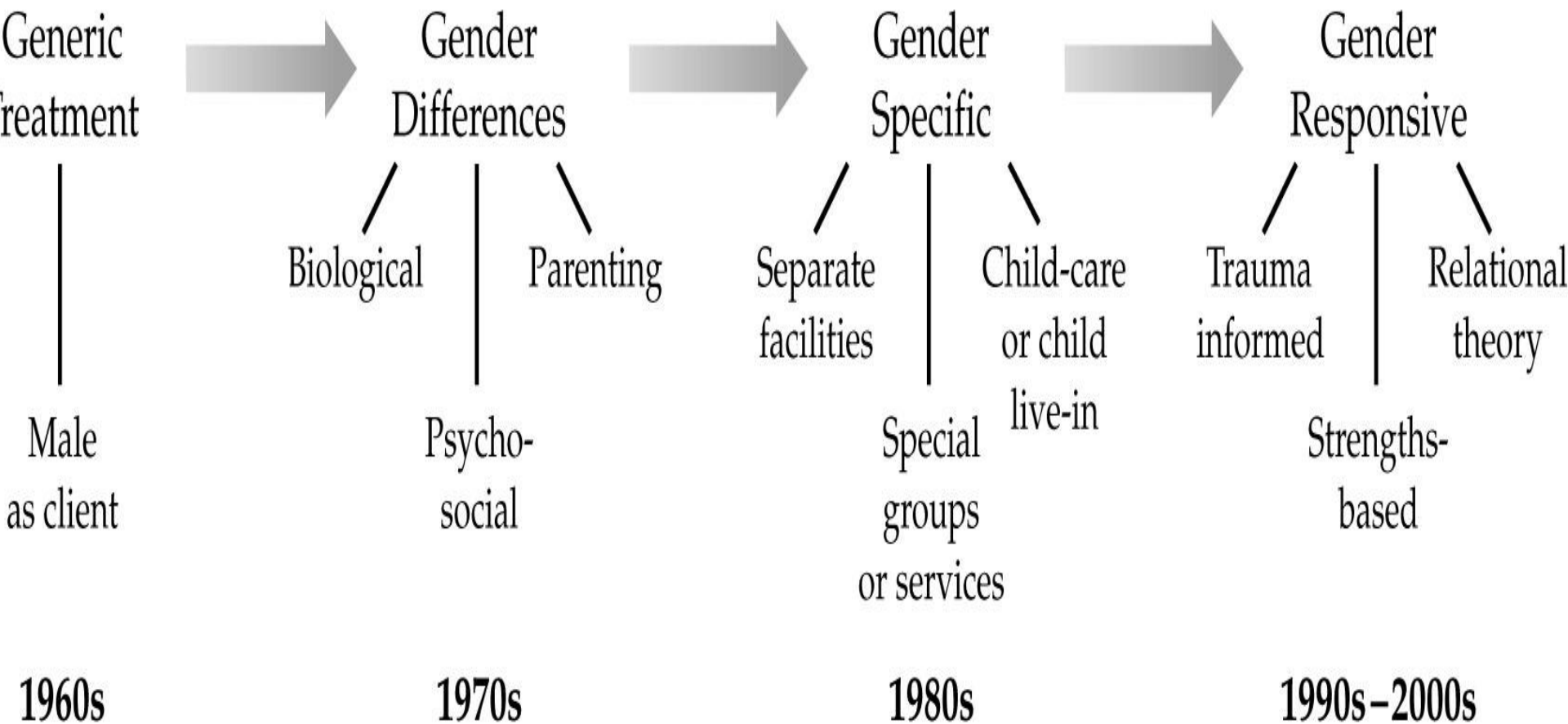
Men's Integrated Treatment



Emerging Paradigm - Values-Based Services



Evolving Treatment Approaches



from "Generic to Gender-Responsive Treatment: Changes in Social Policies, Treatment Services, and Outcomes for Women in Substance Abuse Treatment," by C. E. Grella, 2008. Copyright 2008 by Christine E. Grella. In Journal of Psychoactive Drugs, November 2008, (SARC Suppl. 5).

An underwater photograph with a teal-blue color cast. The water is filled with numerous small, dark bubbles of varying sizes, creating a textured, effervescent effect. In the lower-left corner, a portion of a human skull is visible, partially obscured by the bubbles and the water's surface. The text "It Runs Deep" is centered in a large, white, sans-serif font.

It Runs Deep

Gender-Responsive Treatment

- The Environment

Source: Covington, S.S., & Bloom, B.E. (2006). Gender-responsive treatment and services in correctional settings. In E. Leeder (Ed.), *Inside and out: Women, prison, and therapy*. Binghamton, NY: Haworth.

A New Psychology of Men

Hyper-Masculinity

Relational Cultural Theory

RCT and Men

**TRAUMA =
WOUND**

Definition of Trauma

Trauma occurs when
an external threat
overwhelms a person's
internal and external positive
coping skills.
(Van der Kolk, B. 1989)

RESPONSE

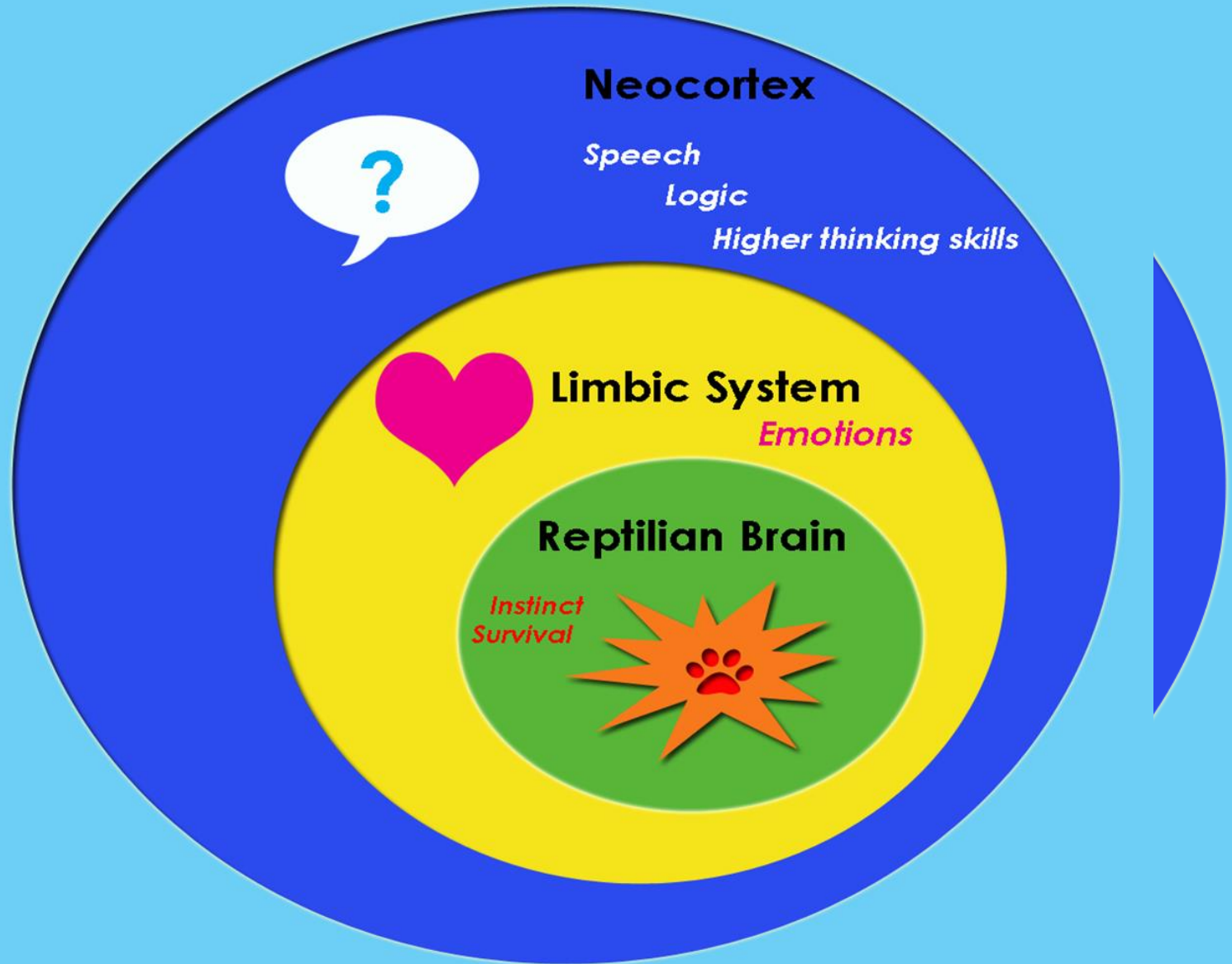
MALADAPTIVE

BIG T
small t

The Role of Attachment

TRAUMATIC STIGMATIZATION

The Triune Brain Model



CBT (and DBT)'s
Just alright with me...
Oh yeah

Universal Precautions



DEAR DAD.....

Are You Father-Friendly? Personal Assessment

- 1. What was your relationship with your father/father-substitute like when you were a child?
- 2. What was your relationship with your father/father-substitute like when you were a teenager?
- 4. What do you know about your father's life when he was a child, a teenager, and an adult? To your knowledge, was he ever rebellious or unhappy in his role as a man and husband? What did he about it?
- 5. Do you believe your father was able to achieve the goals he set for himself
- 7. What did you learn about being a man from your father?

Are You Father-Friendly? Personal Assessment

“Hi Dad, It’s me.”

- One of the single most effective strategies you can use to change how you **see** and **work with** men and fathers is to write a letter to your father/male caregiver. (Yes, I am serious.)
 - *If you never knew your father or he was chronically absent from your life, you still had a relationship with him.*

Is There Another Way to View Men's Trauma?

Men, Violence, and Trauma

- 75% of student suspensions, expulsions, grade failures, special education referrals, school violence casualties, and all other assaults are boys
- 70% of suicides are boys/men
- 75% of teenage suicides are boys
- 80% of the homeless are boys/men

Men, Violence, and Trauma

- 80% of homicide victims are men
- 93% of prison inmates are men
- 99% of executed prisoners are men (in the last decade, 700 men and 10 women)
- Men are 2 to 5 times more likely to develop a substance use disorder

MEN & TRAUMA

**TRAUMA =
WOUND**



A man with a beard and long hair, wearing a dark blue hoodie and a grey patterned vest, stands with his arms crossed. He is looking directly at the camera. The background is a dark, textured surface resembling a chalkboard. On either side of the man are large, white, chalk-drawn outlines of muscular arms, each flexing its bicep. Overlaid on the center of the image is the text "TRAUMA = WEAK" in large, bold, red capital letters.

**TRAUMA =
WEAK**

It's NOT Trauma



**Being
An Asshole Is
All Part Of
My Manly
Essence**







Process of Trauma

Traumatic Event

Overwhelms the physical and psychological coping skills

Response to Trauma

Fight, Flight or Freeze

Altered state of consciousness, Body sensations, Numbing,
Hyper-vigilance, Hyper-arousal, Collapse

Sensitized Nervous System

Changes in the Brain

Brain–Body Connection

Psychological and Physical Distress

Current stressors, Reminders of trauma (triggers)

Sensations, Images, Behavior, Emotions, Memory

Emotional and/or Physical Responses

Retreat

Isolation
Dissociation
Depression
Anxiety

Harmful Behavior to Self

Substance use disorders
Eating disorders
Deliberate self-harm
Suicidal actions

Harmful Behavior to Others

Aggression
Violence
Rages
Threats

Physical Health Issues

Lung disease
Heart disease
Autoimmune disorders
Obesity

A Culture Shift: Core Values of Trauma-Informed Care

Safety

**Ensuring
physical and
emotional
safety**

Trustworthiness

**Making tasks
clear and
maintaining
appropriate
boundaries**

Choice

**Prioritizing
consumer
choice and
control**

Collaboration

**Maximizing
collaboration
and sharing
of power with
consumers**

Empowerment

**Prioritizing
consumer
empowerment
and skill-
building**

Additional Principles of MALE Trauma-Informed Care

Mutual Responsibility

**Each person is responsible
for their part in the
relationship and for their
own behavior.**

Compassion

**Looking at the entirety of the
person including their
experiences and environments
rather than being judgmental
and dismissive.**

Men, Relationships, and Violence

Connection

THE WOMAN RULES™

Disconnection

The Man Rules®

(Re)Connection

??????

“We are
ALL
Hard-Wired
for Relationship”

The Paradox of Male Relational Intimacy ®

Man Rules ®

- Always be in Control
- Don't Cry
- Don't ask for help
- Don't show emotion
- Be a sexual superman
- Don't show weakness
- Integrity
- Responsibility
- Be a provider

Healthy Relationships

Let go of Control
Share Feelings
Ask for help
Vulnerability
Intimacy
Honesty
Compromise
Trust
Safety
Communication



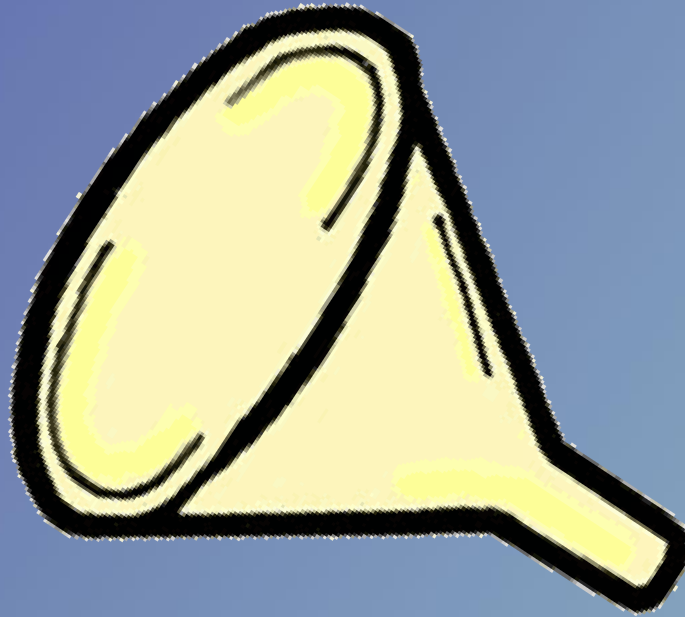
COMPASSION
=
COLLUSION

An underwater photograph with a deep blue and teal color palette. The water is filled with numerous small, dark bubbles that catch the light, creating a textured, shimmering effect. In the lower-left corner, a human skull is partially visible, its features softened by the water and bubbles. The overall atmosphere is mysterious and somber.

It Runs Deep

Anger Funnel

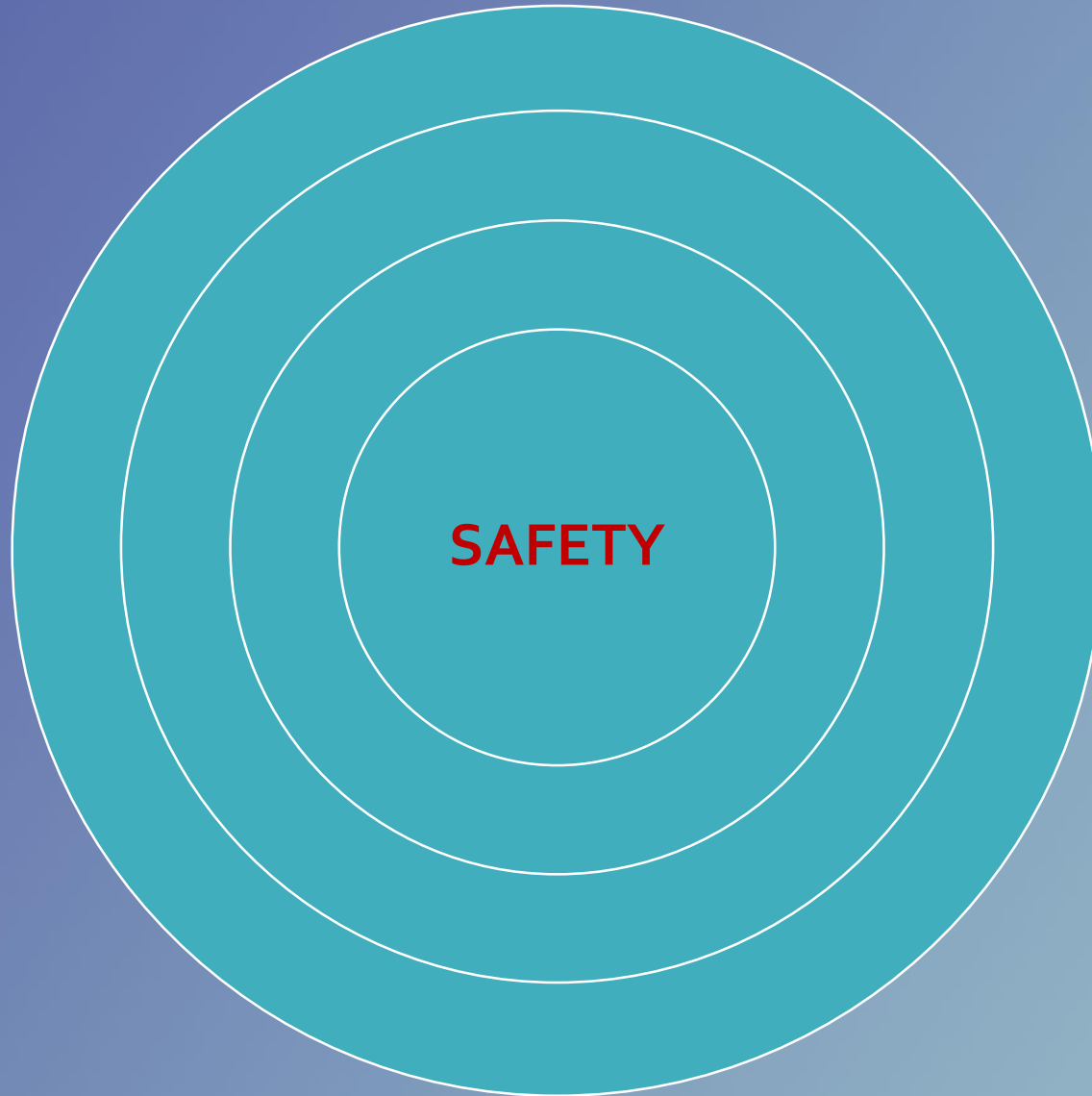
Hurt
Sadness
Fear
Insecurity



Anger
Rage
Violence

Talk about how your life
has been affected by the
Anger Funnel.

The Safety Wheel



ZERO Tolerance for Abuse

Whatever happened to you as a child was
not your fault

AND

If you are engaged in any abusive or violent
behavior you are 100% responsible and it

MUST

STOP

NOW.

8 *Hidden* Truths About Men & Violence

- The Man Rules are embedded in violence
- It is not *only* about violence against women and children
- The primary issue is not about Power & Control
- Men can be victims of abuse and violence at the hands of men *and* women.

8 *Hidden* Truths About Men & Violence

- Because of the Woman Rules, some women struggle with recognizing and acknowledging their own violent behavior
- Compassion ≠ Collusion
- The system has failed to acknowledge and treat male trauma
- Current domestic violence and anger management interventions are misdirected

Men and Sexuality

- Among the Man Rules is that we are at our manliest when we are “conquering” women—when we are having as much sex as possible with as many of the HOT & different women as possible.

An underwater photograph with a deep blue and teal color palette. The water is filled with numerous small, dark bubbles of varying sizes, creating a textured, effervescent effect. On the left side, a human skull is partially visible, its features softened by the water and bubbles. The overall atmosphere is mysterious and somber.

It Runs Deep

Homophobia and Misogyny

Sex Funnel

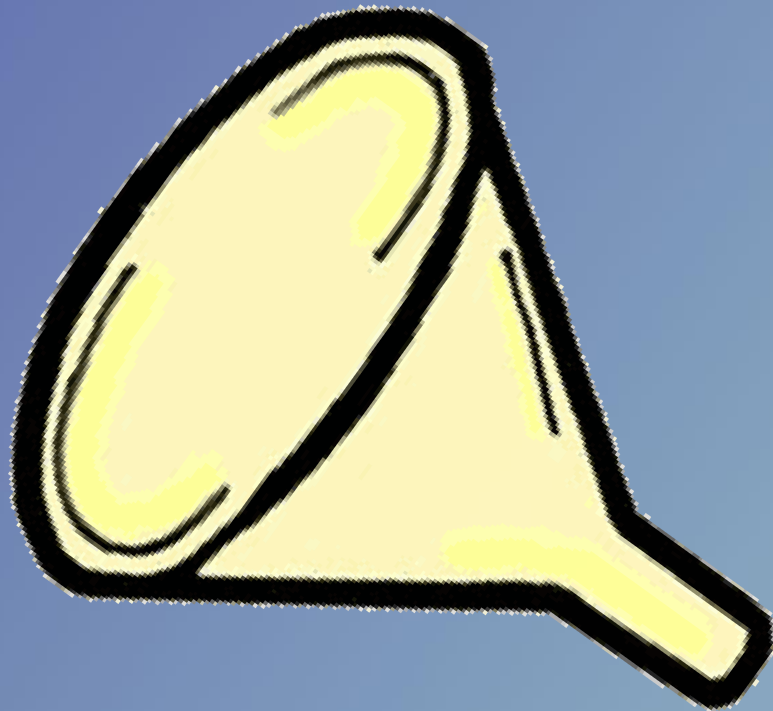
Attraction

Intimacy

Love

Closeness

Affection



Sex

Talk about how your life
has been affected by the
Sex Funnel.

An underwater photograph with a teal and blue color palette. The water is filled with numerous small, dark bubbles that rise from the bottom. On the left side, a human skull is visible, partially obscured by the water and bubbles. The text "It Runs Deep" is overlaid in the center in a large, white, serif font.

It Runs Deep

Rethinking Fathers

Absent Father Myths

MYTH

- A threat, a liability, potentially violent
- Always abusive towards children
- Uncooperative
- Unable to take responsibility
- Uncommitted to family life



STRATEGY

- Assume a desire to be involved
- Restore the father in the child's life
- Individualize each case
- Suspend judgments
- Make room for expressions of anger

Child Welfare's Role in Engagement of Fathers

- Identify and locate fathers as early as possible
- Identify and engage paternal family
- Use strengths of traditional masculinity while addressing self-defeating beliefs about getting help
- Facilitate quality father-child visits
- Provide services that are responsive to needs (including job training, housing assistance, public benefits)



Continued - Child Welfare's Role in Engagement of Fathers

- Recognize and acknowledge previous experience with child welfare
- Transparency regarding agency's involvement and father's role in case process
- Acknowledge power in SW position along with empowering the father



Engaging Fathers – Strategies

- Agency walk through
- Exit surveys specifically designed for men/fathers
- Focus group of fathers who have been through your services/the system (esp. men in recovery.)
- Mentoring group for fathers
- Alumni groups for former clients



Are You Father-Friendly? Agency Assessment

- Father & Male Involvement: Service Delivery Assessment (2003)
<http://eclkc.ohs.acf.hhs.gov/hslc/tta-system/family/docs/father-engage-programming.pdf>
- “The Father Friendly Check-Up” for Child Welfare Organizations (National Fatherhood Initiative) – available at:
<http://www.fatherhood.org/Page.aspx?pid=942>

Focus Groups for Fathers - Questions

1. During your involvement with Child Welfare System (CWS), do you agree that your use of alcohol and other drugs affected your family, and impaired your ability to parent your child(ren)? If yes, how so?
2. What role did your behavior have on the involvement of CWS?
3. What services and supports, if any, were provided by CWS that worked well for you (in dealing with your recovery)?
4. What would have been helpful to you (in your recovery) that was not provided by CWS?
5. How can CWS, court system and service providers improve on engaging families better?

A Grievous Wound

“Fathers want to be involved in their children’s lives, but because of past experiences with law enforcement, absenteeism, the requirements of programs and services offered to/for the mother and the children, fathers have somehow gotten the message that the children would be better off without them being involved in the children’s lives.”

- Father, Focus Group,
Minnesota, 2005

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Resources

National Quality Improvement Center on
Non-Resident Fathers and the Child
Welfare System

www.fatherhoodqic.org

National Responsible Fatherhood
Clearinghouse

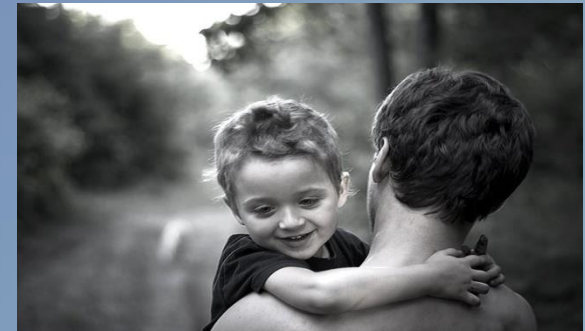
www.fatherhood.gov

National Responsible Fatherhood Capacity
Building Initiative

www.fatherhood.org/grant

Fathers and Families Coalition of America

www.azffc.org



Make it Personal

- Think of a father you have worked with in the past year: Based upon what you have heard these past two days what would you have done differently to support him?
- If you could make one change to your program to better support fathers what would it be?
- If you could change one policy impacting fathers what would it be?
- What is ONE action you commit to take to improve how *you* engage with fathers?



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*We cannot just change what men think,
we have to change what we think about men.*

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Yo! I'm working on my
issues. Stay in touch.

I promise all your dreams will
come true if you do

Text

THEMANRULES

to **22828** to get started.



THE MAN RULES PODCAST

Available on iTunes, Stitcher, and Google Play

www.themanrules.com





WHAT MEN WOULD TELL YOU

IF THEY WEREN'T TOO BUSY
WATCHING TV.

Book and Podcast Coming Soon!

WWW.WHATMENWOULDTELLYOU.COM

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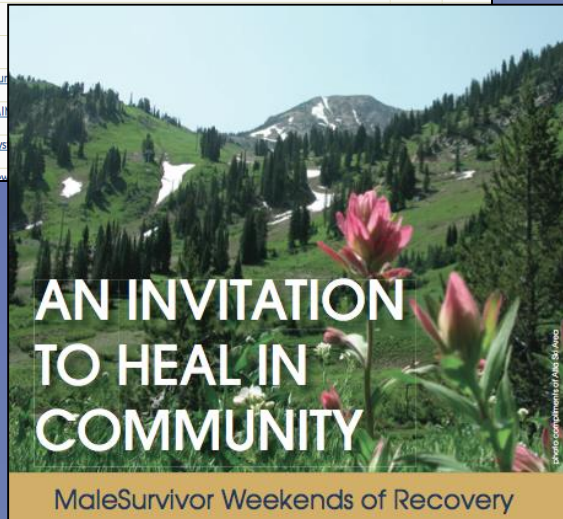
- One and Two-Day Workshops
 - Men and Trauma
 - Working Effectively with Men/Male-Identified
 - A Man's Way through Relationships
 - The Missing Peace: Men, Women, and Trauma
 - What Do We *Really* Think About Fathers
 - Effectively Engaging Fathers
- Three Day *Helping Men Recover Curriculum* training
- Keynote Presentations
- Men's and Couples Retreats
 - Professionals Workshop – at The Meadows Rio Retreat – www.TheMeadows.com
- Comprehensive program assessment, enhancement, and consultation

MALESURVIVOR

Hope. Healing. Support.

MaleSurvivor provides critical resources to male survivors of sexual trauma and our partners in the recovery journey by building communities of Hope, Healing & Support.

Military Survivors			
The purpose of this forum is to give users of this site who have a connection to service in the armed forces a place to come together whether suffered during their time in the military or in their childhood. Please keep in mind the following guidelines:			
1. This is a PUBLIC forum. Topics and discussions are viewable to all visitors to the website.			
2. This forum is not intended to be a place for political argument. This forum is meant to be a resource for those users with who are looking for a safe place to share their stories.			
3. If you are currently serving, take care not to disclose any information that would give clues to your location.			
4. Please do not disclose your rank, in here all survivors are considered equal.			
New Topic Forum Options			
Subject / Poster	Replies	Views	
Tips for those struggling w/news coverage of abuse by Chris Anderson	0	8654	
Advice from Dr. Fradkin re: Sandusky Case by Chris Anderson	0	3724	
From new Exec Dir. Chris Anderson (a.k.a tartugas) by Chris Anderson	0	3609	
The Purpose of the Introductions Forum by WalkingSouth	0	7448	
Chat use Guidelines by WalkingSouth			
Site use Guidelines by WalkingSouth			
New? Familiarize yourself by ModTeam			
Dept. of Defense/RAI by WalkingSouth			
About the military sys by WhyTooConfused			
US Airforce in the past			



- www.malesurvivor.org - Resource Directory, Therapist Listings, Discussion Forums, and Chat Room connecting survivors & partners in healing worldwide
- Over 1,000 male survivors have attended over 50 Weekends of Recovery over the past 10 years.
- Trainings for clinicians, social workers, law enforcement, parents, volunteers, and community organizations on how to best support male survivors

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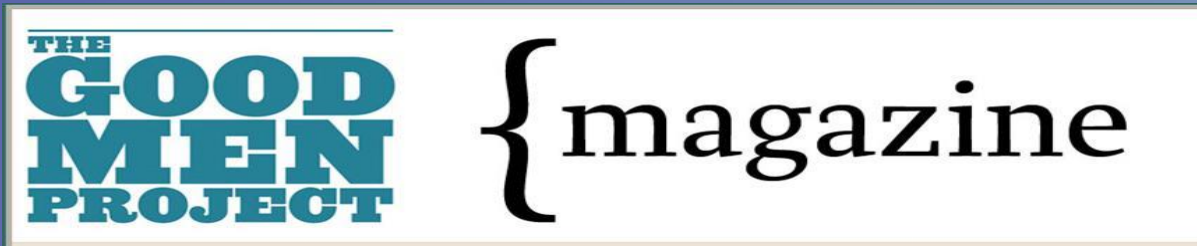
INFO **OPTIONS** HOPE

- The mission of 1in6 is to help men who have had unwanted or abusive sexual experiences in childhood live healthier, happier lives.

www.1in6.org

www.1BlueString.org

www.goodmenproject.com



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