

Webinar - Ask the Expert: Supporting Native Fathers Struggling with Addiction

Welcome to the National Criminal Justice Training Center webinar "Ask the Expert, Investing in Fatherhood, Supporting Native American Fathers Struggling with Addiction" presented by Kevin Poleyumptewa today. And my name is Greg Brown, and I will be moderating this session. This webinar was provided under an award provided by the Bureau of Justice Assistance, Office of Justice Programs, US Department of Justice. The opinions expressed by the presenters in their oral or written material are theirs alone and do not necessarily represent those of the National Criminal Justice Training Center of Fox Valley Technical College, or the Department of Justice.

Today's presentation is part of a webinar series funded by the Bureau of Justice Assistance focused on supporting tribal Comprehensive Opiate, Stimulant, and Substance Use Program and Coordinated Tribal Solicitation Purpose Area 3 grantees, and other tribal communities in implementing responses to alcohol and substance misuse. Today, Kevin will be leading us in this Ask The Expert series. Kevin's a project coordinator at the National Criminal Justice Training Center of Fox Valley Technical College. Kevin provides training and technical assistance to tribal victim services programs, re-entry programs, and alcohol and substance misuse programs.

Prior to his work with NCJTC, Kevin provided fatherhood and healthy relationship programming and trainings for various tribal communities, jails, treatment facilities, and youth programs, and has also served as a state director for non-profit Fathers and Families Coalition of Arizona, and was a member of the board of directors for the Fathers and Families Coalition of America. My name is Greg Brown, and I'm a program manager with the National Criminal Justice Training Center. I worked in probation for a little over 30 years, and I've been with NCJTC for the last 4 and 1/2 years, primarily working with tribal populations in tribal probation and re-entry issues. Kevin, the time is now yours, my friend.

Thanks, Greg, and good morning, everyone, or good afternoon, depending on where you're at. Hope you're all doing well today. Welcome to today's Ask The Expert webinar. And so I'm going to go ahead-- I'll give you a little bit more information about me.

And some of you may have already seen some of my previous webinars, but again, my name is Kevin Poleyumptewa, and I've been with NCJTC going on my fifth year now. Previously, my work was in the field of fatherhood and healthy relationships. Did that for-- or since about 2006. I am Hopi from the village of Sipaulovi in Second Mesa, Arizona. I am Sun Forehead Clan and have really enjoyed my journey working in this particular field. It's really is a passion of mine working with men and the families. So it really is great to be here with you all today, and I'm looking forward to the questions that you have.

And as you're probably aware, today's session is primarily going to be an interactive session here. We do want to hear your questions, and we'll do our best to provide you the answers or resources that you might need for any of those questions that you have. But to start off, I'm going to go ahead and give a brief overview, just kind of a high level overview, of what fatherhood programs are, or could be. And then following that, we'll go into the questions section of this webinar today.

These are the learning objectives for today's webinar. We're going to describe the benefits of fatherhood programs, obviously, what some of those outcomes can be potentially for the men that will be participating in your program. And so what sort of effects that could have eventually down the road within the families and the communities that they live in as well.

And then we'll go over some resources to help develop fatherhood programs, some of those questions you may have for me. Some of you might be in the process of developing your program now or may be wanting to bring something, introduce something into your community there. So we will go over that as well. And then coming up with some strategies on how do we work with men that are dealing with addiction, want to be better fathers, or just better men in general, better contributing citizens of our communities. So those are a lot of things that we can go over today with your questions.

And I want to start off by sharing this video with you. Some of you may have seen it in my previous webinars also. I really do like sharing this particular video because it really does speak to the state of fatherhood in many of our communities today. And so we'll go ahead and start off with this, and then we will continue with our presentation.

OK. So as you can see in that video, it really does a pretty decent job of explaining the statehood of fatherhood, and men in general, across the board. Like I said, I really like using that because it does paint that picture of just how important men are not only to the children, but also to our communities as well.

And so that's why we have this question here, is, why invest in fatherhood? Because men are important. They're an important part and a major part of all our communities, our families.

And unfortunately, currently, a lot of them are missing. They're not in a place where they can necessarily contribute to the fullest of their-- the fullest that they can, and because maybe they're dealing with addiction. Maybe they're incarcerated. There's a lot of different factors that go into that, a lot of different variables that play into a man's ability to be the type of father that he wants to be, or be the type of community member that he would like to be, or that we would need them to be. So there's a lot of different things that really come into play when we're talking about fatherhood.

And fatherhood doesn't necessarily mean that anyone has to specifically be a father and have children. In many of our cultures, in many of our communities, any male can play that role model for the kids. The kids don't have to be theirs.

So in a lot of situations, uncles play a huge role in the lives and upbringing of their nephews and nieces. So they have a direct impact in that way. Children see the men in the community, how they interact, what sort of behaviors they're exhibiting, the way that they treat people. So there's a lot of different things that come into play.

And when we're talking about a fatherhood program and how to put that together, these are things that we have to keep in mind. I really ask people, what is it that we would like to get out of this program? What are we trying to do for these men?

In my experience, I have not met very many men at all that didn't say they wanted to be a better father, that they wanted a better life, that they wanted to do things differently, but really didn't know how to make those changes or even where to start. And in some cases, really didn't have the support to be able to make those changes that they wanted to. All right.

Again, so what is a fatherhood program? You know, it really is a lot of different things, and it can create a lot of wonderful and amazing outcomes. And a lot of it really depends on the structure of this particular program.

You have curriculums. You have activities. You have different types of things that you're going to have these men do possibly within these programs.

But really, what we're trying to do is help them understand just how important they are to the lives of the children, the children in the community, their families, and to the community as well. Because we all have a role within our community. So that's one of the things that the program is looking to do for these men, is to help really create that foundation and really help them develop that self-concept, or better self-concept for these men, and then showing support as well.

And through that, we have to be able to provide the different types of not only education, but information and activities for them to be able to practice these new skills that they're going to be learning so that they are more likely to use them with their children, in their relationships, within the community, and really helping them to understand that there is support out there. There are people that are rooting for them. There are people that will advocate for them to help them become the type of person that they want to be.

Your program is going to also have case management. Again, that's part of that support. As I mentioned, some of these men, quite a few of them, actually, really don't know where to start or how to start.

When you're dealing with addiction, there's something that's pulling them in a different direction. So how do we work in collaboration with that, or how do we balance that out to help them not only with the addiction, but helping them to become a better person and learning new skills? And so these are things that all can be incorporated into your fatherhood program.

And through my experience, I've heard men come up and say that, I've been to AA, I've been to these addiction programs, and none of them seem to stick. And through this particular type of model, it was not focused on addiction. It was not focused on alcohol or substance abuse, substance misuse. It was just really helping to create an environment of support for them, a place where they felt like they belonged.

And through that belonging, and through that interaction and support from their peers, they became more confident, they became more comfortable, and were more willing to learn and to participate in the activities that would help them build their skills to be more effective in communication and relationships. And so these are the types of things that we're looking for in our program, and what your program can provide for these men to help them come out of that place that they're in with whatever vice they may have. So these are some of the things that can be done through your case management as well. Like I said, that support that is there for them, somebody that's going to advocate for them, somebody that can provide the resources necessary and help them make those connections with the various resources in their community, or outside of the community, that are going to help them progress.

Hey, Kevin, I'm wondering-- we had a-- we asked people to submit questions, as you know, as part of the registration. And so one of those questions, and I think it might fit here, is-- we know that shame is an emotion that we all have, right? We all have engaged in behavior that's shaming.

And if you think about shame, in the research, the criminal justice research, particularly, and I would imagine in the substance abuse research, shame about your behavior is not a very good place to start engaging change or empowering people. So the question is, how to help these-- how do we help these fathers move beyond the shame, speak honestly with their children, and cast a vision for their future communication? And I think for right now, maybe that shame piece, and maybe your experience in how fatherhood programs help with that piece, which I think is huge for anyone who's gotten themselves into trouble, and violated, and lied to families, and not been there for their kids, and all that stuff.

Yes, definitely. That's a great question, and it really is a huge factor when it comes to many of the men that are going to be coming into the program that inhibits them from moving forward, so to speak. And shame is definitely something that can definitely hold somebody back in that dark place or keep them from having the courage to try new things or to move out of that space.

And working with many of the men, it's been my experience that many of them have grown up with that shame and that guilt because of their behavior, because of things that they've done to friends, to family. And over time, that shame has actually come from within their own family as well. So you have family members that have given up on them, or don't interact with them, don't invite them to family functions, and will belittle them because of their past behavior and maybe even their current behavior.

So for an individual to go through this for years, and sometimes decades, receiving this type of information, eventually you begin to believe it, and you begin to fall into that place where it's, OK, this is who I am. This is what everybody thinks of me, so I may as well just be it. And so they get sucked deeper and deeper into that dark place, and it makes it very difficult for them to come out of there.

And so that's part of that foundation-building for the men that a fatherhood program can assist with, in partnership with some sort of recovery program or curriculum. But again, that support is really what helps them to develop a better self-concept and make them feel good about themselves, and that they aren't all the things that people say they are. And they don't have to continue to stay in that place. So these are things that will come along with the development of your program.

OK, is this one of the things that we want to focus on in our program? How do we do that? Well, you're looking at-- if you've got issues with substances, then you will definitely need some of that support. Is that going to be the support that your facilitator can provide? If not, then who do we need to bring into this program, or to contribute to this program, to help assist with that portion of it?

You're dealing with behavioral health stuff. How do I build myself up? How do I unpack all of the trauma and the shame that I feel to get to where I want to be? So that is another component of the program.

And again, is that going to come from the facilitator? Is that going to be a partnership with the behavioral health counselor or your mental behavioral health department? So these are things that definitely will help to build that man up.

But as you find also that within the program, over time, there's such a camaraderie that is built among these men that they begin to support one another. They begin to provide the encouragement. They actually can even begin to provide their own policing of each other, you know?

If they see somebody out in the community who's not in a good way, they may go up and talk with them and let them know, hey, you're messing up. This is not what we're about. That kind of thing. Or they may go out and extend a helping hand if somebody is not in a good place and bring them back up. And that sort of dynamic is what can be created in this program.

And again, going back to one of the things that helps men move forward and build themselves up is that support, knowing that I have somebody there that's got my back, that I have somebody that I can go to if I need help. And that's one of the things that is-- we can take into consideration when developing our program as well, is, what will our facilitator be allowed to do? In my experience, there were times where I would receive a call in the evening, after hours, from one of the men that was in our program crying his eyes out. Maybe he just had a fight with his girlfriend or his wife, and he's clearly intoxicated.

And I would go out and take the drive out there and sit and talk with him. And that's, a lot of times, just what they want, and that's what they need. After a while, they start to realize that I can actually trust this person. I can count on this person.

And in the work that I was doing, for me, it was more about building that trust. But also, it was very important to me to give that time to that man. Because there is so many other things that at that moment he could have done, but he stopped and he chose to give me a call. And so if he thought enough about that, then I should be able to return that to him. And that is what eventually creates, again, that trust and that reliability that there is somebody there for me. So did I answer your question?

Yeah. And it kind of sparked another one, which is about-- going back to the shame piece, and you're talking about the relationship that obviously the group develops, which is probably very powerful, and then the facilitator in that relationship. Do you see programs that actually help them figure out, if I've caused all this harm in my family and nobody trusts me anymore, and I've let people down, do you actually have components of it or activities in it that help them figure out how to fix that harm, or how to re-engage, or re-approach their families when those things have happened?

Yes. Yeah, definitely. And that is-- that can be done through discussion. One of the phrases or words that's used for that particular type of activity is the talking circle, providing an opportunity for men to engage in conversation discussing the various issues that they have.

One of the things we did is we had a talking circle usually once every three weeks or so. We just round them up in a circle and let them know that this is their opportunity to discuss whatever they want to talk about. Whether it's something that's going on in their relationship-- it might be something positive that happened to them. It might be some sort of milestone that they hit. It really is their opportunity to just discuss amongst themselves.

And there are times where you're sitting there for 5 or 10 minutes in complete silence, and eventually, somebody will start to say something. And that's where the power of your facilitator really comes into play. Because it's very easy as a facilitator to say-- or feel uncomfortable themselves in that silence and say, OK, we've been quiet too long. I need to say something.

You don't necessarily need to have to say anything. They will start that conversation on their own. And there's activities that you can do that are introspective to themselves looking into their past.

What makes me-- or, what has made me become who I am? What has made me view the world that the way that I do, the way that I parent my children, the way that I am in relationships? So really understanding themselves first, and then going into being able to put that out to everybody else.

So there are a lot of different ways to do that. And I could certainly go on and on about the different types of activities and lesson plans. And that's the wonderful thing about a program like this, is, yeah, you may have curriculums, and they're great as well. But you'll find that there are different activities that we need to create on our own specifically for the men that we are working with, and that are very specific sometimes to our community that we live in.

There are many, many different ways to do that, and it will be different for many of the different programs.

Thanks, Kevin.

All right. So here, we're looking at the pillars of the program and setting that foundation, helping the men to feel better about themselves to build them up from where they are. Many of them have been stomped on for a good portion of their life, and some of that stomping has come from themselves. And so how do we get them to stop putting themselves down, or keeping themselves down, and allowing others to do the same to them as well?

So really, again, working on that self-concept with positive activities and different positive affirmations, but also providing opportunities in activities to help make them feel better about themselves. And one of those particular things could be a father-child activity night during the holiday, bringing them in, having them bring their kids to the program one night, and providing ornaments that they can paint for decorating their tree, and watching them-- [COUGHS] excuse me. Having them interact with their kids and doing that.

And some men may have two or three kids, and some of them may have five kids. It's a wonderful thing because not only is it bringing the father and the children together to do something together, which is creating memories and can be a very positive thing, but also, from a programmatic standpoint, the facilitator is able to observe the interaction between the father and the child or children. What does that dynamic look like? How do you balance your attention with three to five kids in doing this activity?

And things can get pretty messy, or kids can get fussy depending on ages. So it really is a wonderful opportunity to be able to see that. And that can be led into a discussion for the following meeting time, talking about that activity.

How did things go for you? Was it great? What was good about it? What did you not like about it? What was difficult about it?

These types of questions. And then men can provide feedback to one another as well. And then, obviously, we need to be able to provide an education for them on relationships, understanding that these developmental stages that my kid is going through are normal. We can't--

I don't want to-- or, we shouldn't punish our children for acting their age. If you've got a 3-year-old throwing a tantrum and doesn't want to participate in the activity, well, that child is just being a 3-year-old. And how do I-- what do I need to do differently to be able to manage that? So these are the types of skills that will be provided to the men through different types of activities.

That can be done through role-playing. It can be done through presentation. It can be done through discussion between the men as well. Again, there's many different ways to do a lot of these different skill-building.

So we have to be able to help them understand that, what children are really like when they're growing up. And these are things that are natural, and they're OK, and I need to learn how to be able to manage that as a parent, as a father. And helping them to understand the difference between discipline and punishment, because there is a big difference, you know?

Historically, parents have been used to punishing children, and that comes from an immediate gratification for the parent. A lot of times, it didn't really do anything for the kids other than instill fear in them and pain. With discipline, it's more about spending that time, about educating these children on why that particular behavior is not acceptable, and how do we do things differently or how can we do things differently.

But in that, it requires time, and that's one thing that we-- that is very important when it comes to discipline, is being able to acknowledge that, I need to put time into this to teach this lesson, as opposed to just smacking my kid on the butt and it being done. You know? So a lot of these different things can be taught. They can be discussed within that program.

And so this will help, again, build that individual up, because now they're in the know. Now they've got the information and they can really start to implement these skills within their own life. And they're going to be more comfortable doing it because they've already practiced it.

If you're having them do role-playing scenarios within the group, they're doing this in front of their peers and in front of other men, and they have a great time at it. They're laughing at one another. They're making fun of one another. But at the end, when everything is done, they come together and they have a discussion about it. They provide feedback.

How could something have been done differently? I like the way that you did that. That was really cool what you said, and I would have never thought of that. Those types of things.

And the reason that conversation within these programs is so important is because that, again, is what creates that camaraderie. It creates a sense of being in a safe environment as well, and I can speak freely, I can say things that, yeah, may be made fun of in the beginning, but I know I'm going to get help. So there's a lot of different dynamics that come into play with that type of relationship that they will build. Did you have a question, Greg?

Yeah. It kind of ties into one of the other questions that we got from the group, which is-- one of the challenges is people learn a lot of skills in fatherhood programs, in substance misuse programs, and we're always looking for them to generalize those skills, practice those skills in different parts of their lives. And it sounds like one of the things a fatherhood program can do is actually have eyes on and watch them learn new skills that they're learning, either in the fatherhood curriculum or in their substance misuse curriculum, about problem-solving with their kids, how to developmentally approach a 3-year-old versus an 8-year-old. What's the difference between discipline and punishment.

So I know that as a probation officer, I always struggled with-- they could talk about, oh, yeah, I learned how to take a timeout. Well, it's one thing to talk about that. But to learn that, to be able to teach it to your kid and have them practice it as a skill that they can use when they're not being-- they're not able to regulate their behavior is much different, and seems to be much more ingrained in their behavior, becomes more internalized versus, oh, they taught me this thing, and I learned it. Yeah, that's great in group. It doesn't work in my life.

So just-- I think that one of the things that comes up for me is how does a fatherhood program maybe complement some of the other things that a person may be doing if they've got a substance misuse problem? And if there's not a program that's available for substance misuse, maybe even a fatherhood program can teach some of those the same skills that they would have gotten out of a substance misuse program.

Yes.

So one of the questions was identifying resources for developing a fatherhood program. Where do you go to do that? How do you do that? What do you look for in your community? Things like that. And I don't know if you're going to get there in a couple of minutes and if this is timely for that kind of question--

Yeah.

--or if you want to talk about it later. But that's just one of the other questions that came up as well.

Yeah. No, it's great timing for that. When it comes to finding resources within a community, that's exactly what we need to do, is look around. We talked a little bit about that a little while ago with the behavioral health portion of it.

Maybe do you have an IOP program? Maybe there is some sort of substance abuse program in the community already. Maybe there isn't. If there's not, then we may have to look outside of our community.

And if that component is not anywhere available anyplace near, then what can we do as a program to help supplement that? In most cases, your facilitator is not going to be a substance misuse counselor. So how do we help them with that?

And as I mentioned before, we had guys that had come up and tell us that, hey, this-- or not necessarily me, but the group, that this has really helped them. And again, it goes back to that development of the self-concept. How do I see myself? How do I feel about myself?

And that word is, or can be, scary for many men when you talk about feelings. And that's something that men generally don't do. But it is completely necessary, because we want to create, or build and raise emotionally stable children. And if we are detached from our own emotion and our own feelings, we can't necessarily do that.

So through this program, part of it is building that up. And some of that difficult and frightening work is looking into ourselves and bringing some of that feeling out so I can start to build my courage and my strength to make those changes to move towards sobriety. And it can be very difficult for people to do that. And this is, again, where the behavioral health part of it comes in, is understanding that for somebody that is going through addiction or is in addiction, there is a very physical part of their brain that is pulling them away from what it is they really want, and that's to be a good father. That's to be a better father. It's to be in a healthy relationship.

And understanding, again, comes back to the facilitator, being able to understand that because a guide may be doing so well, and two or three months down the road, he falls off the wagon, how do we work with that individual to bring him back to where he was before? And understanding that that is part of the process, and it will and may happen. How do we deal with that?

Do we kick him out of the program, or do we welcome them back and provide more services? Or how do we work that? So there really has to be a good understanding of what happens when an individual is in addiction and how that relates to them wanting to achieve the goals that they have set for themselves when it comes to being a father, when it comes to being a husband or boyfriend.

So that makes it very important to be able to utilize the resources around us that are available to help us with that. Because your fatherhood program is not going to be a recovery program. It is there to help build the men up and provide them education to become the best men that they can be, and whether that's in fatherhood or in a relationship. So these are things that we have to really think about.

And you mentioned the discipline, Greg, and the timeout. Helping them to understand how that works as well. In the past, timeout meant you go to your room, you stay in there until I say you can come out.

Well, what we forget is that in their room are their toys, probably their Xbox, maybe their cell phone if they're a little older. Or maybe you've taken that out. But there are things in their room that can keep them occupied and not necessarily make them feel like they're in timeout.

And more importantly is you have just said to that child that, because you did something that-- your behavior is something that we don't want, we have to remove you from everybody else. You are now ostracized into this area. And that can potentially have some negative effects on that child as well.

So the timeouts being somewhere visible where they can see us, and they can't get into other things, right? I mean, that's really what we're trying to do, is deny them the pleasures of being. And so we want to make the point that, if you do this behavior, then there are consequences. But how bad do those consequences need to be? So these are all things that can be taught within this program.

And helping men to understand, this is why we can maybe do it this way instead of this way. There's a lot of different-- again, like I said, a lot of different ways we can do a lot of different things. It really is just a matter of thinking outside the box and, again, addressing the needs of the men. And so one of the things that can be done within the program as well, and should be done pretty consistently, every six months or so, is an evaluation, having the participants evaluate the program. Having them evaluate the curriculum, the facilitator, all of these things so that we can be better at providing the men what it is they need, as opposed to what we think they need. So I hope that answered your question, Greg.

It did, Kevin. And I think another one of the questions that came from the group is, how do fatherhood programs help address cultural norms and what might be walls or stumbling blocks for assistance from the outside? So what might be unique about fatherhood programs, especially when we're looking at Native American culture, the culture of that specific community, and things like that might be different and unique?

Yeah. And I've definitely discussed this one previously with other workshops. And it does come up, how does culture play a role in this. And that-- because that question comes up quite often because you do hear from people that are in addiction that are looking to enter into or move in the direction of sobriety, and wanting a program that incorporates Native culture or activities into it as well. And that is very important.

As Native people, we all know that our culture is very important. Even if we aren't actively involved in ceremony or things like that, it doesn't matter where we are, once we hear that drum beating, it comes out and we feel it. And that's how we know that there is a definite connection between our culture and heritage and how it provides a positive and heartwarming feeling to us when we're around it or we hear it, even though we may not be actively involved in it. So it is a very important component and a great question.

And so there's a lot of different ways that a lot of different programs do it. You may have communities where there are multiple tribes living in one particular area. And so how do we provide this cultural component to it?

It doesn't necessarily need to be very specific to that community, but on the other hand, it can be as well. And that really is up to the program to decide, what is going to work best for us here? How do we do these things?

And it can be something as sacred as providing a sweat which a lot of programs provide. But not everybody does that. So how do we reach the other individuals that don't participate in sweats because it's not part of their culture, or they just don't want to participate in that particular activity?

How do we do our prayers? Because every community has their own way of doing it as well. There are different other activities. Some programs will do maybe a cultural outing. They'll take the men out and they'll participate in different cultural activities. That's something that can be done within the program as well, which, again, provides a very comforting environment.

Being able to provide something as simple as a gourd-painting night, you buy some gourds and provide paints and have them decorate and paint these gourds however they want. It's a fun activity, and you'd be surprised at how many men don't have the skill to even do that. And you talked about shame. That's one thing that is definitely very embarrassing, is if a guy thinks that, oh, he's not an artist, I can't draw this. I don't know what to draw.

And eventually, again, you have other men that will step in and help that individual and say, here, I'll draw it for you. You paint it. Or, here, why don't you draw this? And then that interaction starts, and then you're building support again through that activity.

But more importantly, during that activity, they're interacting, they're talking, they're laughing. They're having a good time and they're learning about each other. But again, they are building a safe environment and they are starting to feel more and more comfortable. And once they start to feel comfortable and safe, they are then more willing to be able to interact or participate in some of the more difficult activities that you may have them doing to learn the skills that they need to be successful as parents, as partners in a relationship.

So I think you guys by now have all read this slide here, so I'm not going to go ahead and continue reading that. So we can move on to this one here.

Again, here we go, our pillars of our program. What are the things that are important in a fatherhood program? What are we going to focus on? What do we want to do?

And really, what it's coming down to is just building accountability within that individual. Being in addiction, they're-- we all know people lie, right? They lie to get money. They lie to get drugs. They lie to be able to go and use, or whatever they do, and don't always take accountability for themselves or responsibility for their actions as well.

But we also need to understand that that is not necessarily what the individual wants to be. They're dealing with this very real thing called addiction that has changed their thinking. We can use the example of child removal.

A child is removed from the home because Mom and Dad are excessively using alcohol, or drugs, other substances, whatever it might be. The kids get removed from the home and the court is requiring them for reunification to maybe go and get a job. They need to move out of Mom's house because there's two other adult siblings that live in that house as well. Now you have to move out so the kid can have its own room when they return.

Or in order for reunification to happen, you need to complete substance misuse counseling, or a program of some sort. These are all things that are very necessary, and I think to a majority of society, seem easy to be able to do, aside from getting the apartment. But in many cases, that doesn't always happen. The parents aren't able to complete those things.

They may go to their program for a few weeks, and then they fall off. They may go back, and then they fall off again. Or they just don't go back at all. There are certain things that they do. They fail their UA's.

And so that process can continue to go. And it's not that they don't love their kids, and it's not that they don't want their kids back. There is this very real thing that's pulling them in the other direction. And so that is something that I think our courts fail at sometimes, too, and not being able to provide them the necessary resources to really address both sides, which is what needs to happen.

But again, it's so much more in-depth than just telling them they need to do this, and then saying, here, here's a program. Go to it. You need to really be able to look inside that individual and help them understand what is going on, and in that process, also lifting them up so that they have the courage and strength to move forward in that direction.

Because you have parents that will show up at the 11th hour to the hearing saying-- crying and screaming, don't take my kids, I'm going to do it this time, but don't do anything for months after that and then come back and do the same thing. It's because they really do love their kids. But again, there's this very real thing that's pulling them in the other direction.

Kevin, I think that really ties nicely into another question we got. From the research, we know how important motivation is. And internal motivation to change is far more powerful than a court, or a probation officer, or a social worker, or a re-entry professional telling somebody what to do, or even family telling them what to do. So how do fatherhood programs, do you think, help with that internal motivation to change? I mean, what's the hook there, if there is one?

Well, like I said, it's really about getting that individual to be able to look within themselves to help understand, I've said this before, the ideology behind their behavior. What makes me do the things that I do? What are the decisions and experiences that I've had that continually make me make these decisions?

I don't want to be this type of person. I want something else. But I can't stop messing up. I can't stop misusing substances. I can't, as much as I try. I do good for a little while, then I fall.

OK, so then we need to really look into what has happened that helped to create this type of mindset, this way of thinking. And some of that-- as we talked about before, it can be shame. Some of it can be trauma. There's a lot of different things that can happen.

And if you're looking at a 35-, 40-year-old man who has been using since he was 12, 13 years old, does that play a role in it? Can something be done with that, or has his brain been damaged from all the use over the years? So there's a lot of things that we need to look at.

But bringing that man to build himself up, or again, feel good about himself, is really, again, unpacking all of those experiences, the trauma, whatever it might be that's within ourselves to be able to say, OK, now I understand how this has affected my life. Now I understand why I make these decisions. Now I understand that my failure to move into the place that I want to be is because of my addiction, and how do those things go together.

One of the things that we did eventually within our program to help unpack some of that stuff and help them to really understand the impact that one experience has had on their entire life, and the way that they view the world, the way that they treat other people, is the letter to Dad. Now, if you guys have seen a previous webinar, we did talk about this before as well. But it's an opportunity for the men to write a letter to their father to ask those questions that they've always wanted to ask, but were too afraid to ask, or maybe never got the opportunity to ask.

So this is that time for them. This is a time for them to praise their father, to cuss them out, if they need to. Whatever you need to do, this is your opportunity.

Put it down on paper. You have 30 to 45 minutes to write this thing. Put it all down.

Just be completely honest is the only thing that's asked of them. Just be completely honest, because this letter is going nowhere unless you decide you want to share it with your dad or somebody else. But it really is for you. So really be honest. Don't hold anything back. Put it all on paper.

They'll put that all on paper, and then we will process that as a group afterwards. Was it difficult? What was difficult about it? Was it easy? Why was it easy?

"I had a great relationship with my dad. He was always there, and doing this stuff, and that." And I have some guys, it was very difficult because I never knew my dad. Maybe he passed away when I was 2 years old, or he left us when I was very young. So I know he's around somewhere, but we don't-- we've never seen each other. So there's a lot of things.

And again, this is what helps to create that camaraderie and that strength within the group there. And it really is an intimate time for them because they're really sharing some very intimate details about their lives. And it can be scary.

And so once that discussion is done, then me, as a facilitator, would ask them and let them know that, now you're going to read this letter in front of the group. And that's when their eyes open wide, their palms start sweating, their heart starts racing, and they're-- like I said, at times, you have to be uncomfortable with that silence. So I let them know that and then wait for a volunteer to go up there.

And many times, you're sitting there, again, 5, 10 minutes. And then some guy will cuss and say, all right, I'm doing it. I'll do it, then. And once he starts it, then other men start to go up.

And it becomes a very emotional experience for them because just about every single one of those men, when they get up there, they begin to break down and they begin to cry reading this letter, because they've never said these words before. They've thought it, they've felt it, but they've never said it. And this is something that is completely foreign and scary to them, because you're standing up there in a room full of guys, sometimes 20, 30 guys, and you're reading this most intimate part of your life. And everybody's seeing you cry now, and you're covered in head to toe with tattoos, and you've got big Arnold Schwarzenegger arms, but you're sitting up here bawling like a little kid reading this letter.

And that's when you really see the strength of the group, because at some point, if a guy does start breaking down, there almost always is one or two guys that will go up and stand right next to him, put their hand on his shoulder and say, you got this. We're here, man. It's OK. Take your time.

And that's powerful. That is something that is very intimate for that individual and really does say, you know what? I do have guys, I do have people that are here for me. I'm not alone in this.

Because then they start to hear each other's stories about their relationship with their father and how similar they are. And again, that just builds that connection. But also, it helps them to understand that, I never knew that I had such a huge hole in my heart from the way this played out, my dad not being there, my dad passing away, or whatever. I never knew that affected me until today. And so part of that discussion afterwards--

Because we have to process that. We can't just bring all this out and then leave them and let them go home. So we have to come back as a group and discuss that. How did that make you feel? That standard question, how did it make you feel?

And people say, oh, it was tough, but it felt good to say those things. And leaving that lesson with the knowledge or the statement of, you know what this experience is like now. You know how difficult it was for you. So from this day forward, you have the opportunity to write that letter for your children, because at some point, your children will have these feelings as well. So what is their letter going to say?

This is how important you are. This is how much of an impact and influence that you have as a father to your kids. And what is that letter going to look like? You have the power to write that letter for them. And that's--

And then you also obviously have to provide counseling services for them as well if those emotions come up, because they will. After that, you do get men who will call or come to the office and say, hey, man, I can't stop crying. I don't know what the hell is going on. I see a commercial and I'm bawling now.

And that's when you step in and say, OK, well, let's get you somebody to talk to. This is very natural. You've tapped into something that has been pushed down and locked away for so long. Now it's coming out. So now we can get you to move into that next step.

And then through that progress, they start to realize that, hey, I can do this. I want to do this. So then they become more amenable to the substance misuse programs, they're more willing to go into that direction. So you talk about, how do we build that courage encouragement or strength for them to go into that? That's one of the ways that you could do that.

So one of the things that popped up for me, and it ties to a couple of the questions, we know that there's a variety of professions that interact with these individuals. They come from dependency and neglect courts and cases like that. They come from the criminal legal system, out of jail, probation, all that stuff. If you're not--

And I think a lot of us are not clinicians. So if you're not a clinician, what can we do? If we're not clinical people, how far do we go in this process that you've been talking about, being involved in these fatherhood programs and being able to be helpful to people? And then how do you know when they do need a therapist? And is there--

I mean, what kind of skills are you looking for with facilitators of your fatherhood program, or if you're just trying to incorporate some of the ideas that you're talking about today? Maybe you don't have a program, but you'd like to start talking about fatherhood with your clients and what that looks like for them, and is that an important area for them to have in their case plan to help improve those relationships. So I know I threw a lot out to you there. Grab onto whatever you want and talk about it.

Yeah. And you're definitely 100% correct, Greg, is most of us are not clinicians, right? And so we obviously, definitely, cannot be doing therapy with these. But a lot of the things that we do can be very therapeutic for them.

And we have to know our limitations as facilitators. But as a facilitator, also-- these are for people out there that are wanting to maybe start a program like this, is that facilitator selection is very important. Because you can have the best curriculum in the world. But if your facilitator isn't devoted and passionate about this work, then it's just curriculum, and then it's just another program.

So we really want to do our due diligence in finding the most appropriate person for this, and that should be one of the skills that that individual has. Maybe not necessarily a bachelor's in psychology or anything like that, but has a solid understanding of mental and behavioral health, that understanding when an individual is maybe showing signs of needing help or is at that point where they might be ready for it. And if that is not a possibility, then when it comes time to do those activities within our program where it may get emotional, where it might get a little deep, we can look to our behavioral health department, or maybe our substance misuse counselors, to have them sit in on that session that particular night.

Because they are trained to be able to recognize these different things, the different signs that somebody is ready. Or maybe they're going down an emotional rabbit hole and they-- we need to meet with them afterwards. So being able to utilize the resources that are around us and available for those individuals within our community.

I mean, just about every single community has a social service department, right? And many of the social workers are MSW's, and so they have an understanding of that. So utilizing them, saying, hey, I'm doing this activity tonight, would you mind coming in, or, would you mind being a part of this program so that-- because I know my limits. I'm not a counselor. I'm not a therapist. I'm not a clinician.

But I know we're going to be doing some heavy stuff, and on those particular nights, would you mind being a part of this? And just finding that individual. Again, somebody-- your facilitator being passionate enough to be able to go out and make those connections is very important, doing whatever is necessary and thinking outside the box to really be able to provide for those needs of the men that will be coming through the program.

So not a clinical person, but has tons of passion about fatherhood and how important it is to kids and families and communities, has a good working knowledge of behavioral health issues, maybe mental health issues and substance misuse, some good facilitation skills to be able to facilitate, and then to recognize this is a heavy topic. For instance, talking about the letters to Dad. And for those sessions maybe inviting a clinical person to be there sounds like the takeaways from that.

Yes. Yeah.

Thanks, Kevin.

All right. So again, back to our pillars here, really is creating that open mindedness in the men, helping them to get to that point where they're willing to be able to take in new information and try new things. That can be very scary.

As I mentioned, many of these men have grown up in the streets. They don't trust-- they've learned not to trust people. That's part of their nature now. It's the way they react to everything.

And you as a program, as a facilitator, are no different to them. You're somebody that wants something from them, and there's a hesitancy, and probably just a reluctance to trust you at all. I don't know what you want, or, you just want me for your numbers, whatever that might be.

I don't want to be here. I was told by the court to be here. I don't trust you guys. So that's something that we really have to build-- or to try to-- yeah, to build, is that trust. And that really shows in the strength of your facilitator as well.

But then we also have to look beyond our program. Where is this program going to be hosted? Is it going to be in our social service department? Is it going to be someplace else?

And that environment is also very important because then we have to start to look at the environment of that particular office or building, whatever it might be. How welcoming is it to the men? Do our staff know about this program and really understand what the program is about? Do they support this program?

Say, our social service caseworker case managers. Are they in support of this work? Are they in support of these men? And many of them probably know the men that are coming through the program because they've got history with them.

Maybe they removed their kids, or they know their history in the community. So do they have a certain bias towards some of these men as well? So we really have to look at that entire picture if we really want to be able to create a safe environment for them. And how do we manage those individuals that maybe can't get past that bias?

So again, it really is just being able to provide that safe place for them. Where am I going to do this? Are we going to do this program in the jail? Do we have a local jail?

Are we providing this program inside there? How does that look? How does it-- what does that dynamic look like between your corrections officers, and your facilitator, and then your participants? Where's that going to work?

So there is always a lot of different factors in there. And like I said, it really comes down to really being able to think outside the box. There's so many things that we can be able to do with this program, but we also want to know our limitations.

As a department, as a program, as a facilitator, what are the things that we can provide that we want to be able to, and how-- where do we stop at some point? And maybe it's baby steps. Maybe we don't do so much in the beginning, and then get comfortable at where we're at and good at what we're doing, and then move on.

And that's where your evaluations can play a huge role in knowing that, OK-- well, yeah, we've done this curriculum for two years now, and now the participants are saying we want something different. Maybe you have participants that will come through the program two or three times. They'll say, I've been through this program. It's the same stuff.

And you may have new participants say, yeah, I don't really-- not really feeling this. What if we do this? And so changing that program. And that's-- every program should change, it should with time, because everything else does. We can't stay stagnant and everything else move forward because things change, people change.

You look at-- I'm 50 now, and in my lifetime, I have seen computers come up, cell phones, the internet, electric cars. You know? So there's a lot of things that have changed over the years, and I've had to adapt and learn how to use each one of those things. So a program is no different, you know?

Everything that is out there in the environment affects how our program is going to be run, as well and how that-- what that's going to look like, because you're dealing with men that may be coming out of prison after 10, 15 years, and they're going into your program and they may have been in before cell phones came out. I've worked with a couple men that were exactly that, older men that were in for years and came out and-- they learned about cell phones in there, but really hadn't experienced it, so they weren't really sure how to use it. They were frustrated with it.

And they say, oh, I don't need that. That's dumb. But it really was because they just didn't know how to use it. And so helping them with some of those things.

Because it does affect the way that we interact with other people, the way that we parent. So being able to change is very important. That's it. So do we have any more questions?

I do have more questions. So let's see here. How are-- the question is resiliency tools. And I think the person is asking, what resiliency tools-- or how do fatherhood programs help with resiliency? If you have any comments on that.

I think that with my experience, when it comes to resiliency, it really is, again, going back to that self-concept and, how do I feel about myself? Do I feel good about myself? If I don't feel good about myself, then it's very easy for me to fall back into my previous ways, or to put myself down, or to keep myself from moving forward, or keep myself from bouncing back, you know? So with that resiliency, it's--

And culture can play a huge role in that as well. It really can help to create that connection between the individual and their heritage or their family, being able to maybe even get back involved with ceremony, let's say ceremonial activities, starting to participate in drum groups, or in your cultural ceremonies, your seasonal ceremonies. Whatever it might be, that can definitely help an individual feel that they are-- that they have some worth, that there's something that they are necessary for.

But also, a father that is able to reconnect with their children or build a stronger relationship with their children is definitely going to help with their self-concept, with their belief in themselves. And that's going to help encourage them and give them that strength to be able to bounce back when things get hard. And that's part of what will also be addressed in the program is, OK-- well, yeah, we can move forward, and we can progress, and we can do things wonderfully and great. But eventually, at some point, something's going to happen. Something terrible is going to happen because that's just life.

We may lose a grandparent. We may lose a parent. We may lose our best friend. Something may happen.

Those are extreme examples, but that's a part of life. It happens, you know? And in the past, when somebody passed away, my natural behavior was to go and get drunk.

And then I wouldn't come back for days, or I'd stay in that place for months. So how do we bounce back from that knowing that I have a bigger purpose now? I understand the importance of my role in the lives of my kids, and what I have built with them, I don't want to lose. And that alone can sometimes help to build that resiliency in the men.

But also, again, the program is there for them. And that is something that many of you may find when you start these programs, is that you may have men coming back a couple of years later and saying, hey, this happened. I just needed somebody to talk to. Or, I need to get into counseling, or whatever it might be. But they know there's somebody there to support them, right?

And so when it comes to resiliency, it's being able to know that I've got support, know that there are resources out there, know that I've got the tools to be able to get through this, and I have the strength to be able to continue to move back. There's nothing to say that I can't feel bad, that I shouldn't feel bad, when something like that happens. The important thing is getting back up, getting back to that place of understanding just how important I am as an individual, and being able to move forward from that and continue in that same direction.

But many times, we can't do that without help. And so that is part of that family and that environment that was built while they were in the program, because they've got other men now that they can call on as well. And those men may see that individual going downhill and they may step in also, or they may come to the program and say, hey, we saw so-and-so over here. He needs some help. Then we can go out and help them, too.

Thanks, Kevin. So let's say you don't have any resources, you didn't get a grant to create a fatherhood program. The question is, what are the basics that I would need to identify resources for developing a fatherhood program? Maybe a small one, as you suggested. Maybe a comprehensive one. But what are some basic people I need to bring to the table or basic things that I need to have in place?

Yeah. So let's say you don't have the funding to create this program. Maybe you don't have funding to hire staff to facilitate this program. And again, thinking outside the box. So say I'm a department manager or a director, and I want this program, but we don't have the funding to hire anybody.

Then I would start to think about, OK, well, who do I in the office that could facilitate this program? Even though all our staff is completely overworked and everything, is there somebody that might be able to do this? If not, who do I know in the community that may be able to fulfill this role on a voluntary basis? And that's something that I think we all tend to forget, is there are people-- there are resources within our own community and people that want to help, not necessarily for pay all the time, either.

So we look at those types of things as, how do I get this started? And it could just be an individual starting a men's group. You just come together at night, and just hang out and talk about whatever. They don't have a curriculum.

The important thing is just getting it started. Provide it on a Tuesday night. Don't do it on Monday night because you've got *Monday Night Football*. Thursday, you've got *Thursday Night Football* as well. Friday and Saturday definitely are out of the question.

So Tuesday night is typically a good night because they don't-- Monday is gone already. The Tuesday really kind of starts the week, or they're in the flow of the week. And if you're going to have it in the evening, which is probably the best time to have it-- because most men are probably working, right? And they're not going to be there at 11:00 in the morning to come to your program. So that's one thing to consider as well.

And if they're doing-- if you're hosting it in the evening, that's right around dinner time. So, do I provide meals, or how do we-- what's the perfect time for that? How long is it going to be? Is it going to be one hour or two hours?

Maybe you might have somebody that could volunteer to provide some snacks each night, rotate between staff. Or there's a lot of different ways that you think about it. But just getting it started, you may have one or two guys there in the beginning, and then one of them may fall off. Maybe both of them may stop coming.

But the important thing is that individuals should be there consistently regardless every single week of that meeting at that meeting time. Eventually, it will start to build. And that was my experience coming into the new program, getting there. And it was a Tuesday night, and we had four or five pizzas and 10 2-liter bottles of soda, and it was just me and nobody showed up. But they knew that I was there.

And then also connecting with the social service department, your child-- what are they? CPS. Because that's one of the things that parents, they're required to do a lot of times, is participate or complete some certain programs. And this could be one of them for the men.

You create that partnership, and now you've got a captive audience because they're required to do this and they are going to be there. And so there's-- again, like I said, really just thinking outside the box and, how do we get this started with nothing at all? And it can be done. It's just finding, again, that individual that is passionate about doing this work, that really wants to help, and helping them to develop whatever this curriculum might be.

Like I said in the beginning, it could just be as simple as coming together and having a conversation, sitting down with somebody. If it's just you and one guy having that conversation, just asking them, how's your day? What's going on?

Is there anything that you need help with? Is there anything you're having difficulty with? And starting that conversation and then building from there, helping that individual navigate whatever they are going through at that moment or need assistance with.

And then eventually it will grow, and it will continue to grow and grow some more. And at that point, you may have a department that wants to take this program up and may go after grant funding for that particular program. I know TANF program money can be used to cover the costs for a fatherhood program as well. Social service departments may have funding for it. Maybe even behavioral health.

Department of Corrections typically doesn't. Most of that stuff is done voluntarily inside. But again, it's just reaching out to those different resources within the community to see if there can be some sort of partnership built, or if they could be the ones that are the fiduciary for grant funding for a program like this.

Thanks, Kevin. We have a new question. This person works with the Menominee Reservation.

"So many times, I'm told that people may want to recover and maybe want to be a better person, but the only way they can do it is to get off the reservation, due to the fact that their only "community," quote, unquote, is the drug and alcohol community. Most of these individuals have never lived off of the reservation, nor do they really want them to leave. This is their home. How do we help them to work through this thought process?" And it sounds like you started talking about that with, just create a men's group and start talking about some of the issues, but I'll let you expand on that.

Yeah. And that is not uncommon at all. It actually is really very common people don't want to leave the reservation. And you said, that's your home, right? And there's very real thinking and solid thinking about this. Why should I leave my home to get help? I should be able to get help here. I don't want to go anyplace.

And a lot of that-- a lot of times, a big part of that is fear. I don't know what's-- well, it's not that I don't know what's out there. It's, I'm not comfortable not being around my environment, what I'm used to.

I don't want to go to some facility where they have no cultural awareness, that they don't have any cultural component to their program. You hear that a lot, is, I want to go someplace that has Native American culture integrated into the thing. And that's great and wonderful, and it should happen if that's what they want. But there's a-- they're not always available. You know what I mean? There may not be room there.

And, I refuse to go anywhere else, so how do I get better if I want to get better? And it can happen there in the community with a very strong program to be able to provide that. Again, part of that process would be educating them on the benefits of going into a treatment program, even if it is something-- a program that doesn't have a cultural component to it, or it's not here in the community.

And so helping them to understand that, really, how bad do you want this? I really want it bad enough that I'm going to go to whatever comes first. But again, we have to make sure that particular treatment program is going to help to build that resiliency as well and does have somewhat of an understanding of reservation life, of the environment. Because that's exactly where that individual is going to be going right back into once they're discharged from that treatment, once they've completed.

They're going to go back home. They're going to be right in arm's length of all the people that they were involved with before they went to treatment, and it's all around. It's not going anywhere.

So how do I navigate that? How do I keep myself from falling back into that? And that's a process. So that is also very important. That's something that can be done within your fatherhood program as well, is having those discussions.

How do we deal with this stuff? How do I-- at home, my brother or my cousins that live there, they're all getting high all the time, they're drinking all the time. How do I do that, or how do I navigate that? And that's something that is very important.

You help them to understand what the options are. Well, do I have to stay there? If I don't have any place else to go, what do I need to do to remove myself from that situation if that's what I want to do? Well, in most cases, there are not apartment complexes or homes for rent, so I have no place else to move.

OK, so then if that's not an option, how do we help you to continue to grow so that you have the strength and courage to continue to not participate in that activity, even though it's around you all the time? That can be difficult. But then that's also where the support comes in for behavioral health, from your substance misuse counselors, those types of resources that can really help that individual continue to stay on that path that they are on.

Thanks, Kevin. We have another question. This person is a domestic violence project coordinator for the tribe that they serve.

They noticed that the men fear coming to the meetings due to the fact that they don't want to be labeled as an abuser. Do you have any ideas about how to market the fact that we aren't trying to necessarily work on the present? Rather, we really want to work on the past, specifically about the abuse they went through prior to their becoming men.

So I think some ideas about those barriers that we face. I think you talked a little bit about carefully selecting where you decide to do this, how these fatherhood programs-- what facility, what is available in the community that maybe doesn't carry that stigma. But I'll toss it to you if you have any other ideas.

Yeah, and that can be a very difficult thing to do. If there is any possibility, it should not definitely be in a behavioral health setting, or CPS, or a building where CPS is because you never know, right? And people don't want to park in front of the behavioral health building because, now people are going to think that I'm crazy, I've got something wrong with me. Right?

What's he doing there? That kind of thing. So, yeah, it does play a role in it. And with something like that, the title of the program can also come into play.

But in some cases, that can't be changed due to maybe the funding source or something like that. A good example of that would be batterer's intervention program, right? And you don't-- no guy wants to tell anybody that that's where they're going, that's the class that they have tonight, because, yeah, that stigma, that label is there.

But the truth is, people already know, you know? And again, it really is a fear thing. It's an embarrassment. Again, that word "shame" that we already carry around. So now I've just got something else that's added to it, and because I don't want that, I'm not going to go.

And so with something like that, thinking about, are we able to change the name of that? And I know there's curriculum that has to be utilized as well. How do we change this up to make it something that is something that the men are willing to participate in? And unfortunately, no man is ever willing to participate in that type of program, right? Again, because of that stigma and that shame.

But we can build up to that. We can help to change that mind and help them get something out of it. The program that we had actually partnered with, our VIP program, they referred their clients or their participants to us for ongoing support. So those participants were programming twice a week.

And we also-- when we had individuals who discussed or opened up about their anger issues, and maybe they have been overly physical with their kids, [COUGHS] excuse me, or their partner and they wanted help, then we would refer them to the VIP program. So we kind of worked together. And the man really liked that because they were in our program, given that support and that camaraderie between their peers, but they also got the education and the programming that they were required to have as well.

So with creating something that-- when it comes to domestic violence, it can be difficult, and sometimes there's really just not a way around changing the curriculum for it. But we can look at different ways of how we facilitate this program. What are we doing, and how are we seen in the community?

What do we do to educate the community so that we can help to dissolve some of that stigma that goes along with this program? Are there certain things that we can do? Do we need to provide more education to the community to let them know that it's not just for what some may label as bad people that beat people up all the time and abuse their wives and kids? When really, what we're trying to do is help individuals to get away from that, to help them become better people in their relationships. So some of that responsibility can fall back on the program, too.

Looking at names, looking at location. Looking at the way that the program is run and what activities are in there. Because the men, like I said, they don't want to be there. So what do we need to do as a program to make them want to be there, to make them more amenable to coming and participating?

That's the other thing. How involved or interactive are our lessons that we go through with them? What sort of involvement do they have? How do we help them create a sense of ownership in this program as well?

Thanks, Kevin. Unfortunately, I'm afraid we're running out of time. So if there's additional questions after the webinar, refer to our contact information shown on the screen, and you can email those to Kevin. Kevin, did you have final parting words?

Yeah. I actually just wanted to provide a couple resources here, because I know that was one of the questions also, before we leave. If anybody wants to go and get more information on fatherhood, some good national resources are the National Fatherhood Initiative, and then also National Responsible Fatherhood Clearinghouse. So those two websites you can go to for additional information. As Greg mentioned, definitely reach out to me if you have any questions. And thank you all.

In closing, we would like to share brief information on additional Training and Technical Assistance, TTA, opportunities. NCJTC and BJA/TTA providers focus on supporting tribal communities and implementing system-wide strategies to address alcohol and substance misuse and related crime. TTA services include customized training, regional training, conferences, webinars, peer-to-peer support, community planning, tribal justice system collaboration, written resources, sharing grantee best practices, and more.

For additional information on general TTA services, links to featured offerings, and to request TTA's, please visit our program website, as shown on the screen, for more information. Finally, watch your inbox and our website for upcoming webinars and virtual TTA opportunities. Additionally, please be sure to also visit the COSSUP, C-O-S-S-U-P, Resource Center for a plethora of valuable resources, including funding opportunities, webinar recordings, written resources, information about demonstration projects, and several additional training and technical assistance opportunities. Of importance to note is that you do not need to be a COSSUP grantee to request support. The important COSSUP Resource Center links and information are shown on the screen for you right now.

I want to thank you all again for participating. Thank you, Kevin, for your expertise and taking the time to answer all these questions, and to our attendees for joining us today. Have a great rest of your week. Thank you so much for joining us.