

HHS

Ann Rosewater

260-9973

(Erica)

Michelle A. Kern

~~XXXXXXXXXXXX~~

260-9923 or

358-2367

Linda Mellgren

690-6806

ASPE

PIR

- Judith Winston

S-1010

(Marjorie Black) - S-1015

- Lin Liu

- Michele Cavataio

Catalogue

S

O

M

E

D

Demos is an independent think tank based in London. It was launched in 1993 to help reinvigorate public policy and political thinking which was felt to have become too short term, partisan and out of touch. Demos draws on ideas from outside the political mainstream, including people from business and science, environmentalists and community activists. It involves practitioners in its work, ranging from park wardens to teachers, and from corporate strategists to architects, ensuring a mix of imagination and realism.

Generous support for Demos' work has been provided by a wide range of organisations including: The Tedworth Charitable Trust, The Esmée Fairbairn Charitable Trust, the Joseph Rowntree Charitable Trust, the Joseph Rowntree Foundation, Cable and Wireless, Northern Foods, Pearson, Scottish and Newcastle, British Gas, Shell International, BDO Stoy Hayward, National Westminster Bank, BP, the RAC, the Inland Revenue Staff Federation, the Corporation of London, the Economic and Social Research Council, Provident Financial, the Lord Ashdown Charitable Settlement and Demplan.

To order a publication, please use the order form on page 19.

Bookshops should place orders with our distributor: Central Books, 99 Wallis Road, London E9 5LN. Tel: 0181 986 4854

If you would like further information on any of the publications in this catalogue, or on Demos in general, please contact:
Demos, 9 Bridewell Place, London EC4V 6AP
Tel: 0171 353 4479 Fax 0171 353 4481
email: mail@demos.co.uk
web site: <http://www.demos.co.uk>

Reg charity no 1042046
© Demos July 1997

Publications 1993-1997

new The British spring: a manifesto for the election after next

Geoff Mulgan, Perri 6 and others
ISBN 1 898309 43 4 £5.00

Drawing on examples from around the world, from local communities and from business, Demos' manifesto sets out what could be done in Britain over the next decade to tackle problems such as crime and unemployment. The manifesto argues that after a century of decline, Britain is ready for a new spring, and it offers a plethora of imaginative policy ideas covering areas as diverse as jobs and the environment, homelessness and fun, defence and schools, as well as new models of problem-solving government and a radical new approach to business.

Books

new Time out: the costs and benefits of paid parental leave

Helen Wilkinson with Stephen Radley, Ian Christie, George Lawson and Jamie Sainsbury
ISBN 1 898309 58 2 £12.95

Parental leave gives parents time off work to spend with their children. This detailed study shows how a new scheme of parental leave could be introduced into the UK with substantial benefits for parents as well as children, and manageable costs for business, employees and the government. The report draws on new surveys with workers and employers, analysis of parental leave schemes around the world and detailed costings of a range of scheme options. It makes the case for reforms to reflect rapidly changing family structures and labour markets. Above all, it argues that children's interests should, for once, be put at the heart of public policy.

new A piece of the action: employee ownership, equity pay and the rise of the knowledge economy

Charles Leadbeater
ISBN 1 898309 68 X £14.95

The organisations able to make the most of people and their knowledge will be best placed to thrive in the twenty first century. Employee ownership and equity based pay will be vital to creating the

networked, knowledge creating company of the future. They offer opportunities to reform the welfare system, modernise the employment contract and change the way companies are governed. Proposals include entrepreneurial employee ownership; equity pay schemes; and the use of employee ownership to create more participatory management and reform corporate governance.

ew **Turning the tide: crime, community and prevention**

Jon Bright

ISBN 1 898309 33 7 £12.95

Public policy has failed to deal with crime, one of the public's top concerns, and the criminal justice system only deals with crime after the event. Jon Bright argues for a crime management policy that emphasises prevention. Drawing on schemes in the UK, the United States and the Netherlands and on his own experience in running crime prevention projects, Bright sets out what can be done to stop people drifting into crime and to make crime more difficult to commit.

Tomorrow's women

Helen Wilkinson and Melanie Howard

ISBN 1 898309 48 5 £9.95

Women's lives have been transformed this century by changes as diverse as the advent of the pill, winning the vote and the invention of the washing machine. But what will women's lives look like in 2010? Drawing on a detailed analysis of the major trends in demography, economics, technology, values, politics and culture, this report sets out where women are headed and asks whether they will be able to join forces together to achieve the changes they need.

Reconnecting taxation

Geoff Mulgan and Robin Murray

ISBN 1 898309 00 0 £5.95

A detailed analysis of the current tax crisis offering a wide range of new ideas for tax policy, focusing in particular on new forms of hypothecation and corporate taxation. Geoff Mulgan is Director of Demos, Robin Murray is an advisor to the government of Ontario. 'It provokes exactly the sort of longer term thinking that is missing from the current political debate.' *The Financial Times*

An end to illusions

Alan Duncan

ISBN 1 898309 05 1 £5.95

A forensic study of recent economic policy and a set of recommendations for microeconomic reform. Alan

Duncan is Conservative MP for Rutland and Melton. 'It provides three things in scant supply: a disinterested assessment of what went wrong with the British economic miracle in the 1980s; thoughts on how we can avoid making the same mistake again; and a lucid style to expound his ideas.' *The Daily Telegraph*

Transforming the dinosaurs: how organisations learn

Douglas Hague

ISBN 1 898309 10 8 £5.95

An analysis of how institutions can transform their cultures and avoid stagnation. It sets out a series of proposals for introducing greater dynamism and learning capacity into schools, universities, the civil service and companies. Sir Douglas Hague is an associate fellow at Templeton College.

The parenting deficit

Amitai Etzioni

ISBN 1 898309 20 5 £5.95

Argues that the movement first of men, and more recently of women, out of the home and into work has left a serious deficit of parental care. Proposes economic and social measures to improve the quality of parenting and to raise its status. Amitai Etzioni is President of the American Sociological Association and founder of the Communitarian Network.

Sharper vision

Ian Hargreaves

ISBN 1 898309 25 6 £5.95

A powerful argument for radically altering the BBC's funding base and ownership structure to enable it to compete effectively in the world's emerging multimedia markets. Includes an appendix by leading corporate governance expert Jeff Gates giving an alternative model for a BBC owned by its viewers and employees. Ian Hargreaves is former Editor of *The Independent* and Editor of *The New Statesman*. 'A formidable account of the unsatisfactory consequences of existing media policy in Britain.' *The Guardian*

The world's new fissures

Vincent Cable

ISBN 1 898309 35 3 £5.95

An original and compelling account of the new dividing lines in politics across the world and the implications of the new politics of identity which are having such an impact on issues such as free trade and migration. Vincent Cable is Chief Economist at Shell International.

The audit explosion

Michael Power

ISBN 1 898309 30 2 £5.95

Offers a comprehensive critique of the spread of auditing in both the public and private sectors and shows how to achieve a better balance between audits and other forms of accountability. Michael Power is Professor of Accounting at the LSE. 'His study represents a rare attempt to stand back and question the very notion of auditing and the place it has assumed in our society.' *The Financial Times*

The mosaic of learning: schools and teachers for the next century

David Hargreaves

ISBN 1 898309 45 0 £5.95

A long overdue agenda for achievable change in schools. With more specialised schools, a better use of interactive technologies, a redefinition of teachers' roles and greater openness to business and local communities, he shows how schools can again become sources of satisfaction for those who teach and learn. David Hargreaves is Professor of Education at Cambridge University. 'A brilliant pamphlet which advocates a radically different approach to educational assessment in schools, leaping years over the sterile debate on opting out versus opting in.' *The Times*

Alone again: ethics after certainty

Zygmunt Bauman

ISBN 1 898309 40 X £5.95

An account of why the old ethical arguments no longer stand up, and of how we should think about the new ethical landscape in which we live. Zygmunt Bauman is Emeritus Professor of Sociology at Leeds University. 'A brilliant moral tract.' *The Independent*

The governance gap: quangos and accountability

John Plummer

ISBN 0 904677 60 5 £8.50

An extensive survey of Britain's quangos - unravelling the inconsistencies in accountability arrangements and the emphasis on upwards accountability to Whitehall rather than downwards to voters and citizens. John Plummer is Director of Audax Public Policy Partners.

No turning back: generations and the genderquake

Helen Wilkinson

ISBN 1 898309 75 2 £7.95

This report is based on a survey of the values of 2,500 people between the ages of 15 and 75 and sets out the implications of the genderquake - the shift in power from men to women and the fast-changing values of the younger generation of 18-34 year olds. Helen Wilkinson is a Project Director at Demos. 'Demos has decidedly struck a chord with its claim that for a generation of educated young people the old emotional bipolar allegiances of post-war politics are meaningless.' *The Evening Standard*

The common sense of community

Dick Atkinson

ISBN 1 898309 80 9 £5.95

Presents a practical vision for revitalising local communities, based on the development of clusters of local self-governing institutions working together, such as schools, housing associations and voluntary organisations. Dick Atkinson founded the Phoenix Centre which encourages and disseminates good practice in urban regeneration. 'A guide to rebuilding Britain's inner city communities.' *The Independent*

The creative city

Charles Landry and Franco Bianchini

ISBN 1 898309 16 7 £5.95

Sets out a radical new vision of the creative city, arguing that cities now need to mobilise creativity not only to achieve competitiveness in the new high value-added industries but also to better solve social problems. Charles Landry is Director of Comedia, and Franco Bianchini is Director of the Cultural Planning Unit at De Montfort University. 'The Creative City ... will surely prove to be one of the seminal studies of the 1990s.' Peter Hall, Professor at the Bartlett School, University College London, and author of *Cities of Tomorrow*.

The battle over Britain

Philip Dodd

ISBN 1 898309 26 4 £5.95

The author examines what it means to be British, and how the British see themselves. Dodd argues that Britain now needs to remake and rediscover its identity as an importer and exporter of ideas, people and goods, rather than rest on a false myth of stability and hostility to change. Philip Dodd is Editor of *Sight and Sound*.

Park life: urban parks and social renewal

Liz Greenhalgh and Ken Worpole

ISBN 1 873667 86 8 £20

The final report of the extensive study undertaken by Comedia in association with Demos into the use of Britain's urban parks.

Modernising public appointments

John Viney and Judith Osborne

ISBN 1 898309 71 X £5.95

Based on a study of the existing system of making public appointments, the authors set out detailed proposals for modernisation, introducing the best of modern business practice to the very different world of the public sector. John Viney and Judith Osborne work for the executive search consultancy Heidrick & Struggles International.

The other invisible hand: remaking charity for the 21st century

Geoff Mulgan and Charles Landry

ISBN 1 898309 81 7 £9.95

Argues that the laws and financial mechanisms which govern the world of charity are antiquated, cumbersome and inflexible, and makes the case for an historic new settlement to encourage voluntary action. It analyses the place of ethics in modern society and sets out a wide range of imaginative recommendations for remaking charity for the next century and reconnecting people's ethical dispositions to changing social needs. Geoff Mulgan is Director of Demos and Charles Landry is Director of Comedia. 'This study is unlikely to be bettered for its balance and comprehensiveness.' *RSA Journal*

Business ethics: the new bottom line

Sheena Carmichael

ISBN 1 898309 61 2 £5.95

Showing why ethical confusions can be so costly to business, the author explains how firms can bring greater clarity and coherence to the ethical choices they and their employees make. The study draws on recent experiences in North America and Europe. Sheena Carmichael is Director of Ethos, a management consultancy specialising in business ethics.

Freedom's children: work, relationships and politics for 18-34 year olds in Britain today

Helen Wilkinson and Geoff Mulgan

ISBN 1 898309 27 2 £9.95

Drawing on extensive new data from the British Household Panel Study and MORI *Socioconsult*, this report describes in detail the lifestyles and values of the 18-34 year old generation. It looks at everything

from violence to ambition, equal opportunities to political activism, and argues that we urgently need to achieve a new balance between freedom and commitment to improve the lives of this generation and of generations to come. Helen Wilkinson is a Project Director at Demos and Geoff Mulgan is Director of Demos. 'Today's twenty-somethings ... are the least likely in modern history to vote or join a political organisation ... it is time that the UK started looking harder at how better to accommodate the needs and aspirations of its young.' *The Financial Times*

After social democracy: politics, capitalism and the common life

John Gray

ISBN 1 898309 52 3 £5.95

This pathbreaking new essay shows why social democracy has become obsolete, and why a 'communitarian liberalism' is now needed to succeed it. In place of the mistaken social democratic belief that there is a single goal of social justice or equality, Gray argues that there are distinct principles of fairness appropriate to the different circumstances of schools or benefits systems, health or employment. John Gray is a fellow of Jesus College, Oxford. 'Fascinating' *The Guardian*

The post-modern state and the world order

Robert Cooper

ISBN 1 898309 62 0 £5.95

In the wake of the Cold War this essay argues that world affairs are being shaped by a new division between the 'pre-modern' areas without fully functioning states, the 'modern' nation states concerned with territorial sovereignty and national interests and the 'post-modern' areas. These areas, of which Europe is the clearest example, have transcended the old definitions of state power and security and are pioneering a new kind of state with radical implications for the future of politics. Robert Cooper is a member of the British Diplomatic Service.

On the cards: privacy, identity and trust in the age of smart technologies

Perri 6 and Ivan Briscoe

ISBN 1 898309 72 8 £9.95

This is the UK's first comprehensive report on the technological, economic and social dimensions of smart cards and the far-reaching challenge they pose to existing rules on information and data protection. The report argues for a combination of regulation, legal rights and market mechanisms to ensure that the individual's interests are paramount. Perri 6 is

Demos' Research Director and Ivan Briscoe is a former Demos Researcher.

Open wide: futures for dentistry in 2010

Perri 6 with Ben Jupp and Tom Bentley
ISBN 1 898309 03 5 £14.95

This is the most comprehensive recent study of the long term future of this politically sensitive health care industry. The study argues that dramatic changes are set to take place in the next five years in response to mushrooming consumerism, changing patterns of demand, new technologies, the haemorrhage of dentistry from the NHS and fiscal pressure on NHS budgets. The book develops possible futures for dentistry, examining the strategies for the main stakeholders in the industry and setting out a detailed programme of policy measures for the 1997-2002 government. Perri 6 is Demos' Research Director, Ben Jupp and Tom Bentley are Demos Researchers.

Animal rights and wrongs

Roger Scruton
ISBN 1 898309 82 5 £7.95

Roger Scruton sets out a compelling account of how we should think about the morality of our relationships to other animals. He argues that it is wrong to believe that animals automatically have rights, but suggests we owe them duties depending on whether we are treating them as pets, for laboratory experiments or for meat. This is essential reading in the light of the recent public concern over issues such as veal calf exportation and the BSE crisis. Roger Scruton is a philosopher and freelance writer. His articles often appear in *The Times*.

Public, private or community: what next for the NHS?

Chris Ham
ISBN 1 898309 23 X £8.95

A hard-headed look at the affordability, financing, coverage, organisation and control of the National Health Service. Argues for retaining the purchaser/provider split, basing NHS markets on contestability instead of competition, exploring the use of non-profit and voluntary organisations as providers of NHS services, and developing more transparent and accountable ways to make rationing decisions. Chris Ham is Professor of Health Policy at the University of Birmingham, where he is also Director of the Health Services Management Centre.

The freedom of the city

Ken Worpole and Liz Greenhalgh
ISBN 1 898309 08 6 £5.95

This book draws on a series of pathbreaking studies of town centres, libraries and parks which argue that the key to safe and enjoyable public spaces is to make them full of activity. It shows how lessons can be learned from other cities around the world where it has been possible to encourage far more life on the streets. The availability of new funding, from the private sector, Europe and the national lottery, has brought new hope to many cities; if public spaces work well we can enjoy the freedom of the city. Ken Worpole is associated with Comedia and Demos as a writer, researcher and project director. Liz Greenhalgh is an Associate with Comedia.

The rise of the social entrepreneur

Charles Leadbeater
ISBN 1 898309 53 1 £9.95

This report examines the growing band of social entrepreneurs who are working at the grass roots of the welfare system in the space between the public and private sector, and developing innovative answers to many of Britain's most pressing social problems, such as homelessness, drug dependency and joblessness. The report is based on case studies of five inspirational schemes which exemplify the potential of social entrepreneurs to create forms of active welfare which are both cheaper and more effective than the traditional services offered by the welfare state.

Life after politics: new thinking for the 21st century

Geoff Mulgan, ed
ISBN 0 00 638755 1 £7.99 (Fontana Press)

Bringing together some of the best of Demos' work since its launch in 1993, this comprehensive anthology of essays provides an invaluable source for thinking about how politics and society are developing. Chapters cover topics as diverse as international relations, job creation, tax, animal rights and feminism, from authors including Amitai Etzioni, Howard Gardener, John Gray, Peter Singer, Charles Hampden-Turner and Helen Wilkinson. 'sober, hard-headed and thoughtful... should be read by anyone planning to live beyond the year 2000' *Times Educational Supplement*

Arguments

This is a series of shorter papers, priced £4.95 each

Careerquake: policy supports for self-managed careers

AG Watts

ISBN 1 898309 18 3

Once the preserve of middle class men, today careers have been opened far wider as a growing number of people gain further and higher education qualifications. However, the author argues that there is a chronic lack of adequate supports to enable people to realise the careers they aspire to. New foundations are needed, including flexible learning systems, common qualifications and lifelong access to career guidance. AG Watts is Director of the National Institute for Careers Education and Counselling (NICEC).

Single rate tax: the path to real simplicity

Nigel Forman MP

ISBN 1 898309 13 2

Puts the case for further radical tax reform, proposing that the priority now should be to simplify the tax system. Flat taxes would benefit large numbers of tax payers and would stimulate real and lasting growth, as well as being popular and cheaper to collect. They would also end the diversion of resources into intricate schemes for tax avoidance. This argument shows how flat taxes would work in Britain. Nigel Forman is Conservative MP for Carshalton and Wallington. He has been a member of the Treasury Select Committee since 1993.

The self-policing society

Charles Leadbeater

ISBN 1 898309 87 6

Sets out a number of ways in which society could better deal with crime, including repopulating public spaces, bringing back the police box, enabling informal policing and prioritising public crime concerns. Charles Leadbeater is a writer and researcher and formerly Assistant Editor at *The Independent*.

Big is beautiful: bringing East Central Europe into the European Union

Perri 6

ISBN 1 898309 41 8

Explains the arguments for and against including countries of East and Central Europe in the European Union, concluding in favour of enlargement as an historic opportunity to bring peace and security to Europe. Perri 6 is Research Director at Demos.

In whose service? Making community service work for the unemployed

Ivan Briscoe

ISBN 1 898309 56 6

Analyses the schemes for national and community service in both Britain and the US and finds them wanting. His central argument is that the emphasis on community service needs to be clearly linked to the self-interest of the unemployed. The report sets out an alternative scheme - the CONNECT scheme - which would avoid the pitfalls of those currently on offer. Ivan Briscoe is a former Demos Researcher.

Taking tax out of politics: seven maxims for tax policy in the late 1990s

Sir Douglas Hague and Geoff Mulgan

ISBN 1 898309 86 8

Tax is the most fiercely contested issue in Western politics. The authors set out seven maxims to define tax policies in the years ahead, arguing in particular for widening the tax base and lowering rates. The paper defines benchmarks against which political parties' promises and performance can be judged. Geoff Mulgan is Director of Demos and Douglas Hague is an associate fellow of Templeton College.

Easternisation: the rise of Asian power and its impact on the west and on our own society

David Howell

ISBN 1 898309 76 0

The world is in the midst of a profound shift in the balance of power away from North America and Europe and towards Asia. The author argues that the West needs to learn from the success of East Asian societies not only in industry but also in education and welfare. David Howell is Conservative MP for Guildford and Chairman of the House of Commons Foreign Affairs Select Committee.

The society of networks: a new model for the information superhighway and the communications supermarket

by Geoff Mulgan and Ivan Briscoe

ISBN 1 898309 32 9

Makes the case for a new form of ownership for the main communications infrastructure, involving service providers in an open association. Drawing on the successful models of Visa and the Internet, the authors offer an imaginative solution to managing the key infrastructures of the 21st century.

Restoring public trust: a governance act for public bodies

Norman Warner

ISBN 1 898309 47 7

Public trust in government institutions has fallen sharply in recent years, due in part to a series of scandals in both quangos and local authorities. The report sets out a blueprint for reform of public governance, making the case for a new Governance Act. Norman Warner is a member of the Local Government Commission for England, and has chaired a health authority and a government inquiry.

The building society bounty: the case for member philanthropy

David Shutt

ISBN 1 898309 57 4

Many of Britain's leading building societies are currently planning to convert into plcs. As a result, their existing members stand to win a substantial windfall of cash or shares. David Shutt argues that today's members should be encouraged to give a percentage of their windfall to a 'community bounty' to be used for local community projects. David Shutt is Vice-Chairman of the Joseph Rowntree Reform Trust Ltd.

Revolutionising share ownership: the stakeowner economy

Jeffrey Gates

ISBN 1 898309 77 9

Jeffrey Gates shows how wider ownership of capital resources can play a vital role in simultaneously improving social cohesion, fiscal health, environmental sustainability and international competitiveness. He makes the case for expanding share ownership in many different forms, going beyond existing ideas about stakeholding to set out the practical means for achieving individual economic self-sufficiency and a more sustainable form of stakeowner capitalism. Jeffrey Gates is an international consultant based in Atlanta, Georgia.

Project Reports

Saving sense: a new approach to encourage saving

Ben Jupp

ISBN 1 898309 38 8 £9.95

This report discusses the growing importance of savings for both retirement and short term needs and shows why current policies to encourage saving are failing. It proposes a new approach which takes into account the cultural and behavioural factors that influence people and sets out a series of long term measures to change the culture of saving in Britain

The proposal: giving marriage back to the people

Helen Wilkinson

ISBN 1 898309 28 0 £4.95

This report argues that the institution of marriage can be revived if the institution itself is brought up to date. Drawing on historical evidence and international examples, it shows just how much scope there is to remake marriage for the modern age and to endow the wedding ceremony with a new authenticity by giving people the freedom to write their own vows, choose their own location and decide who presides over the ceremony. 'The proposal makes the case for celebrating marriage as a human partnership rather than an institution required by church or state. Giving practical expression to this shift in thinking may be the only way to save marriage in the long term.' Matthew Smith, General Assembly of Unitarian and Free Christian Churches

Parental leave: the price of family values?

Helen Wilkinson, Ivan Briscoe and Martin Kaye

ISBN 1 898309 67 1 £4.95

This study contains a detailed analysis of why parental leave is becoming a key policy issue, through an extensive survey of parental leave in sixteen countries, and an assessment of the lessons to be learned. It also sets out the main principles and funding options for the UK. Helen Wilkinson is a Project Director at Demos, Ivan Briscoe is a former Demos Researcher and Martin Kaye is Director of Benefit Counselling and a partner at BDO Stoy Hayward.

How are charities accountable? A study of the approaches to governance and accountability developed by twelve major charities in Britain

John Plummer

ISBN 1 898309 97 3 £9.95

This report contains the most detailed survey yet on how charities are accountable to their various stakeholders and to the causes they serve. Looking at household names such as Oxfam and Age Concern as well as smaller charities like the Yorkshire Metropolitan Housing Association, the report suggests some of the ways that charities could think more rigorously about their own accountability. John Plummer is a Partner at Audax Public Policy Partners.

Occasional papers

These are produced at short notice and are a response to current political debate.

Employee mutuals: the 21st century trade union?

Geoff Mulgan and Tom Bentley

ISBN 1 898309 92 2 £5

Mistakeholding: whatever happened to Labour's big idea?

Charles Leadbeater and Geoff Mulgan

£2.50

Soft sell or hard policies: how can the parties best appeal to women?

Helen Wilkinson and Shelagh Diplock

£2.95

new Britain: the California of Europe? What the UK can learn from the West Coast

Charles Leadbeater

£2.95

Demos Quarterly

The Demos Quarterly is unlike any other magazine or journal. Each issue focuses on a particular theme, and provides not only a comprehensive set of analyses, key facts and essays but also a distinctive set of policy proposals. ISSN 1361-1275.

Opening minds issue 1, £3

Featuring articles by Howard Gardner and Amitai Etzioni, the prime focus of this issue is learning, not only in the context of schools, but also in relation to morality and political accountability.

The end of unemployment: bringing work to life issue 2, £2.50

Featuring articles by Rosabeth Moss Kanter and Martin Wolf, the issue sets out a radical set of solutions to unemployment, covering everything from issues of 'employability' to the role of the informal economy. 'Demos reglvanizes political excitement with a series of ideas politicians seldom dare to have.' *The Guardian*

Lean democracy issue 3, £5

Featuring authors including Andrew Adonis, Charles Leadbeater, Christa Daryl Slaton and Judith Squires, the issue recommends a series of innovations in democracy, ranging from referendums and citizens' juries to new uses of communications technology. It also analyses why there is a crisis of political leadership.

Liberation technology? issue 4, £5

With authors including Douglas Hague, Suzanne Warner, Jonathan Solomon and Martin Cave, this issue sets out how communications technologies are transforming everything from the workplace to architecture and how policy makers need to respond.

The time squeeze issue 5, £8

Rising working hours and greater pressures to juggle work and domestic responsibilities are contributing to a 'time squeeze'. This issue provides the most comprehensive analysis of the economics and politics of time in the 1990s, as well as an imaginative set of policy proposals for achieving a better balance between work and life. Authors include Juliet Schor, Ray Pahl, Jeremy Rifkin, Carol Samms and Theodore Zeldin. 'A series of intelligent attempts to assess the coming death of the clock. This event may turn out to be as influential as the "death of God".' *Independent on Sunday*

The age of Asia: learning from the sunrise societies issue 6, £5

What lessons should the rest of the world be learning from East Asia, not only in terms of industry but also in fields like education and welfare? This issue provides a sophisticated analysis of the 'age of Asia' and of its implications. Authors include Ronald Dore, Charles Hampden-Turner, Bhikhu Parekh, Noordin Sopiee, John Gray and David Reynolds.

Missionary government issue 7, £5

After the 'reinvention of government', what next? This issue sets out the coming challenges for governments all over the world, focusing in particular on the tools they are learning to use to change cultures.

Authors include Richard Rose, Sir Roger Douglas, Derry Ormond, Jan Kooiman and Stephen Rathgeb Smith. 'A core of shrewd insights about the limits to the current drive to reinvent government.' *The Times*

The new enterprise culture issue 8, £8

Wealth no longer relies on land, materials or machines as it did in the past. Instead the new 'information economy' will rely on the cultivation and exploration of ideas, creativity and imagination. The challenge for the future is to find new organisational forms which can embrace this culture, perhaps taking lessons from theatre, the arts or universities. Authors include Charles Handy, Jeffrey Gates, Michael Best and Bob Tyrrell.

The return of the local issue 9, £5

New research has shown that identity is strongest at the level of the neighbourhood and that the way forward into the post industrial age is to acknowledge local cultures and histories, not deny them. Development at a local level can help maximise human and material resources by linking environmental improvements to job creation. An education system which acknowledges the importance of local communities will help equip children with the understanding and motivation they need for life. It is now time to reinvent the local for a new age. Authors include Geoff Mulgan, Perri 6, Tom Nairn, Liz Greenhalgh, Ken Worpole, Peter Hall, Tony Travers, Jeroen Weimar and Ian Christie.

Matters of life and death issue 10, £5

Bringing together the world's leading thinkers in the maturing field of evolutionary psychology, this exciting collection of essays shows how we can know far more about how people behave and societies work by understanding how evolution shaped our bodies and minds. Covering subjects from homicide (who kills you and why) to sex and politics (they make natural bedfellows), contributors include Sir Samuel Brittan, Robert Wright, Helena Cronin and Matt Ridley. 'With chapters entitled "In the beginning", "Sex", "Bodies and minds", "Money", "Death" and "What next?", Demos may as well shut up shop after this report.' *The New Statesman*

new Keeping the faiths: the new covenant between religious belief and secular power issue 11, £8

In recent years, religion has rapidly moved up the political agenda. Church leaders have made interventions on education, citizenship and employment which have been timed to achieve the greatest political impact. Fundamentalists have taken direct action

which politicians can no longer ignore. *Keeping the faiths* presents a comprehensive assessment of the nature of contemporary belief, including New Ageism and ecospirituality, and seeks to define the proper role of religion in public life. Contributors include Bhikhu Parekh, Karen Armstrong, Satish Kumar, Don Cupitt, Yasmin Alibhai Brown and Bob Tyrrell.

Working Papers

These papers are part of larger research projects, priced £5.

The future of charities and the voluntary sector:

- ① Themes and issues - Geoff Mulgan and Charles Landry
- ② Rethinking charity finance - Geoff Mulgan and Charles Landry
- ③ The question of independence - Perri 6
- ④ The future of civic forms of organisation - Paul Hoggett
- ⑤ The acceptable face of capitalism? - John Griffiths
- ⑥ Restricting the freedom of speech of charities - Perri 6
- ⑦ The global associational revolution - Lester Salamon
- ⑧ The money game: money, charities and the city - Russell Sparkes
- ⑨ Beyond charity: a new settlement to harness the potential of voluntary action - the project's interim report - Geoff Mulgan and Charles Landry

The seven million project:

- ① Generation X and the new work ethic - David Cannon
- ② Beyond family friendly organisations - Cary Cooper and Suzan Lewis
- ③ Gender, feminism and the future - Gerda Siann and Helen Wilkinson
- ④ Paying the price of care: comparative studies of women's employment and the value of caring - Rosemary Crompton
- ⑤ Learning from experience: the equal opportunities challenge for the 1990s - Angela Coyle
- ⑥ Where have all the women gone? The experience of women aged 18-34 in young women's organisations - Jane Grant
- ⑦ Active fathering for the future - Sebastian Kraemer
- ⑧ Global Generation X: their values and attitudes in different countries - Carol Samms
- ⑨ Continuity and change amongst 18-35 year olds: a qualitative research study - Helen Wilkinson,

Deborah Mattinson and Viki Cooke

- ④ Equality and diversity in a time of change: a casestudy of regional broadcasting - Helen Wilkinson
- ④ Equality and diversity: a casestudy of young professionals - Helen Wilkinson and Tom Bentley
- ④ Through the eyes of shopfloor workers: equal opportunities in manufacturing - Helen Wilkinson

The future of parks and urban open spaces in the UK:

- ④ The study brief and objectives
- ④ Law, money and management - Alan Barber
- ④ Lost childhoods; taking children's play seriously - Bob Hughes
- ④ Calling in the country: ecology, parks and urban life - David Nicholson Lord
- ④ Parks, open space and the future of urban planning - Janet Morphet
- ④ Lost connections and new directions: the private garden and the public park - Martin Hoyles
- ④ Reclaiming the night: night-time use, lighting and safety in Britain's parks - Carl Gardner
- ④ The politics of trust: reducing fear of crime in urban parks - Jaquie Burgess
- ④ The popular culture of city parks - David Crouch
- ④ Age and order: the public park as a metaphor for a civilised society - Hilary A Taylor
- ④ The sporting life: sport, health and active recreation in urban parks - Michael Collins
- ④ Urban parks in Germany: current issues - Ralf Ebert

Publications order form

Payment can be made by cheque or credit card.

By post: Please send completed form and method of payment to: Demos Freepost, London EC4B 4HP

By telephone: Credit card purchases can also be made by phoning 0171 353 4479.

Name _____

Address _____

Postcode _____

Telephone _____

I enclose a cheque for £ _____

Please bill my credit card for the amount of: £ _____

Visa / Mastercard (please circle as appropriate)

_____ Exp ___/___

Signature _____ Date _____

Billing address, if different from above: _____

qty	title	price

Titles and prices are listed overleaf

Please add 60p for the first publication and 35p for each subsequent publication	subtotal plus p&p TOTAL
--	---

The British spring, £5.00

Books

Time out, £12.95

A piece of the action, £14.95

Turning the tide, £12.95

Tomorrow's women, £9.95

The rise of the social entrepreneur, £9.95

Life after politics, £7.99

Public, private or community, £8.95

The freedom of the city, £5.95

Open wide, £14.95

Animal rights and wrongs, £7.95

Reconnecting taxation, £5.95

An end to illusions, £5.95

Transforming the dinosaurs, £5.95

The parenting deficit, £5.95

Sharper vision, £5.95

The world's new fissures, £5.95

The audit explosion, £5.95

The mosaic of learning, £5.95

Alone again, £5.95

The governance gap, £8.50

No turning back, £7.95

The common sense of community, £5.95

The creative city, £5.95

The battle over Britain, £5.95

ParK Life, £20

Modernising public appointments, £5.95

The other invisible hand, £9.95

Business ethics, £5.95

Freedom's children, £9.95

After social democracy, £5.95

The post-modern state, £5.95

On the cards, £9.95

Arguments all £4.95

Careerquake

Single rate tax

The self-policing society

Big is beautiful

In whose service?

Taking tax out of politics

Easternisation

The society of networks

Restoring public trust

The building society bounty

Revolutionising share ownership

Project Reports

Saving sense, £9.95

The proposal, £4.95

Parental leave, £4.95

How are charities accountable?, £9.95

Occasional Papers

Employee mutuals, £5

Mistakeholding, £2.50

Soft sell or hard policies, £2.95

Britain: the California of Europe?, £2.95

Demos Quarterly

Opening minds, £3

The end of unemployment, £2.50

Lean democracy, £5

Liberation technology?, £5

The time squeeze, £8

The age of Asia, £5

Missionary government, £5

The new enterprise culture, £8

The return of the local, £5

Matters of life and death, £5

Keeping the faiths, £8

Working papers series

The future of charities and the voluntary sector

The seven million project

The future of parks and urban open spaces in the UK

Demos' Director is Dr Geoff Mulgan, previously at the University of Westminster and MIT. Perri 6 is Research Director and Helen Wilkinson is Project Director. Senior Researchers are Ben Jupp and Helen Perry. Researchers include Tom Bentley (also Executive Assistant to Geoff Mulgan), Mark Leonard, Ben Jupp, George Lawson (also Communications Officer) and Jamie Sainsbury.

Administrative staff are Richard Warner, General Manager; Debbie Porter, Marketing and Events Manager; Lindsay Nash, Publications Manager; Alison Beenev, Subscriptions and Events Officer; and Annie Creasey, volunteer Publications Assistant.

Demos associates include: Ken Worpole, Diana Leat, Robin Murray, Ray Pahl, Jonathan Scales, Rod Paley, Charles Leadbeater and Melanie Howard.

Demos' advisory council includes:

Helen Alexander Chief Executive, The Economist Group

John Ashworth Chairman, The British Library

Clive Brooke Joint General Secretary, PTC

Imtiaz Farrookhi Chief Executive, Leicester City Council

Sir Douglas Hague Templeton College

Jan Hall Chief Executive, Gold Greenlees Trott Europe

Chris Ham Professor of Health Policy, Birmingham University

Charles Handy Writer and Broadcaster

Ian Hargreaves Editor, *New Statesman*

Christopher Haskins Chairman, Northern Foods plc

Martin Jacques Journalist and Broadcaster

Terry Leahy Chief Executive, Tesco plc

David Marquand Principal, Mansfield College

Sheila McKechnie Director, Consumers Association

Julia Middleton Chief Executive, Common Purpose

Yve Newbold Chief Executive, ProNed

Sue Richards Professor of Public Policy, Birmingham University

Anita Roddick Group Managing Director, The Body Shop plc

Dennis Stevenson Chairman, Pearson plc and the Tate Gallery

Martin Taylor Chief Executive, Barclays Bank plc

Bob Tyrrell Partner, Civitas

Become a subscriber and receive Demos' principal publications and Quarterly journal

The price of annual subscription is £50.00 for individuals and £100.00 for institutions. In return you will receive:

- four books (rrp £5.95-£14.95) containing policy, argument and analysis
- four copies of *Demos Quarterly* (rrp £5-£8)
- one third off all Demos publications
- discounted entrance to Demos events
- any four existing publications free of charge (institutional subscriptions only)

Name

Address

Postcode

Telephone

DEMOS



Originator number 626205

Instruction to your Bank or Building Society to pay Direct Debits

1 Name and full postal address of your Bank or Building Society

To The Manager

Bank or Building Society

Address

Postcode

2 Name(s) of account holder(s)

3 Branch sort code
(from top right hand corner of your cheque card)

- -

4 Bank or Building Society account number

5 Demos reference number (for office use only)

6 Instruction to your Bank or Building Society:
Please pay Demos Direct Debits from the account detailed on this
Instruction subject to the safeguards assured by the Direct Debit
Guarantee.

Signature(s)

Date

Please send completed form to:
Demos, 9 Bridewell Place, London EC4V 6AP

Banks and building societies may not accept Direct Debit Instructions from certain types of account

Who is Demos?

Demos' Director is Dr Geoff Mulgan, previously at the University of Westminster and MIT. Perri 6 is Research Director, and Helen Wilkinson and Adrian Fletcher, are Project Directors. Researchers include Tom Bentley (also Executive Assistant to Geoff Mulgan), Helen Perry, Mark Leonard, Ben Jupp, George Lawson, Jamie Coulthard, Helen Hayes, Sarah Gregory and Jamie Sainsbury.

Administrative staff are Richard Warner (General Manager), Rowena Young (Communications Manager), Debbie Porter (Marketing and Events Manager), Lindsay Nash (Publications Manager), Alison Beeney (Subscriptions and Events Officer), and Annie Creasey (volunteer Publications Assistant).

Demos associates include: Ken Worpole, Diana Leat, Robin Murray, John Plummer, Ray Pahl, Jonathan Scales, Rod Paley and Charles Leadbeater.

Demos' advisory council includes:

- Helen Alexander** Chief Executive, The Economist Group
- John Ashworth** Chairman, The British Library
- Clive Brooke** Joint-General Secretary, Public Services, Tax and Commerce Union
- Imtiaz Farroukhi** Former Chief Executive, Leicester City Council
- Sir Douglas Hague** Templeton College
- Jan Hall** Chief Executive, Gold Greenlees Trott
- Chris Ham** Professor of Health Policy, Birmingham University
- Charles Handy** Writer and Broadcaster
- Ian Hargreaves** Editor, The New Statesman
- Christopher Haskins** Chairman, Northern Foods plc
- Martin Jacques** Journalist and Broadcaster
- Terry Leahy** Chief Executive, Tesco plc
- David Marquand** Principal, Mansfield College
- Sheila McKechnie** Director, Consumers' Association
- Julia Middleton** Chief Executive, Common Purpose
- Yve Newbold** Chief Executive, ProNed
- Sue Richards** Professor of Public Policy, Birmingham University
- Anita Roddick** Group Managing Director, The Body Shop plc
- Dennis Stevenson** Chairman, SRU and the Tate Gallery
- Martin Taylor** Chief Executive, Barclays Bank plc
- Bob Tyrrell** Chairman, The Henley Centre

For further information or a publications catalogue please contact:

Demos, 9 Bridewell Place, London EC4V 6AP
tel: 0171 353 4479 fax: 0171 353 4481
email: debbie@demos.co.uk
world wide web site: <http://www.demos.co.uk>
Registered Charity No. 1042046

DEMOS

Why Demos?

Demos is an independent think tank and research institute based in London. Launched in 1993, its role is to help reinvigorate public policy and political thinking which were felt to have become too short term and partisan, and out of touch with an increasingly porous and complex society.

Demos' approach is distinct from other think tanks and research institutions in that it:

- maintains independent status, publishing authors as diverse as Philip Dodd (*Battle over Britain*) and Roger Scruton (*Animal rights and wrongs*), and including figures such as Anita Roddick (co-founder of the Body Shop) and Sir Douglas Hague (former adviser to Margaret Thatcher) on its advisory council
- is committed to a long term perspective, using its innovative *Serious Futures* methods of forecasting and scenario building
- works closely with the people likely to be affected by policy proposals, through focus groups, surveys and polls, analysis of values and in-depth interviews
- links theory and ideas to the practical work of people as varied as teachers and park wardens, community activists and architects
- acts as a bridge between different disciplines, and between business and non-profit organisations and public policy makers.

Demos was described in *The Guardian* as Britain's most influential and highest profile think tank, while *The Times* wrote that it 'offers the most challenging ... political agenda for the next century'.

Core funding is received from:

The Esmée Fairbairn Charitable Trust, the Joseph Rowntree Charitable Trust, Cable and Wireless, Northern Foods, Pearson, Scottish and Newcastle, British Gas, Shell International, BDO Stoy Hayward, National Westminster Bank, the RAC, the Inland Revenue Staff Federation and the Lord Ashdown Charitable Settlement.

Recent research projects have been sponsored by:

The Tedworth Charitable Trust, the Gulbenkian Foundation, the Charities Aid Foundation, the Joseph Rowntree Foundation, the Corporation of London, the Economic and Social Research Council, Denplan, the London Planning Advisory Committee, IBM, BT Forum, BT, Prudential, Coopers and Lybrand, C&A, Mercury, ProShare, the government of Ireland, and various local authorities.

What does Demos do?

Current policy research programmes

- **Job creation** – Practical pilot projects with business and local authorities in a number of Britain's regions and cities, exploring new ideas for job creation, during 1997/98.
- **Schools and the community** – Task force chaired by Rt Hon David Hunt MP on active learning in the community. Report published in spring 1997.
- **The new forms of government** – A series of studies on new tools of government, looking at prevention, holistic forms of government and how governments change cultures.
- **Information society** – A series of seminars and reports on how the information society will change government, social exclusion and privacy. Main publication in late summer 1997.
- **Savings** – A study of how cultures shape savings, and how the changing nature of work will impact on savings patterns. Report published in early 1997.
- **Values in London** – Mapping of values and attitudes of Londoners today and building future visions of the city. Report published March 1997.
- **European integration** – Study of options for the future of Europe, looking at the long run trends towards convergence, the transnationalisation of politics and civil society, and new means for connecting decision making to citizens.
- **Smart cards and privacy** – Study of new card technologies and their implications for personal privacy and public trust. Final report late 1997.
- **Cultures of drug use and social policy** – Mapping the various cultures of illicit drug use, and exploring policy options for cultural change. Publication in autumn 1997.
- **Parental leave** – The first systematic study of the costs and benefits of different forms of parental leave. First report in spring 1996, final report spring 1997.
- **Young men** – Fieldwork and policy analysis of unemployed young men. Final report spring 1997.
- **Futures for women 2010** – Application of Demos' *Serious Futures* approach to women's lives. Report published at major one day conference on 7 March 1997 (see below).
- **Marriage** – Examination of how to modernise the marriage ceremony better to fit today's values. Report published on Valentine's Day, conference on 15 February 1997 (see below).

Events

Demos holds regular book launches, lectures, debates and conferences. Events in 1997 include a one day conference on Saturday 1 February to launch the publication of *Life after politics* (see list to right); 'The proposal: giving marriage back to the people', on Saturday 15 February; a major event on 'Tomorrow's women' on 7 March; and a one day event on the future of cities, in Birmingham in June. Further information on these and other events is available from Debbie Porter, Marketing and Events Manager.

Publications

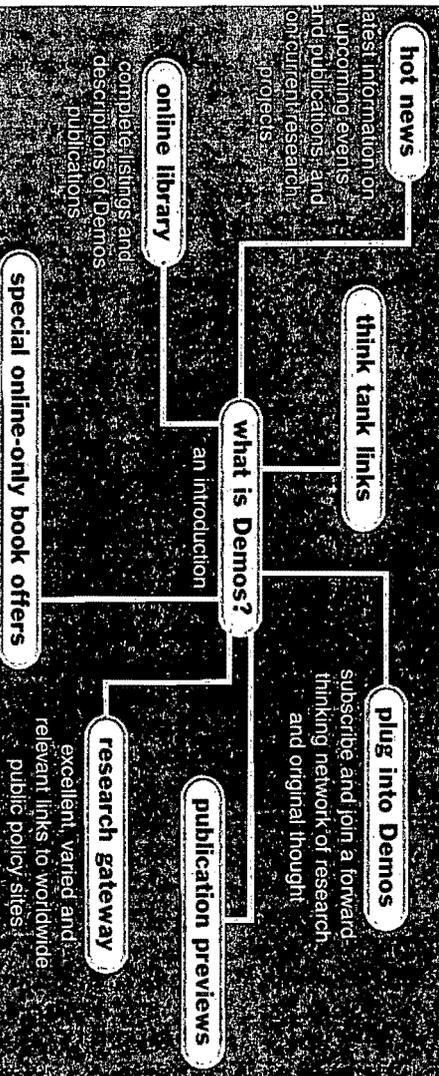
Demos publishes eight to ten books a year on topics ranging from the postmodern state to animal rights, while a series of shorter 'Arguments' sets out proposals on current issues including share ownership, taxation and crime. The *Demos Quarterly* journal serves as an agenda-setter on themes such as the 'time squeeze', local communities and evolutionary psychology. A full list of publications is available on request.

Selected recent publications

- **Life after politics: new thinking for the 21st century** edited by Geoff Mulgan (published in 1997 by Harper Collins). An anthology of some of Demos' best work.
- **Public, private or community: what next for the NHS?** by Chris Ham. A hard-headed look at the affordability, financing, coverage, organisation and control of the National Health Service.
- **The freedom of the city** by Ken Worpole and Liz Greenhalgh. Drawing on an extensive series of studies, argues that the key to safe and enjoyable public spaces is to make them full of activity, and takes inspiration from cities which have encouraged more life on the streets.
- **Animal rights and wrongs** by Roger Scruton. A philosophical account of the duties we owe to animals used as pets, for research or for food.
- **On the cards: privacy, identity and trust in the age of smart technologies** by Perri 6 with Ivan Briscoe. The UK's first comprehensive report on the technological, economic and social dimensions of smart cards, including a radical set of proposals for protecting privacy.
- **The self-policing society** by Charles Leadbeater. Sets out ways society could better deal with crime through engaging the public and rethinking punishment.
- **Matters of life and death** The leading thinkers on evolutionary psychology set out the implications for politics, health, morality, murder and economics.
- **The time squeeze** A series of intelligent attempts to assess the coming death of the clock. In its impact on society this event may turn out to be as influential as "the death of God". And, like the decline of organised religion, it brings both new liberty and new servitude. *Independent on Sunday*
- **Freedom's children: work, relationships and politics for 18-34 year olds** by Helen Wilkinson and Geoff Mulgan. Argues that we urgently need to achieve a new balance between freedom and commitment to improve the lives of this generation and of generations to come.
- **Reconnecting taxation** by Geoff Mulgan and Robin Murray. New approaches to tax and services. 'Exactly the sort of longer term thinking that is missing from the current political debate.' *Financial Times*

Plus a wide range of other publications including *The audit explosion, After social democracy, The mosaic of learning, Lean democracy* and *The new enterprise culture*.

www.demos.co.uk



DEMOS

Helen Wilkinson
Harkness Fellow
Research Associate



Families and Work Institute

330 Seventh Avenue
New York, New York 10001
(212) 465.2044
Fax (212) 465.8637
<http://www.familiesandwork.org>

Seven Things
States Can Do
To Promote
Responsible
Fatherhood

Wade F. Horn, Ph.D.
National Fatherhood Initiative

Eric Brenner
Council of Governors' Policy Advisors



Table of Contents

Introduction	4
The Fact of Father Absence and Why It Is Important	7
Seven Things States Can Do to Promote Responsible Fatherhood	12
Conclusion	24
End Notes	26
Resource List	29
About the Authors	31
About the Organizations	32

Library of Congress Cataloging-in-Publication Data

Horn, Wade F.

Seven things states can do to promote responsible fatherhood / by
Wade F. Horn and Eric Brenner.

p. cm.

Includes bibliographical references.

ISBN 0-934842-15-9 (pbk. : alk. paper)

1. Fatherhood—United States. 2. Fathers—United States.

3. Family Policy—United States—States. I. Brenner, Eric, 1959-

II. Title.

HQ756.H675 1996

306.874'2—dc20

96-19203

CIP

Design by Hasten Design Studio, Inc.

Printed in the United States of America.

Funding for the printing of this publication was provided by The Annie E. Casey Foundation.

The statements, findings, recommendations, and other data in this report are those of the authors
and do not necessarily represent the view of the funder or the members of the Council of Governors'
Policy Advisors.

Council of Governors' Policy Advisors
Hall of the States - Suite 390
400 North Capitol Street
Washington, D.C. 20001-1511
tel 202.624.5386
fax 202.624.7846

National Fatherhood Initiative
600 Eden Road
Building E
Lancaster, Pennsylvania 17601
tel 717.581.8860
fax 717.581.8862

Introduction

During the first two years of its existence, the National Fatherhood Initiative (NFI) has been working to increase the awareness of the importance of fathers for the well-being of children and our nation. The results have surpassed all expectations. Nearly everyone agrees that fatherhood counts—and it counts for a lot more than most people previously realized. Not only do children benefit from the presence of an engaged and responsible father, but so does society. Indeed, the presence (or absence) of responsible fathers has profound repercussions for practically every aspect of our lives, including the economy, social services, criminal justice, and education, to name just a few.

Supporters of NFI and its activities come from both political parties and from liberal and conservative ideologies, including such diverse national figures as General Colin Powell, Vice President Al Gore, former HUD Secretary Jack Kemp, and Senator Bill Bradley. While there may be some differences on how to promote the ideal of fatherhood (and these are surprisingly few), the overall goal of increasing the number of children growing up with involved and committed fathers is beyond question.

From its inception, NFI has been seeking to stimulate a broad-based social movement to restore fatherhood as a national priority, and has emphasized that fatherhood restoration will come about only when men, both individually and collectively, resolve to be committed and responsible fathers. To some extent this will take place through heightening the awareness of men, as well as the public at large, of the importance of fathers to the well-being of children and society. As such, fatherhood restoration is largely a cultural issue, demanding a cultural response, for as Francis Fukuyama has recently noted:

“A strong and stable family structure and durable social institutions cannot be legislated into existence the way a government can create a central bank or an army. A thriving civil society depends on a people’s habits, customs, and ethics—attributes that can be shaped only indirectly through conscious political action...”¹

While most would agree that the driving force for the fatherhood movement does not lie with government, it would be wrong to say that government has no role to play. After all, government does both shape and reflect the broader culture. And particularly for low-income, never married fathers, the impact of specific public policies is often great. The purpose of this document is to outline several ideas for how government can help to stimulate and reinforce the broader cultural movement to turn the hearts of fathers back to their children.

During the past year, the Council of Governors’ Policy Advisors (CGPA) has been working with its members to prepare for block grants. As of this writing the results of what Congress and the President will do in the way of new block grants is unresolved, but the result may not matter because more limited federal spending will have an impact on state government beyond anything seen in recent memory, with or without block grant legislation. A CGPA report published in October, 1995 found that states are increasingly aware of the extraordinary magnitude of the anticipated changes.²

Regardless of their opinions of the “devolution revolution” now transpiring in the nation’s capital, CGPA members are well aware that state governments will be taking on many new powers. These changes will make the continued operation of many existing programs difficult, if not impossible. The changes will require that states reevaluate their most basic roles, as well as how they will finance the services they choose to provide under the new block grant (or permissive waiver) environment. As indicated in a follow-up report, *The States Forge Ahead Despite the Federal Impasse: CGPA’s January 1996 Survey on the ‘Devolution Revolution’*, states are not waiting for the federal government to act; they are already moving forward with major policy and program revisions in welfare, Medicaid, job training, and all forms of social services. While Congress and the President negotiate in Washington, the revolution has already begun in the state capitals.

In planning for this new world, states are developing new ways of delivering services around a set of core principles. The principles on which each state chooses to focus will vary, but the selection of such principles will be an essential part of each state’s transformation into block grants and/or reduced federal funding.

One core principle upon which to base restructuring of government services could be the promotion of responsible and committed fatherhood. It can be argued that, thus far, government has largely been neglectful or even punishing of fatherhood. While government probably ought not be the lead institution in promoting fatherhood, it can play an important role. It may even be able to do so in ways that have the potential to actually save state taxpayers money.

This report outlines seven areas where states can promote fatherhood as they make the tough decisions around government priorities. The list is not comprehensive and some ideas may not apply or be of interest to all states, but the list is meant to get policymakers thinking about the framework within which they will construct their devolution era programs.

The Fact of Father Absence And Why It Is Important

The most disturbing social trend of our time is the dramatic increase in father-absent families. In 1960, the total number of children in the United States living in father-absent families was less than 8 million. Today, that number stands at **23 million**.³

Nearly four out of ten children in America do not live in the same home as their father. By some estimates, this figure is likely to rise to 60 percent of children born in the 1990s.⁴ For the first time in our history, the average child can expect to live a significant portion of his or her life in a home without a father.

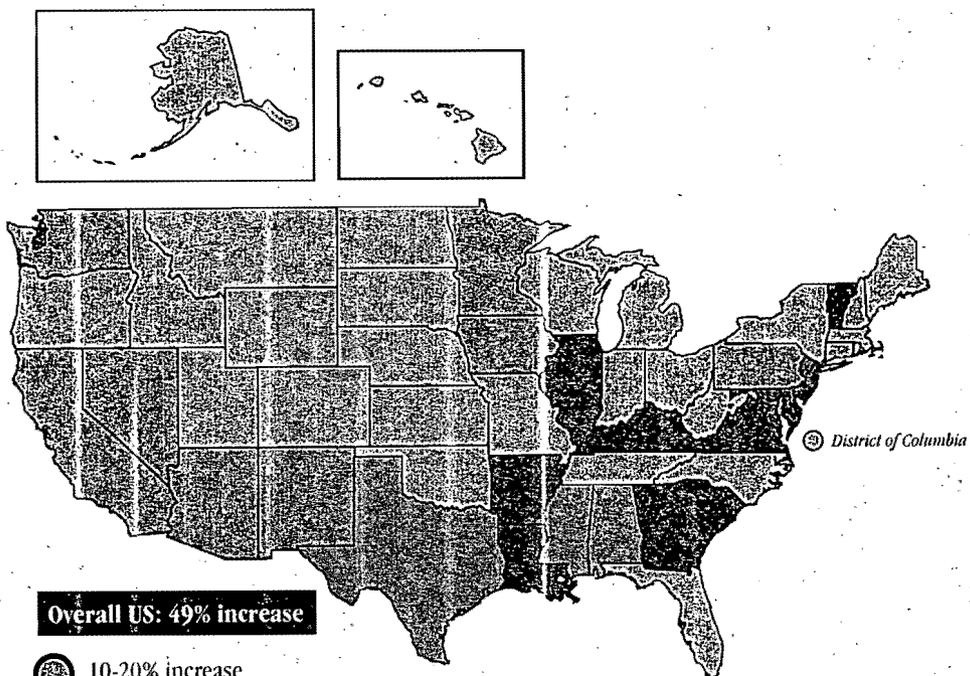
For nearly one million children each year, the pathway to a fatherless family is divorce.⁵ The divorce rate nearly tripled from 1960 to 1980, before leveling off and declining slightly in the 1980s.⁶ Today, 40 out of every 100 first marriages now end in divorce, compared to 16 out of every 100 first marriages in 1960. While this trend is consistent with most industrialized countries, no other country has a higher divorce rate.⁷

Perhaps even more disturbing than the extraordinarily high divorce rate is the increasing trend of "father flight," men abandoning their children even before they are born. In 1960, about 5 percent of all births were out-of-wedlock. That number increased to 10.7 percent in 1970, 18.4 percent in 1980, and 28 percent in 1990.⁸ In the United States today, the number of children fathered out-of-wedlock each year surpasses the number of children whose parents divorce.

African-Americans are disproportionately affected by the problem of father absence. Sixty-two percent of African-American children live in father-absent homes. But this is by no means a "black problem." The absolute number of father-absent families is larger—and the rate of father absence is growing fastest—in the white community. Currently, over 13 million white children reside in father-absent homes, compared to approximately 6.5 million African-American children.⁹

Trends and Differentials in Nonmarital Births

Percent change in birth rates for unmarried women from 1980 to 1990 by state.



Overall US: 49% increase

- 10-20% increase
- 20-39.9% increase
- 40-59.9% increase
- >60% increase

Nonmarital birth rates increased in all states between 1980 and 1990. In all but three states, rates increased by 20% or more. Rates increased at least 40% in 30 states and the District of Columbia. States in the southwest and a few northern states experienced the greatest increases in nonmarital birth rates.

Sources: Clarke, SC and Ventura, SJ. Birth and Fertility Rates for States: United States, 1990. National Center for Health Statistics, Vital and Health Statistics, Series 21, No. 52, 1994. Taffel, SM. Birth and Fertility Rates for States: United States, 1980. National Center for Health Statistics, Vital and Health Statistics, Series 21, No. 42, 1984.

Unfortunately, no state has been immune to the growing problem of father absence. As shown in the accompanying chart on page 8, between 1980 and 1990, non-marital birth rates increased in every state.¹⁰ During this time period, ten states saw the rate of nonmarital births increase by over 60 percent. Furthermore, births to unmarried teenagers, the group most likely to become long-term welfare dependents, increased by 44 percent between 1985 and 1992.¹¹ Overall, the percent of families with children headed by a single parent currently stands at 25.3 percent, the vast majority of which are father-absent households.¹²

The increasing rate of physical absence of fathers from their children's homes would not be so disturbing if physically-absent fathers continued to stay involved in the lives of their children. Unfortunately, research shows that physically-absent fathers tend (over time) to also become psychologically absent. Forty percent of children in father-absent homes have not seen their fathers at all during the previous year. Only one in six sees their fathers an average of once or more per week.¹³ More than half of all children who do not live with their fathers have never been in their fathers' homes.¹⁴ Statistics on unwed fathers are also disturbing. Whereas 57 percent of unwed fathers consistently visit their children during the first two years of life, by the time their children reach 2-1/2 years of age, that percentage drops to less than 25 percent.¹⁵

In addition to the physical absence of fathers from the home, it is also apparent that many physically-present fathers are nonetheless psychologically absent from the lives of their children. Overall, parents today spend roughly 40 percent less time with their children than did parents a generation ago.¹⁶ One study found that almost 20 percent of 6th-through 12th graders had not had a good conversation lasting for at least 10 minutes with at least one of their parents in more than a month.¹⁷ In regard to fathers, a 1992 Gallup poll found that 50 percent of all adults agreed that "fathers today spend less time with their children than their fathers did with them."¹⁸

One reason men may be psychologically absent from their children's lives is that they lack the skills necessary to be good and involved fathers. Some fathers may have grown up in fatherless homes themselves and never experienced positive male role models. Others may have had inadequate or abusive father-role models. There is also a dearth of skill-build-

ing material directed toward men, at least as compared to the myriad of books and other informational materials directed toward improving the skills of mothers. For example, although there are literally hundreds of skill-building books for mothers of newborns, there are very few which address the experience of new fathers. The result of this combination of poor or absent role models for many men, and minimal informational materials written by and directed toward fathers, is that many men lack the knowledge and skills to be engaged fathers.

The absence of fathers, whether physical or psychological, has profound consequences for children. Almost 75 percent of American children living in single-parent families will experience poverty before they turn eleven-years old, compared to only 20 percent of children in two-parent families.¹⁹ Children who grow up without their fathers are also more likely to fail at school or to drop out,²⁰ experience behavioral or emotional problems requiring psychiatric treatment,²¹ engage in early sexual activity²² and develop drug and alcohol problems.²³

Children growing up with absent fathers are especially likely to experience violence. Violent criminals are overwhelmingly males who grew up without fathers, which includes 60 percent of America's rapists,²⁴ 72 percent of adolescent murderers,²⁵ and 70 percent of juveniles in state reform institutions.²⁶ Children who grow up without fathers are also three times more likely to commit suicide as adolescents²⁷ and to be victims of child abuse or neglect.²⁸

In light of these data, noted developmental psychologist Urie Bronfenbrenner recently concluded:

"Controlling for factors such as low income, children growing up in [father-absent] households are at a greater risk for experiencing a variety of behavioral and educational problems, including extremes of hyperactivity and withdrawal; lack of attentiveness in the classroom; difficulty in deferring gratification; impaired academic achievement; school misbehavior; absenteeism; dropping out; involvement in socially alienated peer groups, and the so-called 'teenage syndrome' of behaviors that tend to hang together—smoking, drinking, early and frequent sexual experience, and in the more extreme cases, drugs, suicide, vandalism, violence, and criminal acts."²⁹

Clearly, fatherlessness is not the sole cause of each of these social ills—but it certainly makes each one worse. If we are ever to improve the well-being of children in America, we will have to first reconnect men to the ideal of good and responsible fatherhood and, in so doing, reverse this three decade long slide toward a fatherless America.

Creating a culture of committed and responsible fathers will not be easy. But if we want men to act like responsible fathers, we should value and support responsible fatherhood. Every civic, religious, and governmental organization can make fatherhood a priority by offering fathers support and, where needed, training through workshops and mentoring programs. Father-friendly work places in which employers encourage, and do not discourage, their father employees to take time off to participate in school activities or take their children to the doctor should be promoted.

Government clearly has a role to play in a reinstatement of fatherhood as a national priority. Public policy is, after all, both a reflection and shaper of our culture. A father-friendly public policy would be guided by the following two goals: first, public policy must work to reverse the erosion of support for fatherhood in the popular culture; and, secondly, government must eliminate de facto punishments for responsible fatherhood in current law.

The typical way that government responds to societal problems involves a series of measurable programs, often with a negative reward system. In the area of fatherhood, government action has thus far been largely restricted to programs aimed at establishing paternity and enforcing child support orders. Stricter penalties for failure to comply with paternity establishment or child support orders, while aimed at achieving a worthy public policy, indirectly contribute to many of the problems associated with the reduced role of fathers. The unfortunate message such programs reinforce is that the most important thing fathers do is provide economically for their children. While helping to ensure the economic viability of one's family is certainly important, *good* fathers also are engaged in their children's lives as nurturers, disciplinarians, teachers, and moral instructors. If we want men to take on these important tasks of responsible fathering, we must give them a more compelling message about fatherhood than the image of getting tough on "deadbeat dads."

Seven Things States Can Do to Promote Responsible Fatherhood

The following list looks for those areas where state government can have a positive impact on the relationship between fathers and their children, with the long term goal of rebuilding social institutions which in turn can have positive impacts in the areas of crime, education, welfare and economic development. In this context, the issue is fatherhood, but whatever the particular priorities of each state turn out to be in the new block grant environment, certain principles must be used as part of a foundation. For a state that wants to adopt fatherhood as one of these principles, here are seven ideas worth pursuing.

- 1 Increase public awareness about the importance of fatherhood through public education campaigns and effective use of the "bully pulpit."

While public education campaigns are frequently seen as "not doing something" about a particular problem, it is often a necessary first step for generating the public and private will to "do something." In fact, attitudinal change about a problem is frequently a necessary precursor to behavioral change. If you don't know there is a problem, why should you do anything about it?

Increasing public awareness about the importance of fatherhood is a two-stage process. The first phase requires informing the public of the negative ramifications when fathers are missing from the lives of children. Said another way, the aim of the first phase is to convince the public that committed and responsible fatherhood is important to the well-being of children and society. The second phase involves informing the public that there is something people can do about the problem, both individually and collectively.

There are numerous cases of successful efforts to change public attitudes and behaviors by raising the awareness around a particular issue. Drinking milk, reducing litter, and quitting smoking are all areas where

public behavior has been affected by media campaigns to a greater degree than would have been accomplished by public policy changes alone. Promoting responsible fatherhood is certainly different from these examples. If done creatively and targeted correctly, such a campaign could reach those men who are not presently involved in the lives of their children as well as enhancing the understanding of teenage boys and young men as to the meaning of responsible and committed fatherhood.

In January, the Arizona Child Support Coordinating Council (ACSCC) launched an innovative public education campaign to heighten the awareness of the importance of fathers to the well-being of children. The overall purpose of the campaign is to increase the number of children "raised and supported by responsible parents (not taxpayers)."³⁰ The first phase of the Council's Public Education Campaign included the development and distribution of a series of public service announcements (PSAs) designed to:

1. Raise taxpayer awareness of how they are supporting others' children;
2. Raise public awareness of the difference it makes for children to have the emotional and financial support of two parents; and
3. Inspire non-custodial parents, especially young unwed fathers, to understand that responsible fatherhood is the highest expression of manhood.

The first of the three PSAs (co-sponsored by the ACSCC and NFI, and narrated by NFL Hall of Famer and ABC Sportscaster Frank Gifford) addresses the difference fathers can make in their children's lives if they make the time. The second informs the taxpaying public that everyone pays child support through tax dollars. The third encourages absent fathers to provide financial and emotional support to their children:

Virginia is also launching, with the support of NFI, a state-wide fatherhood promotion campaign. As part of Governor Allen's Citizen Empowerment Initiative, the first phase of the fatherhood campaign involves heightening public awareness of the issue through a series of

television, radio, and print PSAs, and stimulating interest in the development of community-based programs to promote responsible fatherhood through a series of local fatherhood community forums. The state then intends to provide seed grants to support the launching of community-based efforts to encourage and support responsible fatherhood.

State political leaders should also make use of the "bully pulpit" to support responsible fatherhood. One suggestion is for the state to issue special commendations to local schools that have high father participation in "back to school nights" or at PTA meetings. Political leaders can also lead by example by publicly placing the welfare of their own children high on their list of priorities. This could be done by volunteering time in their children's classrooms, displaying their children's and grandchildren's drawings on their office walls, and periodically bringing their children or grandchildren to work.

With such disparate groups as Promise Keepers and the Nation of Islam promoting the importance of committed and responsible fatherhood, the creation of broad coalitions to talk about fatherhood as a public policy issue has exciting possibilities. In addition, if the current focus on "dead-beat dads" is expanded to describe the critical role fathers play as teachers, role models, nurturers and disciplinarians, the results could generate important public support for the remaining actions listed below.

2 Restructure welfare policies to reward marriage and responsible fatherhood.

With the anticipated block granting of the federal Aid to Families with Dependent Children (AFDC) program, states will have unprecedented flexibility in designing their welfare programs. While many states have asked for and received approval for waivers under current law, this change would encourage even more creativity, spurred on by the fact that increasing enrollment will not automatically result in an increased federal contribution.

Statistics indicate that 80 percent of unmarried women who have children before finishing high school live in poverty, whereas only 8 percent of women who finish school, marry, and have a baby after the age of 20

are poor.³¹ The link between avoiding welfare dependency, finishing high school and having children within the context of the two-parent family seems irrefutable. Yet, present social welfare policies often work against the creation and stability of two-parent families.

The antipathy of the welfare system to two-parent families and fathers dates back to the "man in the house" rules promulgated in the 1950s. At that time, there was increasing public sentiment that fathers who could not find work and whose families would otherwise go on ordinary relief might do better by appearing to abandon their families so that their wives and children could get on AFDC (then called Aid to Dependent Children or ADC) with its better standards for relief. Consequently, in 1950 the ADC legislation was amended by the Notice to Law Enforcement Officials (NOLEO) requiring that public-assistance workers get information from mothers about deserting fathers and give this to the district attorney, who might seek financial support from the father by legal means. This quickly led to unannounced inspections of the home, even "midnight raids," to reassure officials that the mothers were, in fact, deserted and that no man was around the house.

Beginning in the 1960s, there have been attempts to extend the AFDC program to include situations in which both parents live in the home, but today only about 10 percent of all families receiving AFDC have both a mother and a father in the home. Welfare rules continue to discourage, rather than encourage, family formation and the presence of a father in the home. For example, current federal AFDC rules prevent a woman from receiving full benefits if the father is at home and has an employment record or works more than 100 hours a month. There are also instances where rents in public housing authorities increase, sometimes substantially, should a single mother choose to marry.

To increase support for responsible fatherhood and decrease the misguided incentives for single parenting, states should use the opportunity afforded by impending welfare block grants to ensure that families are not forced to choose between full cash and noncash benefits and a father in the home. Indeed, some states are already seeking (and some have obtained) waivers to be less discriminating against fathers and two-parent families.

One example is that sixteen states have already received waivers to allow noncustodial fathers of children on AFDC to access the JOBS program, which provides job training and basic education to custodial AFDC parents. In addition, the federal government is funding a five-site demonstration (Parents Fair Share) that allows fathers to get job training services in exchange for establishing paternity and paying some child support.

The importance of paternity establishment at the earliest possible date (preferably while the baby and mother are still at the hospital) brings clear benefits, beyond the fact that a child-support order can be enforced. Children may, in some cases, automatically become beneficiaries of their fathers' life insurance policies and pension plans. However, for low income fathers there are some risks, particularly if an erratic employment status leads to very steep debt due to falling behind in child support payments. Appropriate policy should be flexible enough to manage these situations, not forcing fathers to choose between maintaining contact with their children and paternity establishment.

A more controversial example of states attempting to reduce the incentives for single parenting is the so-called "family cap." While there is sharp disagreement over the propriety of denying increases in welfare benefits to single mothers who have additional children while on AFDC, it is clear that one of the motivations of such policies is to send the message that government does not see it as desirable to beget children in single-parent households. It remains to be determined whether such family caps actually decrease the number of children being fathered out-of-wedlock.

3 Reform divorce laws to make divorce less common and to place the needs of the children on equal priority with those of the divorcing parents.

Nearly one million children each year experience the divorce of their parents. Despite the frequency with which divorce leads to father absence, most discussions of fatherlessness focus on the problem of out-of-wedlock births. Certainly out-of-wedlock fathering is a serious problem. But if we are ever to achieve a future in which the vast majority of children will grow up with both a mother and a father, efforts also should be made to make divorce less common:

There are at least four actions a state can take to reduce the prevalence of divorce and give the needs of children equal priority with those of parents. First, states can work to heighten awareness of the negative consequences divorce has on children, passing legislation requiring that, prior to granting a divorce, couples undergo instruction on the emotional impact of divorce on children. In Columbus, Ohio, for example, all parents filing for divorce or separation are required to attend such a class within 45 days—or else the divorce is not approved. Similar programs are now in effect in Connecticut and Florida as well.

Such instruction is likely to both decrease the number of divorces (as parents learn of the possible negative impact of divorce on their children) and instill a deeper understanding of the need to better manage their own conflict for the sake of their children, should the couple decide to go forward with the divorce. In fact, such an instructional program operating in suburban Atlanta has already reduced in-court custody litigation—which is often devastating to children and costly to the courts—by 60 percent.

While court-ordered mediation programs can be expensive, many programs may be able to take advantage of voluntary services through civic and religious organizations which can reduce costs without reducing the quality of the services provided. In doing so, one can reach a reasonable balance between high quality professional service and reduced costs.

Second, state legislation should require that some evidence be presented that a couple has tried to reconcile their marital problems before a divorce is granted. The truth is that many troubled marriages can be saved. Programs such as Marriage Encounter, Marriage Enrichment and Retrouvaille have demonstrated that up to 80 percent of troubled marriages—including separated and even already divorced couples—can be revived.³² Divorcing couples, especially when children are involved, ought to demonstrate that they have at least made a good faith effort to save their marriage.

In order to help troubled couples access marital therapy services, states need to ensure such services are given priority in publicly-funded service programs. Most publicly-funded health clinics provide services designed to ameliorate the adverse consequences of family dissolution (such as child mental health services), but do not often incorporate services to

prevent family breakup. State government could require that all state-funded health clinics provide marriage reconciliation services to help stem the tide toward family dissolution.

Third, there is growing evidence that no-fault divorce laws are at least partly responsible for our high divorce rate. Changing no-fault divorce statutes, at least when children are involved, to again require "cause" could significantly decrease the prevalence of divorce. In considering this option, however, care should be taken not to make divorce so difficult to obtain that some spouses become trapped in abusive relationships.

Finally, to ensure that the couple understands they are divorcing each other, not the children, and to increase the probability that both parents will stay actively involved in their children's lives after the divorce is finalized, states should provide for a rebuttable presumption of joint custody when a divorce is granted. Indeed, there is substantial evidence indicating that fathers with joint custody, compared to fathers without joint custody, are much more likely both to stay in contact with their children³³ and to pay child support.³⁴ There is also evidence that joint custody results in decreased relitigation compared to sole maternal custody.³⁵ Of course, there are times when the child's well-being necessitates alternative custody arrangements, but the presumption should be that, until proven otherwise, children do best after divorce when they have continued contact with both parents.

4 Couple child support enforcement with stronger enforcement of child visitation rights for non-custodial fathers.

Most states have made tremendous progress in increasing the percentage of legally owed child support payments that are actually paid. But despite advances in child support enforcement, the evidence is overwhelming that when couples divorce, fathers frequently lose contact with their children. One reason for this is the message many courts give to men that the most important thing they can do following divorce is to send money. Indeed, divorced fathers are often made to feel like they have to pay a fee in order to see their children.

Certainly the financial support of one's children is important. Any man who is capable of providing financially for his children, yet does not, is

not being a responsible father. But the courts must come to understand that being a good father is not only about money; it is about spending time with one's children and being involved in their lives. Judges can demonstrate this understanding by making the issue of continued involvement of *both* parents in the lives of the children the first issue, not the last, to be resolved in any divorce proceeding and by aggressively enforcing the visitation rights of non-custodial parents.

It is possible to strongly enforce child support orders *and* keep both parents involved in the lives of their children. More aggressive techniques to recover child support payments do not have to result in fathers choosing to become less involved with their children—though that frequently is the result. By continuing to aggressively keep non-custodial fathers involved with their children, the result could be greater compliance with child support payments, not because of legal threats, but because they know they are acting in the best interest of their children.

For non-AFDC child support court cases, the plaintiff is the mother; but in AFDC cases, the plaintiff is the state. The state has an incentive to recoup the costs incurred by nonpayment of child support, but states should be more careful in balancing the need to retire state debt with the needs of fathers and children.

5 Implement prison programs to encourage family connections and teach incarcerated fathers how to be better parents.

It is generally thought that the two best predictors of whether prisoners will continue to commit more crimes after they are released are religion and family. Prisons routinely have religion programs available to their incarcerated population. Far fewer, however, have aggressive family outreach programs.

To some extent, this antipathy toward family-friendly prison programs stems from the belief that part of the punishment inherent in a prison sentence is removal from children and family. The incentive is thought to be that if you want to stay connected to your family, you will not commit any more crime. But corrections officials increasingly believe that prisoners who develop stronger connections to family during incarceration are less likely to commit crimes after release from prison. Such family

connection can be to spouses or other adult relatives, but it is most often to children, particularly children with whom the prisoner may not have spent much time or lived with, prior to his incarceration.

Family-friendly prison policies that do exist are primarily aimed at keeping female prisoners connected with their children; little attention has been paid to keeping male prisoners connected with their children. Yet, 94 percent of prisoners are men, and one study estimates that 88 percent³⁶ of them are fathers.

It has been proposed, but not proven, that increased visitation time between male prisoners and their children will result in lower recidivism rates and greater compliance with child support orders. Many inmates already earn money from prison industries (which is used to pay restitution, room/board and child support) that could be used to “purchase” extra visitation time with their children. Reduced time earned for good behavior could also become currency for increased visitation rights with children.

The issue of contact between fathers in prison and their children has been controversial. Some believe that, except for extreme cases, contact between parent and child is beneficial for both, while others disagree with this assertion. In the spirit of block grant experimentation and seeking new solutions to old problems, the time may be right to test the theory that increased attachment to one’s children can be a powerful motivator for personal change, which includes higher voluntary payment of child support and a reduced proclivity to commit future crimes.

6 Implement model father-friendly employment practices in state government.

State governments have traditionally taken the lead in demonstrating effective employment policies that support children and families. In many states, government offices were the first to include on-site child care facilities. With traditional child care taking place either in the home or in the neighborhood near the home, work-based day care has led the way for many working fathers to share responsibility with working mothers for child care. Fathers are more likely to spend time during the

day with their children—during the commute to and from work, or during lunch—if the employer has a child care facility in the same building where the father works.

Parental leave, as opposed to maternal leave, should be the preferred policy with fathers encouraged to take the time off to which they are entitled during the first months after childbirth or adoption. In the United States, as well as other countries where balanced parental leave policies are in place, fathers are still less likely than mothers to use this time but at least the option should be available. To increase the use of this option, the concept of parental leave could be extended beyond the time of birth or adoption to include allowing parents short periods of time for attending school functions and doctors’ appointments as the children grow older.

Flex-time, job sharing arrangements and working out of the home all increase the options for fathers (and mothers) to develop a daily schedule that maximizes the time they can spend with their children, as well as to reduce the cost of paying for outside child care. Unlike the development of on-site child care facilities, state government has lagged behind much of the private sector in pursuing innovations in these areas which can increase worker productivity.

7 Advocate and support the development of local fatherhood projects and community fatherhood policies.

There are many examples of local fatherhood projects that work. The best known model is that of Charles Ballard and the Center for Responsible Fatherhood in Cleveland. This program targets urban young men, and encourages them to get and stay involved in the lives of their children and to support the mother of their children. Several pilot projects based on this model are currently being developed across the country.

To be effective, these programs utilize men from the local community to work with young unwed fathers, many of whom have dropped out of school, are unemployed, or have substance-abuse problems. They emphasize a combination of parenting skills, education, and respect. In

almost every case where these efforts have succeeded they can be traced to the efforts of one person and have taken place largely outside of the direct government sphere of activities. Duplication of this sort of program should be encouraged, although it is unclear just how much success depends on the strength of its leadership.

Another innovative model for supporting the work of fathers is "Boot Camp for New Dads" in Irvine, California. This program is conducted in hospitals and utilizes new fathers as mentors for expectant fathers. The goal is to improve the skills of fathers at the point when they are most interested in acquiring information and new skills—when they are anticipating fatherhood.

States can also help to create more father-friendly communities by encouraging the development of community fatherhood policies. Essentially, the idea of a community fatherhood policy is for a community (which could be as small as a neighborhood or as large as a city) to develop a strategic plan for ensuring that more of its children grow up with an involved and committed father. This community-wide strategic plan would begin with a mission statement about the need to encourage and support responsible fatherhood. An example of such a mission statement follows:

We believe that the declining well-being of children is directly related to the increase in the number of children growing up without involved and committed fathers in their lives. Consequently, we resolve to work both together and individually to improve the well-being of children in our community by increasing the number of children who have involved, committed and responsible fathers in their lives.

The mission statement should be followed by a series of objective and operationally-defined action steps to accomplish the goal of making responsible fatherhood a community priority. Because the issue of father absence encompasses all ethnic groups and income levels as well as divorced, unwed, and psychologically absent fathers, the strategic plan needs to be multi-targeted and multi-faceted.

For example, the Superintendent of Schools could incorporate specific information about the importance of involved and committed fathers into the schools' family-life curriculum; the local media could air public service announcements (PSAs) extolling the importance of fathers; local businesses could implement father-friendly workplace practices; the political leadership could examine public policies to ensure they are not unintentionally discriminating against fathers; the judiciary could be more sensitive to the needs of fathers in divorce and custody hearings; and local civic and religious organizations could engage in more aggressive outreach to new fathers to provide them with support and encouragement.

To develop such a strategic plan, an initial meeting needs to take place bringing together a broad and diverse group of community leaders to discuss the dimensions of the problems as well as potential solutions in that community. Ideally, this initial discussion group would include representatives from the schools, public housing, local government, the media, civic groups, religious organizations, employers, and the judiciary. It is sometimes helpful to have an outside organization serve as a discussion facilitator and as a resource to raise ideas coming from other communities. The development of the strategic plan itself, however, should be the responsibility of the local leadership. NFI is currently working with several communities including Charlottesville, Virginia, and Indianapolis, Indiana to develop model community fatherhood policies.

Conclusion

The problem of father absence is negatively affecting nearly every aspect of our nation. Crime, declining educational achievement, welfare dependency—each of these is made worse when large numbers of children are reared without involved and engaged fathers. There is much state government can do to help reverse these trends. Indeed, state government can be a powerful tool for:

- ▣ educating the public as to the importance of responsible fatherhood (and the negative consequences when responsible fathers are absent in large numbers),
- ▣ increasing the number of children growing up with involved and committed fathers by encouraging marital formation and stability, and
- ▣ supporting the development and implementation of father supportive programs and activities.

The current era of devolution offers an unprecedented opportunity for action. Perhaps at no other time in our history will so many states be making major structural changes in the types of services they provide, the way those services will be provided, and the moral principles that they want their state government to represent. As states develop these core principles, promoting responsible fatherhood has the potential to create positive improvements in almost every area of government policy, reduce the pressure for government spending, and enhance the day-to-day quality of life for all its citizens.

To recap, these are the seven ideas state government can pursue to support responsible fatherhood:

- 1 Increase public awareness about the importance of fatherhood through public education campaigns and effective use of the "bully pulpit".
- 2 Restructure welfare policies to reward marriage and responsible fatherhood.
- 3 Reform divorce laws to make divorce less common and to place the needs of the children on equal priority with those of the divorcing parents.
- 4 Couple child support enforcement with stronger enforcement of child visitation rights for non-custodial fathers.
- 5 Implement prison programs to encourage family connections and teach incarcerated fathers how to be better parents.
- 6 Implement model father-friendly employment practices in state government.
- 7 Advocate and support the development of local fatherhood projects and community fatherhood policies.

In 1996, the intersection of universal support for responsible fatherhood and the necessity for state government restructuring presents a rare opportunity. These ideas are only a starting point, but start we must. The alternative is to watch the well-being of our children, and our nation, continue to decline.

Endnotes

- 1 Francis Fukuyama, *Trust: The Social Virtues and the Creation of Prosperity*. New York: The Free Press, 1995.
- 2 *Preparing for Block Grants and State Autonomy on Social Welfare Programs: A Survey of How the States are Planning for the 'Devolution Revolution'*. CGPA, October 1995.
- 3 Wade E. Horn, *Father Facts*. Lancaster, PA: the National Fatherhood Initiative, 1995.
- 4 Frank F. Furstenberg, Jr., and Andrew J. Cherlin, *Divided Families: What Happens to Children When Parents Part*. Cambridge, MA: Harvard University Press, 1991.
- 5 U.S. Department of Health & Human Services, National Center for Health Statistics, *Advance Report of Final Divorce Statistics*, 1988. Monthly Vital Statistics Report, Vol. 39, 1991.
- 6 U.S. Department of Commerce, Bureau of the Census, *Statistical Abstract of the United States, 1993*. Washington, D.C.: Government Printing Office, 1993.
- 7 National Commission on Children, *Just the Facts: A Summary of Recent Information on America's Children and Their Families*. Washington, D.C., 1993.
- 8 House of Representatives, Committee on Ways and Means. *1991 Green Book*. Washington, D.C.: Government Printing Office, 1991.
- 9 U.S. Congress, Committee on Ways and Means. *1993 Green Book*. Washington, D.C.: Government Printing Office, 1993; U.S. Department of Commerce, Bureau of the Census, "Marital Status and Living Arrangements: March 1993," by Arlene Saluter, *Current Population Reports: Population Characteristics P20-478*. Washington, D.C.: Government Printing Office, 1994; U.S. Department of Commerce, Bureau of the Census, "Diverse Living Arrangements of Children: Summer 1991," by Stacy Furukawa, *Current Population Reports: Household Economic Studies*. Washington, D.C.: Government Printing Office, 1994.
- 10 Stephanie J. Ventura, Christine A. Bachrach, Laura Hill, Kellenn Kay, Pamela Holcomb, and Elisa Koff, "The Demography of Out-of-Wedlock Childbearing," in U.S. Department of Health and Human Services, National Center for Health Statistics, *Report to Congress on Out-of-Wedlock Childbearing*. Washington, D.C., 1995, September (DHHS Pub. No. (PHS) 95-1257), p. 105.
- 11 *Kids Count Data Book: State Profiles of Child Well-Being*. Baltimore, MD: The Annie E. Casey Foundation, 1995, p. 125.
- 12 *Kids Count Data Book: State Profiles of Child Well-Being*. Baltimore, MD: The Annie E. Casey Foundation, 1995, p. 125.
- 13 Frank F. Furstenberg, Jr., and Christine Winquist Nord, "Parenting Apart: Patterns of Child Rearing After Marital Disruption," *Journal of Marriage and the Family*, 1985, November, p. 896.
- 14 Frank Furstenberg and Andrew Cherlin, *Divided Families: What Happens to Children When Parents Part*. Cambridge, MA: Harvard University Press, 1991.
- 15 Robert Lerman and Theodora Ooms, *Young Unwed Fathers: Changing Roles and Emerging Policies*. Philadelphia, PA: Temple, 1993, p.45.
- 16 John P. Robinson, *How Americans Use Time: A Social-Psychological Analysis of Everyday Behavior*. New York: Praeger, 1977, p. 70; see also John P. Robinson, "Caring for Kids," *American Demographics*, July, 1989, p. 52.
- 17 Peter L. Benson, *The Troubled Journey: A Portrait of 6th-12th Grade Youth*. Minneapolis, MN: Search Institute, 1993, p.84.
- 18 *The Role of Fathers in America: Attitudes and Behavior*. Gallup national random sample conducted for the National Center for Fathering, Shawnee Mission, Kansas, April 1992.
- 19 National Commission on Children, *Just the Facts: A Summary of Recent Information on America's Children and Their Families*. Washington, D.C., 1993.
- 20 Debra Dawson, "Family Structure and Children's Well-Being: Data from the 1988 National Health Survey," *Journal of Marriage and Family*, 53, 1991; U.S. Department of Health and Human Services, National Center for Health Statistics, *Survey of Child Health*. Washington, D.C., 1993,
- 21 U.S. Department of Health and Human Services, National Center for Health Statistics, *National Health Interview Survey*. Hyattsville, MD, 1988.
- 22 Irwin Garfinkel and Sara McLanahan, *Single Mothers and Their Children*. Washington, D.C.: Urban Institute Press, 1986; Susan Newcomer and J. Richard Udry, "Parental Marital Status Effects on Adolescent Sexual Behavior," *Journal of Marriage and the Family*, 1987, May, pp. 235-240.
- 23 U.S. Department of Health and Human Services, National Center for Health Statistics, *Survey on Child Health*. Washington, D.C., 1993.
- 24 Nicholas Davidson, "Life Without Father," *Policy Review*, 1990.
- 25 Dewey Cornell, et al., "Characteristics of Adolescents Charged with Homicide," *Behavioral Sciences and the Law*, 1987, 5, pp. 11-23.
- 26 M. Eileen Matlock, et al., "Family Correlates of Social Skills Deficits in Incarcerated and Nonincarcerated Adolescents," *Adolescence*, 1994, 29, pp. 119-130.

- 27 Patricia L. McCall and Kenneth C. Land, "Trends in White Male Adolescent Young-Adults and Elderly Suicide: Are There Common Underlying Structural Factors?" *Social Science Research*, 1994, 23, pp. 57-81; U.S. Department of Health and Human Services, National Center for Health Statistics, *Survey on Child Health*. Washington, D.C., 1993.
- 28 Catherine M. Malkin and Michael E. Lamb, "Child Maltreatment: A Test of Sociobiological Theory," *Journal of Comparative Family Studies*, 1994, 25, pp. 121-130.
- 29 Urie Bronfenbrenner, "What Do Families Do?" *Family Affairs*, 1991, Winter/Spring, pp. 1-6.
- 30 The Domestic Relations Division, Arizona Supreme Court, *DR Quarterly*, Vol. 1, No. 4, Winter, 1995, p. 2.
- 31 William Galston, "Beyond the Murphy Brown Debate: Ideas for Family Policy," remarks given at the Family Policy Symposium sponsored by the Institute for American Values, New York, NY, December 10, 1993.
- 32 Michael J. McManus, *Marriage Savers: Helping Your Family and Friends Stay Married*. Grand Rapids, MI: Zondervan Publishing, p. 281.
- 33 See for example C.R. Albiston, E.E. Maccoby, & R.R. Mnookin, "Does Joint Legal Custody Matter?" *Stanford Law and Policy Review*, 2, 1990, pp. 167-179; J.A. Arditti, "Factors Related to Custody, Visitation, and Child Support for Divorced Fathers: An Exploratory Analysis," *Journal of Divorce and Remarriage*, 17, 1992, pp. 23-42; and C.M. Buchanan, E.E. Maccoby, & S.M. Dornbush, "Caught Between Parents: Adolescent Experiences in Divorced Homes," *Child Development*, 62, 1991, pp. 1008-1029.
- 34 See for example J.A. Arditti, "Differences Between Fathers with Joint Custody and Noncustodial Fathers," *American Journal of Orthopsychiatry*, 62, 1992, pp. 186-195; R.E. Emery, S.G. Matthews, & M.M. Wyer, "Child Custody Mediation and Litigation: Further Evidence on the Differing Views of Mothers and Fathers," *Journal of Consulting and Clinical Psychology*, 59, 1991, pp. 410-418; and D.K. Shrier, S.K. Simring, & E.T. Shapiro, "Level of Satisfaction of Fathers and Mothers with Joint or Sole Custody Arrangements: Results of a Questionnaire," *Journal of Divorce and Remarriage*, 16, 1991, pp. 163-170.
- 35 See for example J.R. Dudley, "The Consequences of Divorce Proceedings for Divorced Fathers," *Journal of Divorce and Remarriage*, 16, 1991, pp. 171-193; R.E. Emery, & M.M. Wyer, "Child Custody Mediation and Litigation: An Experimental Evaluation of the Experience of Parents," *Journal of Consulting and Clinical Psychology*, 55, 1987, pp. 179-186; D.A. Luepnitz, "A Comparison of Maternal, Paternal, and Joint Custody: Understanding the Varieties of Post-Divorce Family Life," *Journal of Divorce*, 9, 1986, pp. 1-12.
- 36 "Governors' Bulletin", December 11, 1995, published by the National Governors' Association, of the 36,000 inmates incarcerated in Georgia state prisons, 88 percent has at least one child.

Resource List

In addition to the National Fatherhood Initiative (NFI), there are a number of organizations around the country that can either provide information directly, or serve as an example of what can be done to support fatherhood. The groups listed below represent only a sampling of what is available; their inclusion in this list does not necessarily signify support for their policies by either NFI or CGPA.

American Fathers Alliance
2000 Pennsylvania Avenue, NW
Suite 148
Washington, D.C. 20006
(202) 543-0615

At-Home Dad
61 Brightwood Avenue
North Andover, MA 01845-1702

Boot Camp for New Dads
Basic Training for New Dads
4605 Barranca Parkway
Suite 101-G
Irvine, CA 92714
(714) 786-3597
(714) 786-0042/FAX

Center for Successful Fathering
13740 Research Boulevard,
Building G-4
Austin, TX 78750
(512) 335-8106

Dads University
P.O. Box 270616
San Diego, CA 92198
(619) 487-7099

Center on Fathers, Families and Public Policy
Family Resources Coalition
200 South Michigan Avenue,
16th floor,
Chicago, IL 60604
(312) 341-0900

Father-to-Father
Children, Youth, and Family
Consortium
University of Minnesota
12 McNeal Hall
1985 Buford Avenue
St. Paul, MN 55108
(612) 626-1212

The Fatherhood Project
Families and Work Institute
330 Seventh Avenue, 14th Floor
New York, NY 10001
(212) 465-2044

Fathers Education Network, Inc.
1435 Brainard
Detroit, MI 48208
(313) 831-5838

Fathers' Resource Center
430 Oak Grove Street
Suite B-3
Minneapolis, MN 55403
(612) 874-1509
(612) 874-0221/FAX
e-Mail: FRC@winternet.com

Full-Time Dads
P.O. Box 577
Cumberland, ME 04021
(207) 829-5260

**Institute for Responsible
Fatherhood and Family
Revitalization**
1090 Vermont Ave., N.W.
Suite 1100
Washington, D.C. 20005
(202) 789-6376

MAD DADS

3030 Sprague Street
Omaha, NE 68111
(402) 451-3500

Marriage Enrichment

P. O. Box 10596
Winston-Salem, NC 27108
1-800-634-8325

National Center for Fathering

10200 West 75th Street, Suite 267
Shawnee Mission, KS 66204
(913) 384-4661

National Center on Fathers and Families

Philadelphia Children's Network
P.O. Box 59119
1650 Arch Street, 16th floor,
Philadelphia, PA 19102-9119

National Congress for Fathers and Children

851 Minnesota Avenue
Kansas City, KS 66101
(913) 342-3860
1-800-SEE DADS

National Fatherhood Initiative

600 Eden Road, Building E
Lancaster, PA 17601
1-800-790-DADS

National Fathers' Network

Kindering Center
16120 NE Eighth Street
Bellevue, WA 98008
(206) 747-4004

Prison Fellowship

P.O. Box 17500
Washington, DC 20041-0500
(703) 478-0100

Promise Keepers

P.O. Box 103001
Denver, CO 80250-3001
(303) 964-7600

Retrouvaille

209 Fanning Drive
Hurst, TX 76053
(817) 284-7078

Southwest Center for Fathering

Abilene Christian University
Box 8155
Abilene, TX 79699
(915) 674-2092

Worldwide Marriage Encounter

1908 East Highland, #A
San Bernardino, CA 92404
1-800-795-LOVE

Internet Site

FatherNet

For electronic access to reviews of research, on-line discussion, and notification of events related to fatherhood, access the World Wide Web site for FatherNet at the University of Minnesota:

[HTTP://FSCI.UMN.EDU/CYFC/FatherNet.html](http://FSCI.UMN.EDU/CYFC/FatherNet.html)

National Fatherhood Initiative

NFI also has a web site on the internet

www.register.com/father

About The Authors

Wade F. Horn, Ph.D., is the Director of NFI. From 1989-1993, Dr. Horn was the Commissioner for Children, Youth and Families and Chief of the Children's Bureau with the U.S. Department of Health and Human Services. Dr. Horn also served as a presidential appointee to the National Commission on Children from 1990 until 1993; and as a member of the National Commission on Childhood Disability from 1994 until 1995.

Prior to these appointments, Dr. Horn was the Director of Outpatient Psychological Services at Children's Hospital National Medical Center in Washington, D.C., and an Associate Professor of Psychiatry and Behavioral Sciences at George Washington University. Dr. Horn serves as an adjunct faculty member in the Graduate Public Policy Program at Georgetown University in Washington, D.C., and as affiliate scholar with both the Institute for American Values headquartered in New York City, and the Hudson Institute in Indianapolis, Indiana. Dr. Horn received his Ph.D. in child clinical psychology from Southern Illinois University in 1981.

Eric Brenner is the Director of Executive Management for the Council. Prior to joining CGPA, he worked for six years in Illinois state government, starting as a legislative staff analyst, before becoming an Assistant to Governor James R. Thompson. He then worked for five years in the administration of Pennsylvania Governor Robert P. Casey, starting as an executive policy specialist in the Governor's office before becoming the Deputy Insurance Commissioner where he managed a staff of 40 people responsible for reviewing over 88,000 rate and policy forms.

Mr. Brenner has a BA from Duke University, LLM from Hull University (England), and a MPA from Harvard University's John F. Kennedy School of Government. At CGPA, he has authored or co-authored a number of publications including *A Convergence on Crime: Emerging Similarities in how States Should, and Are, Reducing the Impact of Crime* (1995) and *Preparing for State Autonomy on Social Welfare Programs: A Survey of How States are Planning for the 'Devolution Revolution'* (1995).

About The Organizations

The Council of Governors' Policy Advisors (CGPA) is a nonprofit, non-partisan membership organization whose members are the top four advisors to each of the nation's Governors. Through its office in Washington, D.C., CGPA provides assistance to states on a broad spectrum of policy matters. The Council also conducts policy and technical research on both state and national issues. CGPA has been affiliated with the National Governor's Association since 1975.

The National Fatherhood Initiative (NFI) was founded in 1994 to stimulate a society-wide movement to confront the growing problem of father absence, and is dedicated to improving the well-being of children by increasing the number of children growing up with involved and committed fathers. A non-profit, non-sectarian, non-partisan organization, NFI conducts public awareness campaigns promoting responsible fatherhood, organizes conferences and community fatherhood forums, provides resource material to organizations seeking to establish support programs for fathers, publishes a quarterly newsletter, and disseminates informational material to men seeking to become more effective fathers.

Clinton Presidential Records Digital Records Marker

This is not a presidential record. This is used as an administrative marker by the William J. Clinton Presidential Library Staff.

This marker identifies the place of a publication.

Publications have not been scanned in their entirety for the purpose of digitization. To see the full publication please search online or visit the Clinton Presidential Library's Research Room.

**STRENGTHENING THE ROLE
OF FATHERS IN FAMILIES**

Report on a Federal Conference

hosted by

National Center on Fathers and Families

Domestic Policy Council

National Performance Review

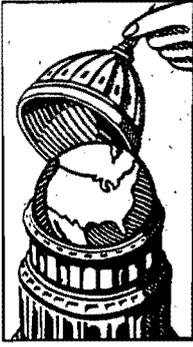
and the U.S. Department of

Health and Human Services

A Man's March: Behaving Right, Or Going Right?

FORGET WHAT YOU'VE heard before. This fall's most controversial Washington event won't be some political debate, or cliff-hanging congressional vote.

It will come when thousands of guys get together in a field to pray, hug each other and listen to speakers urging them to quit being knuckleheads and start paying more attention to their families.



The event will be a rally on the Mall on Oct. 4 by Promise Keepers, a growing men's Christian organization that has been filling football stadiums for rallies at which men are told to knock down religious and racial barriers and work together to achieve "spiritual, moral, ethical and sexual purity." The Mall rally is expected to draw several hundred thousand men.

It seems this would be viewed as a good thing. But in the 1990s, nothing is quite that simple. In fact, Promise Keepers is under attack from both the left and the right. There's a chance that the positive part of the Promise Keepers message may get lost in the static.

The harshest attacks on Promise Keepers come from feminist leaders, who see the organization both as a front for religious conservative ideologues and as a vehicle for keeping women in their place.

"When they talk about men taking responsibility for their families, they mean men taking control, and women taking a step or two back," says Patricia Ireland, president of the National Organization for Women. The leadership of Promise Keepers, she maintains, is "in many ways the same old religious political extremists whose agenda we have been battling against for decades."

BUT NOT EVERYBODY on the religious right likes Promise Keepers either. Fundamentalist churches complain because the movement blurs denominational lines and has the audacity to invite Catholics to its rallies. The Fundamental Baptist Fellowship recently warned that Promise Keepers poses "one of the gravest dangers to the cause of the true biblical separation in this generation."

So what are Promise Keepers: enlightened men of the '90s, knuckle-dragging cavemen, or dangerous apostates?

There isn't, of course, one simple answer. Promise Keepers was created in 1990 by Bill McCartney, a former University of Colorado football coach. A "Promise Keeper" is asked to keep seven promises, which basically call for honoring God, family and church. One specifically calls for "building strong marriages and families through love, protection and biblical values." The group estimates that more than two million men have attended its rallies.

If you were wondering what happened to the fabled "angry white males" of the 1994 election, here is part of the answer. White males have never had nearly as much to be angry about as they claim, but obviously some have felt left out of the 1990s. In response, some have turned to militias, some throw themselves into careers, some abdicate responsibilities.

And some have drifted to Promise Keepers. The organization's message is, indeed, distinctly conservative, and there are some troubling "men-take-charge" undercurrents. A speaker at one California rally, for instance, talked of the "tremendous responsibility God has given the wife in terms of submitting to the husband." A Promise Keepers book includes an essay in which one author urges men to tell their wives: "Honey, I've made a terrible mistake. I've given you my role. I gave up leading this family, and I forced you to take my place. Now I must reclaim that role."

BUT THAT ESSAY also goes on to urge men to turn off the TV to talk more to their wives, and to quit hitting the gym so often so they will have time to start "dating" their spouses again.

Similarly, among the several dozen testimonials posted on the Promise Keepers Internet site is one from a wife who is happy that "the Lord has shown my husband his role as head of the house in love [and] my role as helpmate." But the more predominant theme is sounded by a California man who says "he's decided for the first time to make himself "physically, mentally and emotionally" available to his wife and children.

So what will most Americans conclude? Mark DeMoss, a Promise Keepers spokesman, says those looking for rhetoric about subjugating women will be "bored" by the actual messages they'll hear at the Mall rally. As with the Million Man March of black men, many Americans won't be sure whether to focus on the overall positive message, or on troubling undercurrents.

But it would be a shame if controversy overshadows the intriguing development illustrated by Promise Keepers: "Men Behaving Badly" isn't just the name of a sitcom, but an apt description of many American social ills. Now, a variety of new voices are emerging to tell men to stop acting like jerks. If Promise Keepers can push that along, it isn't all bad.

FILE -
Fathers
THE WALL STREET JOURNAL WEDNESDAY, SEPTEMBER 10, 1997

Air War Over Texas: Little Legend Finds Help In Congress to Break American Airlines' Lock

By DAVID ROGERS
And ASRA Q. NOMANI

Staff Reporters of THE WALL STREET JOURNAL
WASHINGTON—Without a plane yet to its name, little Legend Airlines is already stirring up the industry.

The upstart Texas company, led by a former Vietnam War fighter pilot and Reagan-era aviation regulator, is going toe-to-toe with giant American Airlines and much of the Dallas establishment over plans to begin limited service from the city's old Love Field.

Twenty years after airline deregulation, Legend's cause has touched a nerve in Congress where there are growing complaints of anticompetitive practices in the airline industry. And now Legend's case has turned into a donnybrook that threatens to engulf the government's entire \$42 billion transportation budget for the fiscal year beginning Oct. 1.

Driving the issue is Sen. Richard Shelby, a Democrat-turned-Republican from Alabama and the new chairman of the Senate Appropriations Committee's transportation panel. Up for re-election, he shows flashes of his old populism: "They're gouging my people," he says of the big airlines like American, a unit of AMR Corp. And as chairman, Mr. Shelby single-handedly amended the transportation bill to help Legend break American's lock on the Dallas-Fort Worth market.

It's pure power politics. Then again, many things about the airlines seem to be.

For a start-up company, just getting an airport gate and takeoff time slot are major hurdles, and in the past decade, federal rules have helped the biggest lines consolidate their grip on major hubs. UAL Corp.'s United Airlines and American last year controlled about 87% of the flying rights at Chicago's O'Hare—up from 66% a decade before, according to Congress's General Accounting Office. At LaGuardia Airport in New York, American, Delta Air Lines and US Airways held almost two-thirds of the slots last year, more than double their share in 1986.

To damp down the growing unrest, the Transportation Department is slated to announce next week that it's loosening the reins at tightly held airports. Western Pacific Airlines and Nevada-based Reno Air are expected to get new rights at Chicago, while ValuJet Inc. and Spirit Airlines are expected to be aided in New York. This comes as department officials finalize a report to Congress on what is being done to remedy anticompetitive practices in the industry.

A meeting here next month will air beefs by big corporations that airlines are gouging their business-travel budgets. Sen. John McCain (R., Ariz.), the new chairman of the Senate Commerce Committee, is expected to unveil legislation to lift limits on long-distance flights from Washington's National Airport. These curbs protect United's investment at Dulles Airport in Virginia but anger Phoenix-based America West Airlines, which is prevented from flying nonstop from National to its home base.

At the heart of the Legend dispute is a 1979 deal struck by former House Majority Leader Jim Wright, a Texas Democrat, to give Dallas-Fort Worth Airport—and American—pre-eminence by limiting long-distance flights from the older Love Field. The pact, written into law, sealed a shared commitment by the two rival cities to the new airfield but also gave American extraordinary power over a vital hub for the nation.

Legend seeks to loosen one exemption in the Wright rule permitting long-distance flights from Love by planes with 56 or fewer seats. For reasons of cost and marketing, Legend wants to reconfigure larger DC-9-type planes with 56 wide seats appealing to business travelers while saving some space for packages. Legend's chief, T. Allan McArtor—who flew in Vietnam and went on to head the Federal Aviation Administration in the late 1980s—has long ties to Federal Express Corp., but so far the Memphis-based package carrier isn't an investor in Legend.

American officials doubt the viability of Legend's plan. Still, AMR's chairman and chief executive, Robert Crandall, has already threatened to "sue everyone in America to close Love Field" if the Wright rule is altered.

Mr. Crandall is a frequent visitor to the Clinton White House, and American pumped \$313,000 in corporate funds into Democratic campaigns in the last election, according to the citizens lobby, Common Cause. Much of that money came within weeks of a favorable ruling by the Transportation Department last September that created an obstacle for Legend by insisting that it could meet the Wright standard only with planes designed from the outset for 56 seats. Such planes exist, but they are less roomy and too costly from Legend's standpoint.

American Airlines' Chris Chiames, a former Democratic congressional staffer, says the political contributions weren't pegged to the favorable ruling, and Nancy McFadden, the Transportation Department's counsel, who has longstanding political credentials, says she never consulted the White House and followed the advice of career staff attorneys in deciding the case.

Mr. Chiames argues that the Wright amendment was a compromise written to keep Love Field open, "not limit service," after the larger Dallas-Fort Worth Airport had been built.

Responding to Legend's appeal, the Justice Department all but told Legend to take its case to Congress, and it did. Enlisting Stewart Hall, a former Shelby aide turned lobbyist, Legend got in the chairman's door, and weeks later, Mr. Shelby unveiled his draft of the Senate spending bill with a rider voiding the Transportation department's ruling.

American cried foul. In the midst of last summer's airline ticket-tax fight, Mr. Crandall personally lobbied Senate Budget Committee Chairman Pete Domenici (R., N.M.), also a senior appropriations mem-

ber, on Love Field. And Sen. Kay Bailey Hutchison (R., Texas)—whose husband, Ray, is bond counsel for the Dallas-Fort Worth Airport—jumped into the fray on American's side.

Having failed in the Senate, American is relying on the House and Majority Leader Dick Armey (R., Texas) to turn the tide in talks this month. But taking no chances, an American affiliate went around Legend and acquired more terminal space at Love; American insists it was only seeking office room, not trying to buy up the gates.

For Mr. Crandall, the same Love Field offices echo of his bitter 1980s fight with

now-defunct Braniff Airlines for the rich Dallas market. Mr. Crandall won, but Bruce Leadbetter, a longtime investor with Braniff's former owners, is back with Legend along with American's own recently deposed man in Washington, Ed Faberman, who now represents a lobbying group for start-up lines.

As a corporate pit bull, Mr. Faberman earned the nickname "Fast Eddie." In his office recently was a voodoo doll of Mr. Crandall, stuck with pins, and he argues his old boss is the "bad sheriff" running off the competition in his Dallas-Fort Worth "company town." "It's almost a story of the Old West," he says.

FAMILIES, Inc.

Film & Television Production

promotions, marketing, publicity and public relations services

338 E 55th Street (Suite 2B) New York, New York 10022

Tel (212) 888-0498

Fax (212) 935-8525

September 22, 1997

Melanne Verveer
Chief of Staff to The First Lady
The White House
Washington, DC 20500

Dear Ms. Verveer:

Please find enclosed, a package for First Lady Hillary Rodham Clinton requesting support for "An Appeal to Parenting" Public Service Announcement.

This is a worthwhile project that aims to protect America's most important resource, its children.

We thank you for your support in helping us make sure The First Lady receives this proposal.

Sincerely,

Ana Carril-Grumberg
Executive Producer/Director

Sandra Spady
Producer

Send to Cynthia
rice w/ note.
"What do you
think?"
Ten"

Melanne Verveer
Jennifer - she said
she wants to do
more on child
support. Is this
group significant?
What do you think?

FAMILIES, Inc.

Film & Television Production

promotions, marketing, publicity and public relations services

338 E 55th Street (Suite 2B) New York, New York 10022

Tel (212) 888-0498

Fax (212) 935-8525

September 22, 1997

First Lady Hillary Rodham Clinton
The White House
Washington, DC 20500

Dear Mrs. Clinton:

There is a crises occurring in our country. 60% of American urban households and 40% of households nationwide are headed by single parents, mostly women. Many of these women depend on welfare on and off to support their children and themselves because the fathers do not pay child support.

Families, Inc., would like to address this situation as well as build awareness by directing and producing a Public Service Announcement, "An Appeal to Parenting", urging parents to be emotionally and financially responsible for their children.

We are requesting your and President Bill Clinton's endorsement and commitment to appear in the "An Appeal to Parenting" PSA. We are also seeking federal financial support.

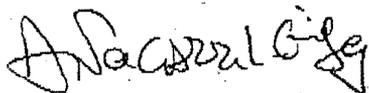
This national campaign would put the spotlight on the most important job one could ever have, being a parent.

As detailed in the enclosed proposal, we would like to reach out to as many high profile parents as possible.

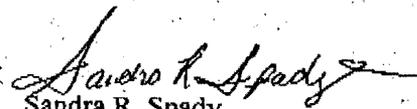
We would like you to become a partner in supporting this worthwhile cause and essentially, in helping to secure the future of America, our children, by using a most powerful medium - television.

As you so eloquently quoted, "It [does] takes a village to raise a child". Let us all be that village.

Sincerely,



Ana Carril-Grumberg
Executive Producer/Director



Sandra R. Spady
Producer

FAMILIES, Inc.

Film & Television Production

promotions, marketing, publicity and public relations services.

338 E 55th Street (Suite 2B) New York, New York 10022

Tel (212) 888-0498

Fax (212) 935-8525

An Appeal to Parenting **A Public Service Announcement**

in Association with (*)

Federal Agency for the Enforcement of Child Support

New York State Agency for the Enforcement of Child Support

New York City Agency for the Enforcement of Child Support

**The New York State Governor's Office
for Motion Picture and Television Development**

(*) Not confirmed

Concept By

Ana Carril-Grumberg

Developed & Written by

**Ana Carril-Grumberg, Sandra Spady
Michael George**

Registered WGAE

FAMILIES, Inc.

Tel (212) 888-0498

Fax (212) 935-8525

**An Appeal to Parenting
A Public Service Announcement**

- 60% of American urban households and 40% of households nationwide are headed by single parents, mostly women.
- Many of these single mothers must depend on welfare to support their children and themselves.
- Statistics have proven that this situation has some bearing on the way which youth increasingly resolve conflict with anger and violence.
- If we do not address this issue, the number of households nationwide will increase to 50% by the year 2,000.
- Families, Inc. wants to produce and direct a public service announcement entitled: "An Appeal to Parenting". The goal is to reach out to as many high profile parents as possible. Our desire would be to have individuals such as:
 - President Bill Clinton and Hillary Rodham Clinton
 - Vice President Al Gore and Tipper Gore
 - Governor Pataki and Libby Pataki
 - Mayor Giuliani and Donna Hannover
 - Michael and Juanita Jordan
 - Sylvester Stallone and Jennifer Levine
 - Denzel and Pauletta Washington
 - Patrick and Rita Ewing
 - Allen Iverson
- Families, Inc. would like to gather as many of these parents as possible into a studio to shoot this PSA.
- Families, Inc. would like this shoot to be open to selective media.

FAMILIES, Inc.

Tel (212) 888-0498 Fax (212) 935-8525

- Families, Inc. will do field productions for the parents who cannot be present at the studio shoot.
- Families, Inc. would like for this project to be funded by the following agencies as well as private sponsors:
 - Federal Agency for the Enforcement of Child Support
 - State Agency for the Enforcement of Child Support
 - City Agency for the Enforcement of Child Support
- Families, Inc. is seeking mentoring support from Pat Kaufman, deputy commissioner of the Governors Office for Motion Pictures and Television Development.
- Families, Inc. would like to bring ten single mothers out of welfare to work on the project for a period of six months, allowing them to bring their children to work.
- Ana Carril-Grumberg is a director/producer/creative executive.

Former partner of movie director Bill Duke, (Hoodlum, Sister Act II, Deep Cover), in production company named DUKE/GRUMBERG (1994 -1996).

In 1997, Ana C. Grumberg is in the process of forming Families, Inc., a multi-racial, multi-cultural profit sharing production company.

- Ana Carril-Grumberg is a single mother raising Nathalie Carril-King, her 6 year old daughter by Eric King, son of boxing promoter, Don King.
- Eric King is #1 on New York State's Deadbeat Dad List.

FAMILIES, Inc.

Film & Television Production

promotions, marketing, publicity and public relations services

338 E 55th Street (Suite 2B) New York, New York 10022

Tel (212) 888-0498

Fax (212) 935-8525

DAILY NEWS**NEW YORK'S HOMETOWN NEWSPAPER**

Wednesday, May 1, 1996

**Son of Don King
wins bad-dad title****By RUSS BUETTNER,
ZACHARY MARGULIS and JANE FURSE**

Daily News Staff Writers

The son of millionaire boxing promoter Don King leads the city's worst deadbeat dads, according to a list released yesterday.

Eric King, 43, owes \$175,000, has never made a single child support payment and has vanished. He is one of a rogues gallery of 10 of the city's most dramatic cases of failure to pay child support, according to Mayor Giuliani.

The terrible 10 are a fraction of the tens of thousands who have refused court-ordered support of their children — dads "whose delinquency has caused terrible hardship to their children," Giuliani said.

King, also a promoter, was named in 1991 as the father of a girl born to Ana Carril — who announced at the time that he "beat me with his fists" when she told him she was pregnant.

Her attorney, Raoul Felder, said yesterday he well remembered the King matter.

"We had a lot of trouble with this guy," Felder said. "It was a tough case."

The whereabouts of some of the 10

men are known, Giuliani said, and the list was being released in the hope that publicity will help authorities locate the others.

Last month the city gave public warnings to delinquent parents and offered amnesty for those willing to pay up.

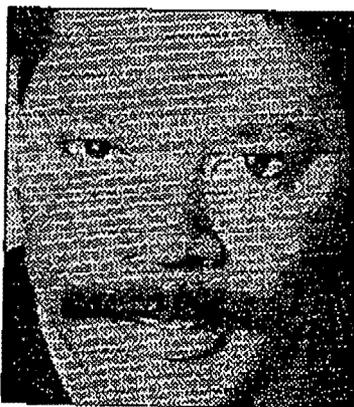
Some 1,500 people qualified for amnesty. On Monday, the sheriff's office arrested 12 dads on charges of failing to provide child support and to respond to previous court summonses. Another five turned themselves in.

Earlier this month, authorities suspended the driver's licenses of

14,000 deadbeats and expected by the end of the year to have suspended 60,000.

Next month, the city will turn up the heat even more, suspending professional and technical licenses issued by the city, Giuliani said.

In February, the state released its own list of the biggest deadbeats statewide, which resulted in last week's arrest warrant for Lewis Brown of Nassau County as the No. 1 offender.



GLOVES OFF: City names Eric King worst deadbeat dad.

FAMILIES, Inc.

Film & Television Production

promotions, marketing, publicity and public relations services

338 E 55th Street (Suite 2B) New York, New York 10022

Tel (212) 888-0498

Fax (212) 935-8525

DAILY  NEWSThursday, December 26, 1996 **NEW YORK'S HOMETOWN NEWSPAPER****RUSH & MOLLOY**

BY GEORGE RUSH AND JOANNA MOLLOY

Don King's son**no prince,
say feds**

The feds may soon be coming after Don King's son Eric. U.S. attorney Mary Jo White reportedly has the boxing promoter's kid under criminal investigation for skipping out on child support for his 6-year-old daughter.

Natalie — and authorities mean to find out if daddy Don has been harboring him in Las Vegas.

The 44-year-old King seems determined to become America's most notorious deadbeat dad. According to the city Office of Child Support Enforcement (OCSE), he currently owes \$212,000 for Natalie's care. If found guilty, he could serve up to six months in jail.

"A referral was sent to the U.S. attorney of the names of men who are the most difficult cases," said Theresa Wescott of the state OCSE. "This is the last resort. We did this with [deadbeat dad] Jeffrey Nichols and it was very effective. He's in jail now."

Unlike Johnny Carson, who once gave his son Christopher \$35,000 to help take care of his out-of-wedlock child, Don King allegedly has not reached out to his grandchild. Instead, authorities believe he's letting his son hide out at his Vegas pad. Eric King lived with Natalie's mother, Anna Carill, for three years before she gave birth and just five blocks from Don King's New York brownstone.

Eric King could not be reached for comment. A source close to his father said, "Eric has no connection with Don King Productions."

FAMILIES, Inc.

News & Media

338 E 55th Street (Suite 2B) New York, New York 10022
Tel (212) 888-0498 Fax (212) 935-8525

FOR IMMEDIATE RELEASE

Contact: Sandra Spady
(212) 888-0498

"An Appeal to Parenting" Public Service Announcement

New York, NY September 22, 1997 - Director/Producer, Ana Carril-Grumberg formerly a partner of Duke/Grumberg (1994-1996), a production company she owned with Director/Actor/Producer Bill Duke, is looking to join forces with high profile parents to create a public service announcement "AN APPEAL TO PARENTING" (see enclosures).

The group of professionals that have already endorsed this concept are asking the media at large to lend their support in giving this worthwhile project the coverage it deserves so it can become a reality.

Families, Inc. would like to create a series of three "Appeal to Parenting" Public Service Announcements, the first to air by December, 1997.

Join us in protecting America's most important resource, its children.

##



The American Fathers Alliance

Bill Harrington - President
Box 5345, Tacoma, Washington 98415
(206) 274-1417 Washington State
(202) 543-0615 National Ofc
afa@pipeline.com (INTERNET)

October 9, 1997

Ms. Cynthia Rice
Special Assistant
Domestic Policy Council
The White House
Washington DC, 20500

RE: Request for Meeting - October 23, 1997

Washington State Representative James Kastama

Dear Ms. Rice:

I am requesting a followup meeting with you for Thursday, October 23, as a followup meeting to our previous meeting on Sept. 8th. From the Vice President's recent announcement on the value of fathers involvement in education of their children, we see the need for continuing attention on father\child relationship policy issues. Our proposal on the critical need for a structured system of father\parent policy development for the White House continues to be demonstrated. The value of the federal welfare Access Grants will not be seen for months as the programs are just being implemented, even though there is a clear need for dramatically increased funding in the next budget cycle. These are just two issues that represent the value of our proposed White House Council on Father Involvement.

Additionally, there are Mr. Ballard's larger funding issues for fatherhood programs on all levels that he raised in the Sept. 8th meeting.

Finally, Washington State Representative James Kastama, a Democrat on the House Children and Family Services Committee will be in Washington DC that week and would also like to participate in our meeting. Rep. Kastama is on the committee responsible for implementation of federal welfare reform, including issues relating to parents that are a part of our meeting with you in September.

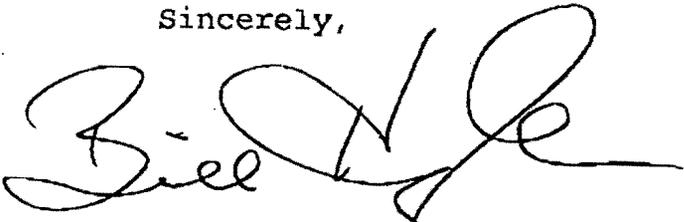
Please have your office call to confirm a meeting date and time.

The Children's Rights Council Conference is that weekend, Oct. 24-25-26 and if there is any way for a general meeting with you and a selected group of activists from around the country, maybe 10 or so, I know they would appreciate an opportunity to meet with you and express their concerns about parenting policy issues in welfare reform.

I hope to hear from you soon and I apologize if you tried to reach me earlier this week. I was away from the office on a Court of Appeals case in Eastern Washington. My office said there were several calls but only a few messages, and I had hoped to take your call if you were one of the callers. I know you were going to call back again after we briefly talked at the end of last week.

Thank you again for our earlier meeting and we hope to see you on October 23rd.

Sincerely,

A handwritten signature in black ink, appearing to read "Bill Harrington". The signature is fluid and cursive, with a large initial "B" and "H".

BILL HARRINGTON, President

NEWS TRIBUNE

TACOMA, WASHINGTON

FRIDAY, OCTOBER 3, 1997

Dad's role in school is crucial, study finds

The children of involved fathers earn better grades and get into less trouble

By MELISSA HEALY
LOS ANGELES TIMES

WASHINGTON — It is a formula for school achievement as old as apples for the teacher and as new as homework done on the Internet:

Fathers' participation in their children's schools, the Education Department has found, boosts the children's performance and wards off misbehavior and academic failure.

Children get better marks and are less likely to repeat a grade or be expelled if their fathers are involved in school activities, the study concluded.

Among children whose fathers alone were highly involved at their schools, almost half brought home report cards bearing mostly A's. And for children whose mothers are involved at their schools, the addition of a father's participation increased the likelihood of high academic performance.

The survey-based report, released at the White House Thursday by Vice President Al Gore, found that fathers' involvement made a substantial dif-

Fathers

Continued from A1

ference whether or not the dads lived with their children.

In spite of a burgeoning movement among middle-class fathers to involve themselves in their children's lives, more than half of all fathers in two-parent families — and 82 percent of fathers who do not live with their children — have no significant involvement in their children's schools.

Gore called the report "a wake-up call" for fathers and those who would minimize their role in their children's development.

"Fathers, even conscientious fathers, have been leaving this role to mothers too much," he added.

More broadly, its findings support a growing body of evidence showing that fathers play a pivotal role in

'Fathers, even conscientious fathers, have been leaving this role to mothers too much.'

— Al Gore, vice president

their children's health and development.

While that is not news to many men, or to mothers who have pressed their partners to do more, there had been little hard evidence to prove it. Previous research had underscored the critical importance of a mother's active role in her children's school achievement, but none had singled out the role of fathers.

That is where the Education Department survey breaks new ground.

The study, prompted by a Clinton administration directive that ordered federal agencies to place greater emphasis on the role of fathers, found that a father's participation tended to lift his children's academic performance — regardless of parents' income, race, ethnicity or parental education.

For men such as Walter Waddles, a 54-year-old custodian and father of two sons in South-Central Los Angeles, the study underscores a couple of things that have long been clear to him: Children — especially boys, he says — need regular reminders of their fathers' expectations, and there is no substitute for spending time in their schools and in their schooling.

Waddles reads and does homework with his sons, goes to parent-teacher meetings and volunteers for the school district and a police advisory board.

In hopes of improving the grades of his sons, seventh-grader Tyree and eighth-grader Tjuan, Waddles has insisted that they participate in a tutoring program. He also has offered incentives for improved grades, including helping 13-year-old Tjuan pay for a car and offering 12-year-old Tyree a mini-bike and a chance to go out for the football team.

"The boys really need that positive father image. When it's there, it makes the boys more responsible," Waddles said.

Many psychologists believe that, in general, a father's influence on his children complements a slightly different approach typical of mothers. Mothers tend to be more concerned with a child's emotional life, while fathers typically are more assertive about encouraging achievement and independence.

"Fathers are more oriented toward the product: What are your grades?" said Wade Horne, director of the National Fatherhood Initiative, based in Gaithersburg, Md. "It should come as no great surprise that when they are more active, you get more of the output that they focus on."

Mission

The Institute for Responsible Fatherhood and Family Revitalization is a nonprofit 501(c)(3) organization founded through the passion of its founder and president, Charles A. Ballard. The Institute has emerged from being a local Cleveland, Ohio grassroots program to a national organization dedicated to encouraging fathers to become involved in the lives of their children in a loving, compassionate, and nurturing way.

Recognizing the critical problem of "fatherlessness," the absence of a responsible, nurturing male role model in life of a child, the Institute offers fathers an opportunity to learn fathering skills and empowers them to provide safe environments for themselves, their children, and their family.

"We believe that children have the right to grow up valued and protected; loved and nurtured, and safe and secure."

Reaching Fathers in our Service Area and Beyond

In 1994, the Institute expanded its services to five additional cities, Milwaukee, Wisconsin; Nashville, Tennessee; San Diego, California; Washington, D.C.; and Yonkers, New York. Since its inception, the Institute has served over 4,500 fathers and families using its home-based approach.

Avoiding traditional counseling methods, the Institute's home-based outreach program works with families in their natural environment—around-the-clock, every day of the week. Institute staff are available by pager so that when services are badly needed, relief is only minutes away.

Answering the Call

It is often asked, "how do you know what my problems are, you don't live on my street?" The Institute with its dedicated team of workers are on those very same streets—in the trenches providing services to families. As important as the service we provide, all Outreach workers must live and work within their service area. This not only provides desperately needed services, but the workers, themselves, serve as mentors and model a lifestyle that community residents truly appreciate.

As a result of our workers' interaction with a father and his family members, many fathers begin to see and recognize behavior which they begin to emulate. This interaction encourages a shift in the way the father thinks about the events in his life and leads him to consider new possibilities.

In addition, Outreach Specialists establish a rapport with the father and uses a combination of techniques such as "mirroring, anchoring, and future pacing" to assist in the father's development.

The Institute places emphasis on drawing out from men their tenderness, their compassion, and their desire to be a responsible father and improve opportunities for their children.

All of these methods are designed to give the father the necessary tools to be the "dad" he may have never had, nor have ever known.

"We hope to touch the lives of every father, every mother and every child in America. The goal is to create loving, peaceful, nurturing environments so that children and families may prosper.

"Most men are capable of responsible fatherhood. All we need to do is lead them to it."

—**Charles A. Ballard**
Founder and President

"When a person commits a crime, the system provides an attorney at taxpayer's expense and it is only for a short period of time. However, if we can return a father, a responsible father to a child, it could last a life time—literally transforming communities."

—**Charles A. Ballard**
Founder and President

**Institute for Responsible Fatherhood
and Family Revitalization**

1146 19th Street, N.W.
Suite 800
Washington, D.C. 20036-3703
Telephone: 202-293-4420
Fax: 202-293-4288
1-800-7-FATHER

**The Institute for
Responsible Fatherhood
and
Family Revitalization**

*"Turning the Hearts of
Fathers to their Children
And the Hearts of
Children to their Fathers."*



Remarks
by
Vice President Al Gore
at
Family Reunion III: Men in Children's Lives
Nashville, TN
July 11, 1994

Fatherhood is a sometimes exasperating, frequently humbling experience, one which constantly forces us to see the world through our children's eyes, and in which our enormous wisdom sometimes goes unappreciated.

I remember once when my son, Albert, was six years old and trying to clean up after dinner. He laid a strip of detergent down the length of one knife. I explained he had enough soap to wash an entire sinkful of dishes. He looked at me with pity for my incompetence and said, "Dad, I've been doing it this way since I was a little boy." Images like the ones we saw on the screen awaken these kinds of memories.

Of course, for many of us, we see fathers with the perspective of people who both have fathers and who are fathers. And so, as I thought about my children during the film, I also thought about my own father: of taking long walks with him along the Caney Fork River; of watching his hands guide the birth of a calf; of my marvelling in a Senate hearing room when I discovered that the same strong voice that called me to dinner could determine the color of the signs on the nation's highway system.

I'm sure the film awakened memories in you -- memories as diverse as our childhoods. City streets, country roads, affluence, poverty, happiness and sorrow. Fathers who pumped gas, who healed the sick; who drove an eighteen wheeler; who worked the night watch in a factory. Fathers who were around to hug their grandchildren, those who left without a backward glance, those who died too soon. Fathers who made us feel that we could do anything, fathers who only found our faults. Fathers who instilled fear with every word, fathers who reached far beyond the family to surround many children with love.

It is an experience at the heart of the human experience. There can be nothing more noble than to see a father succeed. And there can be nothing more tragic than to see a father fail.

And that is why this conference is so important. Because for too many Americans fatherhood has been a failure, whether for the father himself or the child on the receiving end.

Soon, you will hear from a large and varied group of men who will share their personal feelings about fatherhood. Later you will hear from children and from women. Woven throughout the day are panels about some of the most important issues families face. We urgently need such discussion. For the statistics make it chillingly evident. More than 40% of the children in this country do not live in a home with a biological father. Every 26 seconds during this conference, remember: a child has been born to an unmarried mother. Every 59 seconds to a mother who is a teenager. Every day, the parents of 2860 children get a divorce.

Does this matter? Without question.

The data indicate that babies born to unmarried mothers are more likely to die in infancy. The ones who survive are more apt to have emotional and behavior problems. They are six times more likely to be poor.

They are more likely to end up on welfare, end up in prison, get pregnant as teenagers -- and start the tragic cycle all over again.

But as Arthur Koestler said once, "Statistics don't bleed." To fully understand you also have to read entries like those in the Minnesota Father of the Year essay contest. It is one full of essays about fathers that watch out the window as their kids go off to school, and sit down by their children's bedside at night for a talk.

But there was also this one by an eleventh grader:

I don't know what it is to have a father. I see people that have one and wish I had mine. Sometimes my days are bad and I cry because I need someone there to talk to, to share my troubles, my fears, and most of all, my dreams ... I feel empty inside. I just wish that parents who have kids don't forget that they ... have brought something beautiful into this world. And they must take care of that beautiful person that they created.

Much of our concern about "fatherlessness" has focused on the inner city. Many of you here today are addressing this problem in research and in programs in dozens of communities across the country.

We are right to be concerned -- and outraged -- at fathers who have abandoned their children, or never acknowledged them in the first place, or failed to support them and left their mothers to struggle in poverty. But that is not the only problem for the poor.

One of the saddest stories I remember is that of John John Kennedy, after the assassination. He was introduced to Bill Haddad, one of his father's aides.

"Are you a Daddy?" he asked.

"Yes."

"Then, will you throw me up in the air?"

No family can escape the pain of fatherlessness.

And the fact is, American society makes fatherhood difficult even for fathers who are in the house, who long not only to put food on the table and pay for college tuition but to take care of the beautiful person they helped create. They are taken aside by their superiors and warned against taking paternity leave. They work in an office where it is considered unseemly to leave in time to be home for dinner.

Even if fathers conscientiously write in their work number on school forms the school nurse looks down for the mother's number when their child has a rash.

How can fatherhood be meaningful in such a context? For a child does not learn to have an intimate, loving relationship with a father because once a week Dad awkwardly sets out on a walk around the block. Children don't learn from occasional efforts to help with homework or from looking up at the lacrosse game and sees Dad still in his suit, up in the stands, there for the final period. No, fatherhood becomes meaningful from the day-in-day-out experience of being home.

Ask your daughter if anything special happened at school and she may only look sullenly up at you and say "No." But if you are around a little later, putting dishes away or folding laundry, suddenly the words spill out and you hear story after story about band practice or the new teacher or a fight with her best friend. A loving relationship is built, stone by laboriously acquired stone, out of the tiny scenes of family

life: making breakfast, driving and picking up from school, helping with homework, throwing a ball around, being around to tuck them into bed -- and doing that from the very first day.

At one point in our culture, such involvement was considered beneath men. It was women's work. In his early editions Dr. Spock cautioned against "trying to force the participation of fathers who get gooseflesh at the very idea of helping to take care of baby." And Ernest Hemingway once wrote that to be a successful father "when you have a kid, don't look at it for the first two years."

Now, we see a healthier trend. Richard Luov, author of "Fatherlove" points to one new poll that finds fathers playing a much more active role in their children's lives than a similar poll from a decade ago. Men in this poll spoke movingly of the way being an active father had made them more satisfied with their lives. 72% said they would like to spend more time with their children.

There is, of course, great debate about what should happen during that time. There are those who argue that we need fathers that demonstrate virtues different than those of motherhood: firmness and decisiveness -- rather than nurturing.

I must say my own experience is that firmness and decisiveness are not only masculine virtues. But I will listen with great interest to the debates today. What isn't debatable is this: that we must work to change our culture to make possible the involvement of men in the lives of their children.

We must instill in the next generation of fathers the belief that fatherhood is a sacred trust. That it is their nonnegotiable responsibility to support their children financially and emotionally. That children need and deserve a father's love. That all men have a responsibility to all children. I am confident we can do this in part because of the people in this room.

So many of you have dedicated your lives to children not your own. Simply by your presence here today, you create hope for the future.

Ralph Smith, for examples, whom you will meet shortly, has been working to re-connect young men in inner city Philadelphia with their children -- children on AFDC who may not even know they exist. To help us understand what it means to have no memory of fatherhood for generations he tells the story of a young man with whom he works. He decided to make a commitment to the young woman he loved. He presented her with an engagement ring. All the women in her family cried for joy -- none of them had ever known anyone who became "engaged." It was three days before she learned that she had the ring on the wrong hand.

There are many successes like Ralph's program -- another is the National Institute for Responsible Fatherhood, founded by Charles Ballard. A conference like this allows us to explore why and see what we can apply to our own work. This is a new field, after all. Some of the major researchers in it don't know each other's work -- or even their names. Equally important, those who labor in the trenches each day -- those running programs in the streets are eager to learn about each other's success and build on it.

This Conference will help. And we've created some new ways to do it.

- In your conference packet you'll find a flyer describing the Children Youth & Family Consortium at the University of Minnesota -- the cosponsor of this conference. It's started developing "FatherNet," a new information pathway through their Electronic Clearinghouse. FatherNet will be

an online resource center where all of you -- program directors, researchers, practitioners, fathers, policymakers -- can learn from each other. Immediately following this conference the FatherNet process will begin. It'll be a dynamic directory of programs, people, strategies and research. It'll be an interactive bulletin board helping us work together to find new ways to overcome the barriers to male involvement in the lives of children. Those of you interested can plug right in.

- Second, with leadership from the Minnesota Consortium, the National Center for Fathers and Families at the University of Pennsylvania, and researchers from Harvard's Kennedy School and School of Public Health, a group of researchers and program leaders will come together to look closely at what current research can tell us; to identify research questions that have not yet been answered; and to begin to develop a coordinated agenda for collaborative research to inform practice. They will focus on practical applied research that will advance our understanding of how children can get what they need from their fathers and other men in their communities.
- Finally, beginning here today, I am asking you to join me in launching a nationwide "Father to Father" movement. There are new, young fathers struggling with every facet of their new role, from changing diapers to finding the job that can support their sons and daughters. There are mature, experienced fathers who would love to volunteer help them -- in the same way Big Brothers have worked for years.

Let's bring them together. Give me your ideas. Give me your insights. Let's capture the energy and experience that is in this room today and use it to fuel this face-to-face initiative.

The awareness of how parents influence their children is as old as recorded history, whether Euripides ("The Gods visit the sins of the fathers upon the children") or Horace ("For the sins of your fathers you, the guiltless must suffer.") or the Old Testament ("For I am a jealous God, visiting the iniquity of the fathers upon the children unto the third and fourth generation.") This century seems to have brought a sharpened awareness of how direct that influence is. The failures of fatherhood are not failures only for the fathers. They create failure for the children whether alcoholism, or violence or simply a rigid, inability to say "I love you." Now we do not think the Gods bring such failure. We create them ourselves.

But just as failure is passed along, so is success. I thought of that as I read through the other entries in that Minnesota essay contest.

"Without my father," one sixth grader wrote, "it would be like a ball without any air inside. And you can't play without any air inside."

This is from a third grader.

"My Dad 'God blesses us' before we leave for school. Mom says he watches us walk to the school out the window until he can't see us anymore. She says he gets tears in his eyes almost every time."

And this one, from a fifth grader.

"The other night my dad came up to me and said, 'Good night, Carrie, I love you.' 'Good night,' I said. 'I love you too.' Then out of the blue he said, 'Best friends forever?' And I said 'Yes.'"

A few months ago I read an interesting story about the Baseball Hall of Fame, up in Cooperstown, New York. Some workmen were renovating, and when they removed a display case, a snapshot fell out. There was no name on it. It was a picture of man in a Sinclair Oil baseball uniform, holding a bat and smiling. On the back was this note:

'You were never too tired to play catch. On your days off you help build the Little League field. You always came to watch me play. You were a Hall of Fame Dad. I wish I could share this moment with you. Your son Pete.'

The curators debated what to do with it. They thought about putting it on display. They thought about launching a search to find out who the man was. But in the end they decided to put the picture right back where it was, wedged under the display case, a secret memorial to every parent who has taken the time to play baseball with his kids.

The world we must work toward is a world in which children grow up wanting to model their own attempts at parenthood on these kinds of memories: of fathers not afraid to say 'I love you'; of fathers who feel blessed to have created children; of fathers who are the air in the ball of life; of Dads who belong in their children's personal Hall of Fame.

Yes, fatherhood is frustrating and humbling. But it can also be one of the greatest joys that a man can know. My hope is that this conference can help make that joy possible for fathers yet unborn -- or those of us like Albert who have been learning about fatherhood since we were little boys.

Mission Statement of Congressional Fatherhood Promotion Task Force

In cooperation with the National Fatherhood Initiative, a non-profit, non-sectarian, non-partisan organization, the Congressional Fatherhood Task Force will confront the growing problem of father absence, and will seek to increase the number of children growing up with committed fathers. This task force will promote fatherhood by arranging public awareness campaigns, educating Members about the problems of fatherless homes in America, organizing conferences and forums, and by encouraging television stations, local leaders, and community groups to promote fatherhood.

Leadership Team: Mr. Jim Rogan, Mr. Mike McIntyre, Mr. Jim Turner,
Mr. Joe Pitts.

MIKE MCINTYRE
 7TH DISTRICT, NORTH CAROLINA
 COMMITTEE ON AGRICULTURE
 SUBCOMMITTEES:
 RISK MANAGEMENT AND
 SPECIALTY CROPS
 GENERAL FARM COMMODITIES
 COMMITTEE ON NATIONAL SECURITY
 SUBCOMMITTEE:
 MILITARY PROCUREMENT

Congress of the United States
 House of Representatives
 Washington, DC 20515-3307

WASHINGTON OFFICE:
 1605 LONGWORTH BUILDING
 WASHINGTON, DC 20515-3007
 (202) 225-2731
 FAX: (202) 225-5773
 DISTRICT OFFICES:
 218 FEDERAL BUILDING
 FAYETTEVILLE, NC 28501-5088
 (910) 329-0260
 701 N. ELM STREET
 LUMBERTON, NC 28858-4895
 (910) 871-6223
 208 POST OFFICE BUILDING
 WILMINGTON, NC 28401-5957
 (910) 813-4968

FAX TRANSMISSION

To: Bill Harrington **Date:** July 3, 1997
Fax #: 206-761-0113 **Pages:** 7, including this cover sheet.
From: James Norment
Subject: Fatherhood Task Force

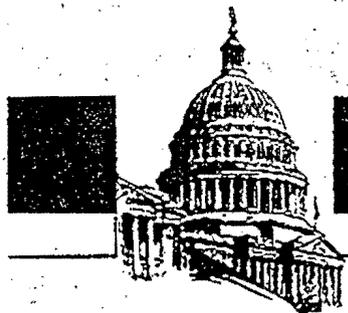
COMMENTS:

Sorry I have missed speaking with you. This fax contains information you should find useful. Call me if you have any questions.

We will have a hearing in late July. The witness list has not been set.

Please encourage your Representative to join the Task Force.

Thanks for your interest.



NEWS RELEASE

CONGRESSMAN

Mike McIntyre



7TH DISTRICT NORTH CAROLINA

Counties include all or part of: Bladen, Brunswick, Columbus, Cumberland, New Hanover, Onslow, Pender and Robeson.

Word on Washington

Fatherhood on Father's Day

July 3, 1997

Father's Day should be an occasion to celebrate our fathers and to reflect on the important role fathers play in family life. Yet, in today's world, there often is no father to celebrate. The statistics are staggering: The United States is now the world's leader in fatherless families. Violent criminals overwhelmingly are males who grew up without fathers. Various studies have found that 60 percent of rapists, 75 percent of adolescents charged with murder, and 70 percent of long-term prison inmates grew up in fatherless homes. Girls who live in single-parent households are 53 percent more likely to give birth as teenagers and 64 percent more likely to give birth outside of marriage compared to those who live in homes with both parents. The number of men who complain that work conflicts with their family responsibilities rose from 12% in 1977 to a staggering 72% in 1989. Another survey showed that 74% of men prefer a "daddy track" job to a "fast track" job.

America can and must do better. These tragic statistics hit home because they tap a nerve, and the future of our country lies in the hands of our children.

One of the most important roles in my life is being a father. As I approach my 14th year in being called "Dad," all of us must realize that fathers do make a difference. Several of my colleagues and I have formed a bipartisan task force on fatherhood, and I was recently named one of the co-chairmen. Through this task force, we hope to explore the changes that would enable every child to be reared with a committed father or a committed adult male role model for those whose fathers are not otherwise available. The Congressional Task Force for the Promotion of Fatherhood calls on parents across the nation to refocus their time and energy on their children. This task force was born out of the heart-felt realization that few things would improve the welfare of children quite like ensuring that more kids had caring, committed fathers. We will be working with the National Fatherhood Initiative--a non-profit, non-partisan organization--to

explore how fathers can have a more positive impact on their child's life.

For many years, government has tried to remedy America's family problems with more laws and regulations. Some of these policies have helped, but many have not. It does not take a another government program; it does take a commitment to our children.

"Committed fatherhood," says the president of the National Fatherhood Initiative, Don Eberly, "would do more to restore a normal childhood to every child and dramatically reduce our nation's most costly social problems, than all of the pending legislation in America combined." He drives home just how important committed parents mean to the future of our nation. But what can we do?

We can emphasize three critically important components of good fatherhood and parenthood: time, commitment, and responsibility. First, we need to spend more time with our children. Second, fathers must make a commitment to their wives and their children. We should measure every substantial decision by how it will affect our children's well-being. Finally, we should set simple but important goals: listen to our children, know our children's friends, and set a good example. We must be present in our children's lives in order to accomplish these goals.

The overriding goal we should all have is to place a sense of committed fatherhood in the minds and hearts of every American father and family--not just on the second Sunday in June, but on every day of the year.

Mike McIntyre is the 7th Congressional District's Representative to the United States Congress. He can be reached at 202-225-2731, 910-323-0260, 910-671-6223, or 910-815-4959.

###

'Call to Fatherhood' unveiled

Congress members, 55 organizations stand behind effort

By Julia Duin
THE WASHINGTON TIMES

6/13/97

A network of 55 organizations released an idealistic "Call to Fatherhood" manifesto yesterday suggesting ways to start a national "fatherhood movement."

The manifesto's release was timed just before Father's Day in conjunction with a new congressional task force on fatherhood announced by several congressmen, including House Speaker Newt Gingrich and Minority Leader Richard A. Gephardt.

"We as a society must work to elevate the importance of fathers who value their commitment," said Rep. Joseph R. Pitts, Pennsylvania Republican, the father of three. "Men across America struggle to be good dads and we in Congress understand many of the difficulties they face."

Although the congressmen promised hearings and a national summit on fatherhood in 1998, they offered no new legislation that favors fathers who are married.

"We need a call to fatherhood that emanates not out of Washington as a piece of legislation but through a spontaneous social movement in this country," said Sen. Daniel R. Coats, Indiana Republican and the father of three.

Up to 1,000 fatherhood programs already dot the country, ranging from Big Brothers/Big Sisters to the Boot Camp for New Dads, based in Irvine, Calif.

The manifesto applauds such



Photo by Tracy A. Woodward/The Washington Times

Sen. Daniel R. Coats calls for "a spontaneous social movement in this country" to uplift fatherhood.

grass-roots efforts while calling fatherlessness "one of the greatest social evils of our generation" and "an engine driving our worst social problems."

Printed on seven short pages of double-spaced type in a glossy booklet, the manifesto is purposely wide-ranging and a bit vague in order to incorporate several religious and ethnic groups that have signed on. These range from Charles Ballard's National Institute for Responsible Fatherhood, Rabbi Barry Freundel from Kesh-

er Israel Synagogue in Georgetown and Episcopal Bishop James Stanton of the Diocese of Dallas to representatives of the Rockford Institute, Children's Rights Council, the Ford Foundation, Family Research Council and the Progressive Policy Institute.

"We're asking men to be good fathers," said Wade Horn, president of the National Fatherhood Initiative in Gaithersburg, which helped develop the manifesto.

"We're asking them to be mentors, to support other men to be good fathers, to join the crusade for fatherhood and ask organizations what they're doing to be father-friendly."

Fatherhood programs and initiatives have boomed in the past two years, partly due to movements such as Promise Keepers and the Million Man March, he said. He singled out Virginia Gov. George F. Allen, a Republican, who formed a statewide Fatherhood Campaign two years ago and now has 24 new fatherhood programs in the works.

Citing President Clinton as a model father, University of Maryland professor Bill Galston said the burgeoning fatherhood movements should concentrate on stopping teen pregnancy as well as divorce, encouraging foster care and adoption, and finding up to 1 million mentors for fatherless children by 2000.

• Erica Cook contributed to this story.

Joseph R. Pitts
16th District, Pennsylvania

Committee on the Budget

Committee on
Transportation
and Infrastructure

Assistant Republican
Whip

Internet Address:
pitts.pa16@mail.house.gov

Congress of the United States
House of Representatives
Washington, DC 20515-3816

June 3, 1997

Join the Congressional
Fatherhood Promotion Task Force

Bill Wichterman—Chief of Staff
Tom Tillet—District Director

Please Respond to:

- 504 Cannon Building
Washington, DC 20515
(202) 225-2411
- Post Office Box 537
Unionville, PA 19375
(610) 429-1540
- 38 West Lancaster Avenue
Downingtown, PA 19335
(610) 518-5823
- Lancaster Co. Courthouse
50 North Duke Street
Lancaster, PA 17602
(717) 393-0667

Dear Colleague:

With football stadiums frequently filled with Promise Keepers, and the streets surrounding the Capitol with Million Man Marchers, there seems to be a renewed interest in fatherhood. News stories highlight the connection between absent fathers and diverse social ills like crime, drug addiction, educational failure and welfare dependency. Virtually everyone now agrees -- from Dan Quayle to Bill Clinton -- fathers matter. However, we need to do more. Children continue to grow up without committed fathers:

- Four in ten children who go to bed tonight, will sleep in a home in which their father does not reside.
- Overall, nearly 2.5 million children will join the ranks of the fatherless this year.
- The amount of time a father spends with his child, one-on-one, averages less than ten minutes a day.
- When asked whether they felt their fathers "really care" about them, 97 percent of children ages 10 to 17 living with both biological parents said "yes." Of children living in a step family, only 71 percent said "yes." Sadly, of children living with only one parent, only 55 percent said "yes."

Lamenting over these statistics is not enough. As Members of Congress, we must promote the institution of fatherhood. **That is why I have established the bi-partisan Congressional Fatherhood Promotion Task Force.** In it we will explore the social changes that are required to ensure that every child is raised with a committed father. Further, we will work in cooperation with the National Fatherhood Initiative, a non-profit, non-sectarian, non-partisan organization. **You don't have to be a father to be on this task force; you just have to have one, and recognize the importance of fathers for our nation's future.**

To become a member of this bi-partisan task force, contact Julie Hershey at 5-2411.

Sincerely,


Joseph R. Pitts
Member of Congress

Joseph R. Pitts
1801 District, Pennsylvania

Committee on the Budget

Committee on
Transportation
and Infrastructure

Assistant Republican
Whip

Internet Address:
pitts-pa16@mail.house.gov

Congress of the United States
House of Representatives
Washington, DC 20515-3816

Bill Wichertman—Chief of Staff
Tom Tillett—District Director

Please Respond to:

- 504 Cannon Building
Washington, DC 20515
(202) 225-2411
- Post Office Box 827
Unionville, PA 19375
(610) 429-1540
- 36 West Lancaster Avenue
Downingtown, PA 19335
(610) 519-5323
- Lancaster Co. Courthouse
50 North Duke Street
Lancaster, PA 17602
(717) 393-0667

June 5, 1997

Where is Dad?

Join the Fatherhood Promotion Task Force

Dear Colleague:

Did you know?

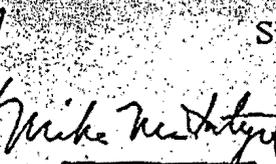
- That the United States is now the world's leader in fatherless families?
- That violent criminals are overwhelmingly males who grew up without fathers? Various studies have found that 60 percent of rapists, 75 percent of adolescents charged with murder, and 70 percent of long-term prison inmates grew up in fatherless homes.
- That girls who live in single-parent households are 53 percent more likely to give birth as teenagers and 164 percent more likely to give birth out-of-wedlock as those who live in homes with both parents?
- That the chief predictor of crime in a community is the percentage of father-absent households?

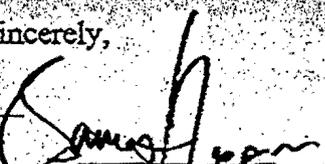
Lamenting over these statistics is not enough. As Members of Congress we must do more to restore the presence of fathers in American homes. We urge you to join the bi-partisan Congressional Fatherhood Promotion Task Force. In the coming months, we will explore the social changes that are required to ensure that every child is raised with a committed father. Further, we will plan specific steps we can take to empower fathers. This task force will work in cooperation with the National Fatherhood Initiative, a non-profit, non-sectarian, non-partisan organization. We urge all Members to lend a hand in the attempt to bring fathers home.

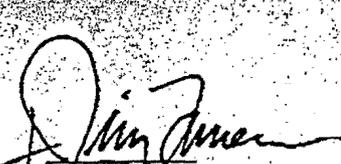
To become a member of this bi-partisan task force, contact Julie Hershey (Rep. Pitts) 5-2411 or Bill Bondshu (Rep. McIntyre) at 5-2731.

Sincerely,


Joseph R. Pitts


Mike McIntyre


James E. Royan


Jim Turner

CONGRESSMAN MIKE MCINTYRE
JUNE 12, 1997
U.S. HOUSE OF REPRESENTATIVES
ONE MINUTE SPEECH
"FATHERHOOD PROMOTION TASK FORCE"

As a newly elected member from Southeastern North Carolina, it is a high honor and important opportunity to serve the people in the U.S. House of Representatives. However, an even more important role in my life is being a father. As I approach my 14th year in being called "Dad," all of us - men and women - must realize that fathers do make a difference.

The statistics of the fatherless families are staggering. Four in ten children who will go to bed tonight will sleep in a home in which their father does not reside. The time a father spends with his child, one-on one, averages less than ten minutes a day. Violent criminals overwhelmingly are males who grew up without fathers. As leaders of this country, we can and we must do better.

I urge you to join me and several of my colleagues in joining the Bipartisan Congressional Fatherhood Promotion Task Force. Through this Task Force, we hope to explore the changes that would enable every child to be raised with a committed father. Not all these changes have to be done through legislation or regulations. Simply listen to your children, know your children's friends, set a good example. And respect your children's mother.

The future of our country lies in the hands of our children. Through the Fatherhood Promotion Task Force, we will ensure that those hands are properly prepared and ready to lead. Please join us in this important mission.

Fathers are the key to welfare reform

BY BILL HARRINGTON
Special to The Times

TERRY Tang's column, "States scramble to cope with federal welfare fiasco," (Sept. 27), is just one more installment in needless confusion and exacerbation over a failed welfare system. It is true, however, that without serious gubernatorial leadership and legislative support, without a willingness to explore new research on welfare dynamics, welfare reform may in fact fail to achieve its potential.

First, our orientation must be changed if we are to have any chance for success. This means we must look at poor children independent of their mothers. As long as children are tied to their mothers' economic successes and failures, we make poverty a positive choice, not a last resort.

Second, we must change our view of male parents. Instead of continuing with AFDC financial incentives to keep male parents away from the children, along with a self-fulfilling myth that fathers cannot parent, we doom children to continuing dependency lives. We must adopt father-inclusive strategies so that welfare caseworkers have positive options, not the existing worst-best scenarios.

Congress and President Clinton continue to parade motherly issues before the public. These postures include new jobs programs, employment training, increased pass-through on AFDC reimbursements from fathers, increased free child-care allowances, tax incentives for business to hire welfare mothers, etc.

What is missing, however, are the incentives for long-term care for children without government assistance. These programs are being tested and some are successful.

Biological fathers remain the key to positive welfare reform, and this is the untold story.

In Hartford, Conn., through a new Family Reunification Program, a project launched by the publicly funded Hartford Housing Authority, fathers are offered maintenance jobs paying \$22 hour. In exchange, the fathers must become willing responsible parents for the day-to-day care of their children, and in exchange, the welfare mothers go off the welfare rolls. The needed cooperation is for the mothers and fathers to live together, and possibly marry, although this is not a requirement. The program is working, and both fathers and mothers are happy about the results, as indicated in a recent New York Times story.

If poverty is the issue, we should look at non-poverty options. In research developed by Congress members Clay Shaw, Nancy Johnson and Fred Grandy in 1992, unwed fathers within two years of the birth of a child have average incomes above the poverty level. These are fathers with full-time employment. If the children were placed, even temporarily, with these full-time employed fathers earning over \$15,000, child poverty would end. No new program would be needed, no policy changed, no tax deductions required.

The myth about fathers not caring for their children are exploded with this Hartford program. A large number of fathers are willing to make this full-parenting commitment if given the chance. This is a

win-win program for the previously dependent child.

If this positive father-parenting option were to affect only one-fourth or one-third of the 9 million children on welfare, this would be a dramatic improvement. The other positive benefit is that these necessary services, funded with limited tax dollars, would be used by the most needy and not by every applicant just for the asking. This is means-testing envisioned under the new rules.

Mothers could still take advantage of education, self-esteem and job-training options, but their children would not remain in dependent lifestyles while their mothers attempted to get their lives in order. For a third of the mothers with chemical dependencies, their children leaving welfare would not happen in even 10 years, if then. This is why serious options are needed.

Fathers and paternal family members could provide non-taxpayer-subsidized child care, health insurance and other necessary emotional and psychological child supports without any obligation by taxpayers. The newly imposed financial limits developed by Congress require us to be considerate of non-financial options.

The myth about fathers not caring about children is a myth born out of the *man out of home* rule adopted by federal bureaucrats in the early 1950's. This questionable rule, while well-intended but never effective for increased child well-being, was effectively repealed by the new welfare law. Father-inclusive parenting options can now be considered as the policy door is wide open for the first time since 1935.

Governors and state legislators need to have every option available to meet the new demands and options available under the new welfare system. If we take the view the existing welfare system was really working, nothing



MALONIS/INX

really major will change.

However, if we see a new world, with all possibilities available, why ignore 50 percent of the involved parents as we have been doing for 40 years? The existing anti-male bias cannot be justified under any means.

Our challenge in Washington state is to take a long, fresh look at all the research options that have been proposed. This means demanding in-depth responses from Ellen Craswell and Gary Locke as well as all legislative candidates before the Nov. 5 election. We must avoid the Chicken Little approach, roll up our sleeves, stay calm, and really get to work to develop a willingness to make the new welfare system work as best as we can.

Welfare bureaucrats like Jerry Friedman should not have the last word. It is time for children to win one round in the current cycle of welfare reform.

Tacoma resident Bill Harrington serves on the U.S. Commission on Child and Family Welfare and testified before Congress in support of welfare reform.



Child Support Report

Office of Child Support Enforcement

Vol. XVII, No. 12, December 1995

DHHS Reports on Supporting the Role of Fathers in Families

On October 23, 1995 Donna Shalala, Secretary of the Department of Health and Human Services (DHHS), released "Fathering: the Man and the Family." The Department's final report in response to President Clinton's June 16 memorandum on supporting the role of fathers in families, it identifies four goals for continuing the Department's work in strengthening the roles of fathers in families. The goals mandate:

- coordinating a comprehensive program strategy to strengthen services for fathers and children;
- assuring that research efforts appropriately investigate the roles of fathers in families and the effects of fathering on child well-being and help to inform broader government research collaborations on the importance of including research on fathers and fathering;
- using positive, supportive messages and language regarding fathers and fatherhood in all publications and announcements; and
- ensuring that the workplace is supportive and responsive to the needs of all employees raising children.

Guiding principles for the Department's response to the President include:



- All fathers can be important contributors to the well-being of their children;
- Parents are partners in raising their children, even when they do not live in the same household;
- The roles fathers play in families are diverse and related to cultural and community norms;
- Men should receive the education and support necessary to prepare them for the responsibility of parenthood; and
- Government can encourage and promote father involvement through its programs and through its own workforce policies.

The Secretary noted that these principles are demonstrated in current activities of the Department of Health and Human Services and in its continued plans to strengthen the roles of fathers in families. The Department's activities also take into account that there may be some circumstances where increased involvement by a father or a mother might not be in the best interest of the child. However, this would be true only for a small number of children. The Department continues to strongly support family preservation and

reunification efforts when they do not risk the safety of the child. For a copy of the report, call OCSE's Resource Center at (202) 401-9383. It can also be retrieved from the DHHS/ASPE web page at <http://aspe.os.dhhs.gov/fathers>.

Support Comes In Many Different Packages





Child Support Report

Office of Child Support Enforcement

Vol. XVIII, No. 11, November, 1996

U.S. Commission Calls for Court Reform and Community Supports for Families

By: Debra Pontisso

On October 15, 1996, the U.S. Commission on Child and Family Welfare submitted its final report to the President and Congress. "Parenting Our Children: In the Best Interest of the Nation," emphasizes the need to involve both parents in the lives of their children after divorce or out-of-wedlock birth.

The Commission believes the parents' primary concern, regardless of marital status, should be the well-being of their children.

The Commission believes the parents' primary concern, regardless of marital status, should be the well-being of their children.

Mary Cathcart, Commission Chair said, "Nothing could be more important to the future of our country than to help parents find ways to amicably resolve their differences and focus on what is best for their children."

The report discusses how courts can reduce the adversarial nature of custody and visitation decision-making, how communities and religious institutions can support and strengthen families, and

how parents can be helped to make the best decisions about the emotional and financial support of their children.

The Commission recommends that family courts:

- Adopt measures, including mandatory mediation, for the joint development of plans by parents to determine their involvement in the lives of their children when they live apart;
- Coordinate their efforts with community resources to provide separating, divorcing, and unmarried parents with a full range of support services; and
- Be given resources and status commensurate with the importance of their mission.

And that:

- Community organizations be more responsive in preparing people for marriage and parenting and in meeting the needs of families with children whose parents live apart;
- Businesses adopt practices that will accommodate the parenting needs and responsibilities of their employees;
- Religious institutions expand their efforts to prepare young adults for marriage, strengthen existing two-parent families, and provide support for parents and children when marriages dissolve or families do not form; and
- Religious leaders convene a summit to develop strategies to better support the realities of today's families.

A limited number of copies are available on request (one copy per person). Contact Debra Pontisso, OCSE, 370 L'Enfant Promenade SW, 4th Floor, Washington, DC 20447 (202) 401-4548. □

Debra Pontisso is a Program Specialist in OCSE's Division of Program Operations. Formerly, she was Associate Director of the U.S. Commission on Child and Family Welfare.

COMMISSION MEMBERS

Mary Cathcart, Orono, Maine, Chair

Robert Robles, Las Cruces, NM, Vice-Chair

Kathryn Ainsworth, Portland, Maine

Donald Bardill, Tallahassee, Florida

Cassie Statuto Bevan, Washington, DC

Nancy Duff Campbell, Washington, DC

George Cheek, Mill Creeks, Washington

James Dobson, Colorado Springs, Colorado

John Guidubaldi, Kent, Ohio

Bill Harrington, Tacoma/Seattle, Washington

Barbara Sabol, Bethesda, Maryland

James Sherman, Peoria, Illinois
Kaye Theimer, San Francisco, California

Marna S. Tucker, Washington, DC

Cynthia Wiedemann, Dallas, Texas. □

◆ OCSE—Giving Hope and Support to America's Children Since 1975

LOCAL/REGION

Briefs

Parents want state to enforce visitation rights

By Scott Maler
P-I Reporter

Late on your child-support payment? Expect the state to send its enforcers to demand immediate payment.

Prevented from visiting your child? Don't look to the state for help enforcing the parenting provisions of your divorce agreement.

More than \$100 million a year is spent pursuing child-support scofflaws, but the state virtually ignores custodial parents who violate visitation orders. Some divorced parents call the enforcement policy a double standard.

"They come real quick about enforcing child support. But if I have a violation of visitation, they just shrug. It's not equal protection," said Bob Hoyden, a fathers' rights activist who leads Washington Families for Non-Custodial Rights.

Washington Families has asked the state Office of Support

Enforcement to assign a portion of its 1,100-person staff to help enforce visitation orders. The group contends visitation enforcement would not only strengthen families, but could reduce non-payment of child support.

A U.S. Bureau of Census survey found that non-custodial parents are more likely to pay child support if they have contact with their children.

In that survey, about 90 percent of divorced fathers with joint custody and 79 percent with visitation rights paid child support; 45 percent with neither provision did. Other studies have found a strong link between visitation and payment of child support.

State officials are cool to the idea of getting in the business of enforcing visitation rights.

State workers already have their hands full trying to keep up with the growing list of unpaid child-support orders, said Bill Paine, policy chief for the Office

of Support Enforcement.

The federal government pays two-thirds of the costs of collecting child support, but the burden of visitation enforcement would fall entirely on already strapped state finances, Paine said. No formal estimates have been made, but the cost would be millions of dollars, he said.

"If we were to do it, it would be a 100-percent state expense," Paine said. He is skeptical of the claim that visitation enforcement would be cost-effective.

Most divorced parents stop paying child support because they feel alienated from their children, not because they were denied visitation, he said. And mothers sometimes deny visitation because the father is late paying child support. Vigorous enforcement of visitation rights wouldn't tackle these root causes of non-payment of child support, he said.

Instead of dealing with another layer of bureaucracy, parents

denied access to their children should go to the courts to assert their visitation rights, Paine said.

State law allows a divorced parent to gain custody of a child if a custodial parent is found in contempt of visitation orders twice within three years.

But some divorced parents said going to court is a poor way to resolve visitation disputes, because it is expensive and judges are reluctant to punish a parent with custody of the kids.

"Why even bother going to court? It costs \$5,000 and you get nothing in return," said Burt Machette, a frustrated Auburn parent who's repeatedly gone to court over visitation. "We've got excellent laws on the books, but nobody is enforcing them."

Washington Assistant Attorney General Dan Radin, the Office of Support Enforcement's lead lawyer, said judges are reluctant to hold a parent in contempt — for good reason.

"What do you do? Put mommy in jail? I don't see that that really offers a solution," Radin said. Other remedies, such as mediation and counseling, may be more effective than vigorous use of sanctions, he said.

State Rep. Marlin Appelwick, chair of the House Judiciary Committee, said the courts have difficulty dealing with visitation violations. This has led some frustrated parents to take inappropriate actions, such as refusing to pay child support and making bogus complaints to child-protection authorities, he said.

Appelwick plans to have his committee review the problem, but he opposes having the Office of Support Enforcement police visitation rights.

"I don't see the state being the enforcer," Appelwick said. "The people who are going to be defiant aren't going to change just because we have a better forum to go after them."

THE WHITE HOUSE

Office of the Press Secretary

For Immediate Release

June 16, 1995

June 16, 1995

MEMORANDUM FOR THE HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

SUBJECT: Supporting the Role of Fathers in Families

I am firm in my belief that the future of our Republic depends on strong families and that committed fathers are essential to those families. I am also aware that strengthening fathers' involvement with their children cannot be accomplished by the Federal Government alone; the solutions lie in the hearts and consciences of individual fathers and the support of the families and communities in which they live. However, there are ways for a flexible, responsive Government to help support men in their roles as fathers.

Therefore, today I am asking the Federal agencies to assist me in this effort. I direct all executive departments and agencies to review every program, policy, and initiative (hereinafter referred to collectively as "programs") that pertains to families to:

- o ensure, where appropriate, and consistent with program objectives, that they seek to engage and meaningfully include fathers;
- o proactively modify those programs that were designed to serve primarily mothers and children, where appropriate and consistent with program objectives, to explicitly include fathers and strengthen their involvement with their children;
- o include evidence of father involvement and participation, where appropriate, in measuring the success of the programs; and
- o incorporate fathers, where appropriate, in government-initiated research regarding children and their families.

I ask the departments and agencies to provide an initial report on the results of the review to the Vice President through the National Performance Review within 90 days of the date of this memorandum.

The information gained from this review will be combined with information gathered through the Vice President's "Father to Father" initiative and other father involvement programs to determine the direction of those programs for the future. The National Performance Review, together with the Domestic Policy Council, will recommend further action based on the results of this review.

WILLIAM J. CLINTON

#

It's time to stop blaming unwed fathers

BY BILL HARRINGTON
Special to The Times

MALES are as much a victim of sexual contact with women as women are with men, if not more, and children born under these circumstances of unmarried parents are most at risk for reduced child well-being. Issues of morality, character and truthfulness are often ignored by parent advocates in the ongoing welfare debate and this needs to change.

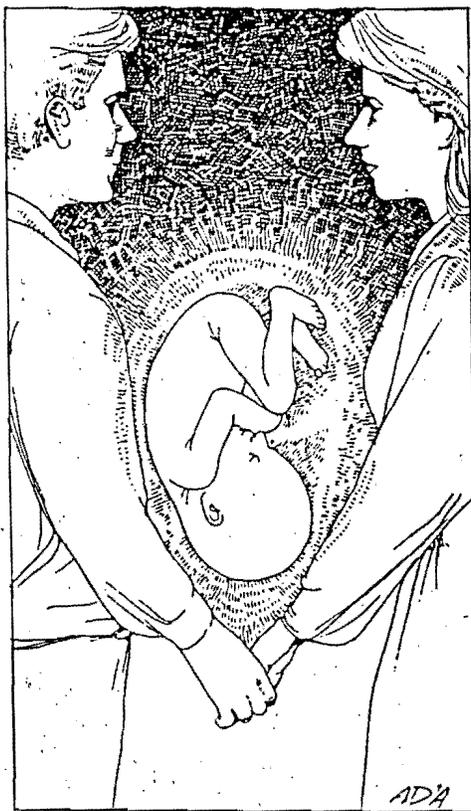
Reps. Mary Lou Dickerson and Dawn Mason (Seattle Times op-ed article, Dec. 7) suggest there is only one view of teen girls and sexuality, that males are to blame totally, and this is just not the case. Several interesting points are raised in this debate that are deserving of review.

For the last 30 years, teen moms and their social-science sympathizers convinced mental-health professionals that it would be too traumatic to name the dads. The notion that every child deserves to know their fathers was rejected by these so-called fit mothers. Therefore, unsolved paternity cases have escalated, children are not supported by both parents, and these children are doomed to lifestyles severely impacted by single-parent dependency lifestyles and society paying the bills.

Times readers are expected to believe that dirty old men routinely haunted these impressionable females and pulled them out of their responsible lifestyles and got them pregnant against their consent. How many of these teen moms sought out older men because young boys are dull, do not have money or fancy auto transportation? Further, how many of these victim moms lied about their age, said that they were on safe birth control or had a medical problem that prevented conception?

Finally, how many of these moms committed to a relationship, and once they got pregnant, never informed the man that she was pregnant and that he was about to be a father?

How many of these moms were unhappy in their family relationships and used a pregnancy as a way to escape a troubled family situation. How many saw pregnancy as a way to escape family values where school work and coming home on time were ignored and pregnancy was an easy out to where the government provides support and adult status is instantly received?



ANTHONY D'ADAMO/OP ART

The National Conference of State Legislatures Welfare Reform Task Force, on May 4th, 1994, received the following information from Child Trends Inc. Research indicated that 31 percent of teen moms intentionally became pregnant and the other 69 percent were ambivalent or unintentional. Of those who became pregnant, 42 percent decided on abortions, 40 percent were uncertain what to do, and 18 percent intended on having live births. These are not the statistics of naive or overwhelmed teens.

Many of these teen moms are also engaged in serious substance abuse like crack and cocaine. How is it these teen moms claim victimization for their personal problems yet they are able to victimize their innocent unborn child and still avoid liability?

The House Children and Family Services Committee heard from the Washington Institute for Public Policy on Nov. 30. They reported that 41 percent of teen moms on welfare had no high-school degree. How are these women missing out on the real values of individual responsibility, personal

achievement and a real childhood? These women cannot even care for themselves let alone for an innocent child who needs 100 percent attention.

Claims of abuse by mothers on welfare are only self-reported and cannot be checked. Since these women are coached into learned helplessness, it should not be surprising they see themselves as victims in their interactions with men where they do not get all they want or expect.

The Journal of the American Medical Association has just reported in its December publication that teen girls routinely kick boys in the groin area, but these acts are not seen as harassment. Maybe these girls have learned to be aggressive with men and that no response is usually given.

The Annie E. Casey Foundation has previously reported that children will experience poverty in 79 percent of the cases if parents are unmarried, not graduated from high school, and are under 18. If these conditions are met, likelihood of child poverty drops to only 8 percent. Clearly, for teen girls, having some sense of personal responsibility is required before willingly engaging in sex. Or maybe we have taught teen girls that use of sexuality is the ticket to the fast lane and sometimes there are bumps in the road.

Motherhood bias in the legal system is the worst part of this process. Children have a constitutional right to a relationship with their father and due process is required to resolve these cases. Failure to respect this right of the child to a father generates cases like "Baby Jessica" and "Baby Richard," which pull at our heartstrings.

Unmarried fathers deserve respect and the opportunity to participate in their children's lives and nothing less. It is time to stop blaming men in general. While fathers are obviously a part of the problem, fathers are a greater part of the solution. It is time for Olympia to wake up and smell the roses.

Positive fatherhood is on the rise and wanting to be a bigger part of the future. All that needs to happen is to allow responsible fathers, willing to step up and do the parenting job, to be allowed to do it. Financial incentives for father absence need to be routed out of the AFDC. The time is now!!

Bill Harrington represents fathers' issues on the U.S. Commission on Child & Family Welfare and is involved in welfare reform in Olympia.

.....

**America's Children:
Key National Indicators
of Well-Being**

1997

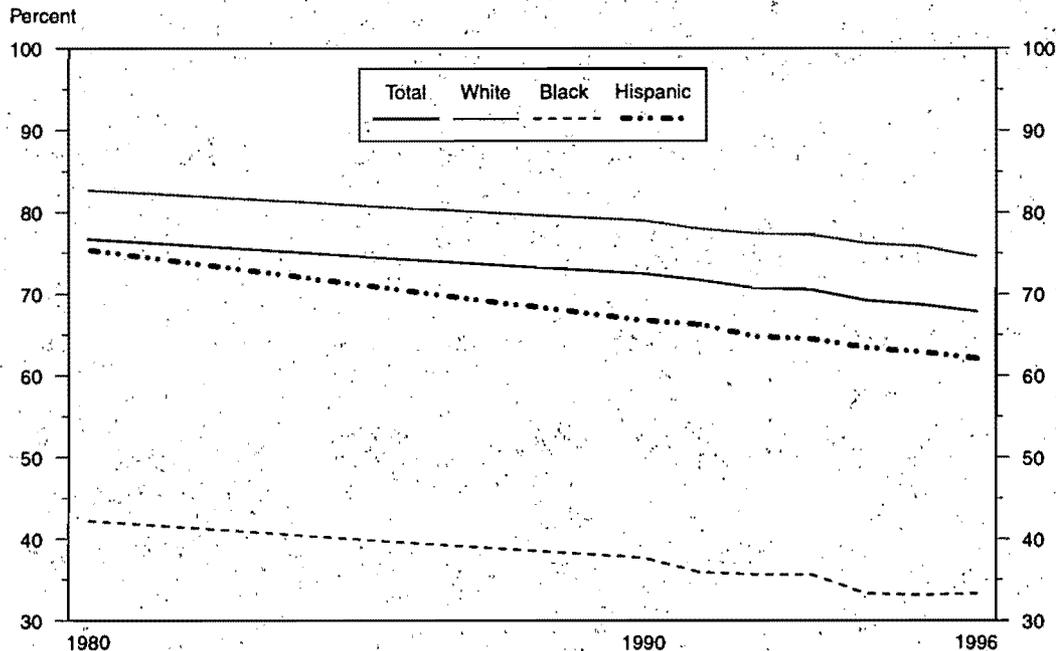
Federal Interagency Forum on Child and Family Statistics

.....

Family Structure

The number of parents living with a child is generally linked to the amount and quality of human and economic resources available to that child. Children who live with one parent are substantially more likely to have family incomes below the poverty line than are children who grow up in a household with two adults. Research indicates that poverty, in turn, increases the risk that a child will experience significant difficulties.¹

Figure POP4: Percentage of U.S. children living with two parents by race and Hispanic origin, selected years 1980-96



Source: U.S. Bureau of the Census, March Current Population Survey.
See related table POP4, this publication.

- In 1996, 68 percent of American children lived with two parents: down from 85 percent in 1970.
- In 1996, almost a quarter (24 percent) of children lived with only their mothers; 4 percent lived with only their fathers; and 4 percent lived with neither of their parents.
- The percentage of children living with two parents has been declining among all major racial and ethnic groups.
- White children are much more likely than black children and somewhat more likely than Hispanic children to live with two parents. In 1996, 75 percent of white children lived with two parents, compared to 33 percent of black children and 62 percent of Hispanic children.
- Among the factors contributing to the increase in the percentage of children living with just one parent is the sharp rise in the percentage of all births that were to unmarried mothers: from 5 percent in 1960 to 32 percent in 1995. Almost two-thirds of those children living with only their mothers in 1995, however, were living with formerly married mothers (divorced, separated, widowed), while a little over one-third lived with never-married mothers. Another contributing factor to rising proportions of children in single-parent families is the higher propensity of married couples to remain childless or to have fewer children than in the past.

For additional detail, see table POP4.



White House Press Release

Father'S Day, 1995

The White House

Office of the Press Secretary

For Immediate Release

June 13, 1995

Father'S Day

1995

#5900

By The President Of The United STATES Of America

A Proclamation

As children finish the school year and families begin to enjoy the long days of summer, Americans across the country reach out to their **fathers** in thanks. Every year, **Father's Day** gives us a chance to spend time with our families and to honor the bond between parent and child. It is a moment for dads to find joy in the blessings that fatherhood brings. And it is a day for remembering that children can grow up immeasurably stronger with the gift of a **father's** love.

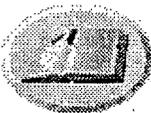
The most fortunate among us can claim warm memories of our **fathers'** lessons -- times when dads can be models of energy and patience. Whether encouraging their children in taking their first steps, riding a bike or meeting other challenges in life, **fathers** teach us the importance of balance and stand behind us until we're steady. Through the scrapes and self-doubts that every young person confronts, **fathers** can be our role models and heroes, soothing childhood fears and instilling the steady values of hard work and fair play. They are our guidance counselors and our best friends. Their faith inspires us to try again when we fail and fills us with pride when we succeed. As coaches and caregivers, teachers and workers, **fathers** who make parenthood a priority earn their families' lasting respect.

We Americans rely on our **fathers** for courage and compassion, and the security of having them with us gives us confidence in all of our endeavors. On this special day, let America's sons and daughters show their **fathers** that they care. Let us continue to strive for a world in which every child grows up safe -- a world in which every child knows that though they may feel sometimes unsteady, their **fathers** are behind them always.

Now, Therefore, I, William J. Clinton, President of the United States of America, in accordance with a joint resolution of the Congress approved April 24, 1972 (36 U.S.C. 142a), do hereby proclaim Sunday, June 18, 1995, as "**Father's Day**." I invite the States, communities, and citizens of the United States to observe this day with appropriate ceremonies and activities that demonstrate our deep appreciation and affection for our **fathers**.

In Witness Whereof, I have hereunto set my hand this twelfth day of June, in the year of our Lord nineteen hundred and ninety-five, and of the Independence of the United States of America the two hundred and nineteenth.

William J. Clinton



To comment on this service: feedback@www.whitehouse.gov