

# The 2007 Milwaukee Fatherhood Summit

## *Feedback Results from Summit Participants*



Prepared for:



Milwaukee  
Fatherhood  
Initiative



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Destiny Youth Plaza

# Milwaukee Fatherhood Initiative

## *"Healing the Mind, Body and Spirit of Fathers"*

The Milwaukee Fatherhood Initiative (MFI) was formed with one goal in mind: to celebrate the role fathers play in their children's lives and encourage men to get engaged, stay involved and strengthen their commitment to their children. The MFI continues to work to make sure that all our children have strong, caring men to step up and step in to protect and preserve the family unit.

The MFI Annual Fatherhood Summit was designed to bring men together to discuss the issue of fatherlessness, identify solutions and resources, promote positive images of the father role and gather data to help address the many obstacles that prevent men from being involved, responsible and committed fathers.

The 2007 Fatherhood Summit was a great success for the men that attended and the Milwaukee community as a whole. There are so many great experiences from the 2007 summit: The smiles, the encouraging pats on the back, the supportive hugs, all occurred within a sea of men - quiet and attentive during the plenary session. Then came a thunderous chorus of voices repeating the affirmation of their manhood, led by Keynote speaker Thabiti Boone. These are all lasting memories from another successful fatherhood summit.

We take our hats off to the close to 3,000 men who attended the two-day summit and took advantage of the myriad resources made available to them. Many of the men left the summit determined that any obstacles or barriers they face in the future will not render them helpless, but rather strengthen their determination to be the men, role models and dads that their children look up to.

If there was one theme that resonated throughout the summit, it was that children need their fathers. The Rev. James Redd joyously preached this theme on Friday. It was echoed by Milwaukee Bucks' All-Star, Michael Redd, as he called his dad, "**his hero.**" Keynote speaker Thabiti Boone poignantly expressed the theme further as he shared his personal plight to break the cycle of fatherlessness in his family.

Indeed, children need their fathers **AND** fathers need their children. Milwaukee is blessed to have leadership that commits time, staff and resources to this very important initiative, all for the sake of our children.

The MFI remains committed to ensuring that the momentum, commitment and determination that permeated the air at the Youth Destiny Plaza, remains steadfast. We look forward to the planning of the 2008 Fatherhood Summit.

With this in mind, it is our pleasure to present the results of feedback compiled at the 2007 MFI Annual Summit. This report was completed by the Planning Council for Health and Human Services, Inc. with the goal of improving programming and services provided at the Summit.

Sincerely,

Tom Barrett,  
Mayor

Terence Ray, Director  
Milwaukee Fatherhood Initiative

# Milwaukee Fatherhood Initiative

## Acknowledgements

We acknowledge Mayor Tom Barrett, who had the vision to create the Milwaukee Fatherhood Initiative and for his overwhelming support of the Fatherhood Summit.

We also wish to acknowledge the tremendous support and encouragement that we have received for the 2007 Fatherhood Summit. We are grateful and appreciative to our honorary co-chairs, funders, partners and supporters.

We send a special thanks to all the volunteers and committee members for their tireless effort. The 2007 MFI Summit would not have been possible without your support, dedication and commitment. With your support, we look forward to an even stronger 2008 Fatherhood Summit.

### Our Honorary co-chairs:

- Mark Attanasio, Chairman & Principal Owner, Milwaukee Brewers
- Ramon Candelaria, Executive Director, Latino Community Center
- John Daniels, Partner, Quarles & Brady LLP
- Fred Jones, FMJ Enterprises
- Stephen Marcus, Chairman, President & CEO, The Marcus Corporation

### Our Funders:

The Greater Milwaukee Foundation  
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The Black Health Coalition of Wisconsin  
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The Jane Bradley Pettit Foundation  
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### Our Partners:

Christian Faith Fellowship Church

Destiny Youth Plaza

### Our Supporters:

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MPS Recreation  
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YWCA of Greater Milwaukee  
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The Parenting Network  
Parents Plus  
Lena's Foods  
Cousin's Subs  
Levy's Foods

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## **Executive Summary**

### **The 2007 Milwaukee Fatherhood Summit**

The Milwaukee Fatherhood Summit is the centerpiece of the Milwaukee Fatherhood Initiative (MFI). The goal of the annual summit is to bring together the Milwaukee community to generate support for fathers, provide resources for men and address specific issues of fatherhood in the Milwaukee community. The theme for the 2007 fatherhood summit focused on healing the body, mind and spirit of fathers. The two-day event was free to the public and included a variety of scheduled events for participants. Summit participants had an opportunity to: 1) hear local and national public speakers, 2) attend a panel discussion or town hall meeting on family and child support, 3) attend several workshops, 4) visit over forty resource exhibitors and 5) receive services or assistance from one or more of the summit's four core components. The core areas that have been identified by the MFI as having the most potential impact on men/fathers include: 1) community health education, 2) employment, 3) child support debt reduction and 4) driver's license recovery assistance.

### **The Report**

A major part of the Planning Council's evaluation of the MFI has been to facilitate and summarize feedback from participants in the two-day 2007 Fatherhood Summit.

The goals of the feedback surveys and workshop evaluations designed for the summit were to describe: 1) the usefulness of the two-day summit, 2) the needs of summit participants and 3) suggestions for future summits.

The report summarizes participants' overall ratings of the summit, as well as participants' evaluation of the major areas addressed by the summit: men's health, community job fair, child support debt reduction assistance and the driver's license recovery assistance. In addition, the report highlights major feedback from the summit's educational workshops.

### **Methodology**

The Fatherhood Summit was organized to have multiple events and services available to participants concurrently. Participants either were past attendees of the 2006 summit or had heard about the 2007 summit through family members, friends, social service agencies, or church and media announcements.

Summit participants were asked to complete a feedback survey as they exited a service area and/or workshop. In addition, on the second day of the summit, participants were asked to complete a survey evaluating their overall experience at the summit. As an incentive, survey participants received a raffle ticket for several gift drawings.

The feedback surveys for service areas and the workshop evaluations were designed to be user friendly and accessible for people with a range of literacy levels. The forms included two types of questions, some open-ended and others using a four-point Likert rating scale.

The surveys and evaluations asked participants to elaborate on: 1) what was most helpful about the summit services and workshops, 2) how the summit and workshops could be improved and 3) suggestions for future summits and workshops.

Additionally, participants were asked to rate the summit services and workshops on a scale of 1 to 4. Summit attendees were asked to rate: 1) their understanding of the topic presented, 2) if the services and workshops addressed issues that are important for fathers, 3) if they would use the information received, 4) the overall quality of the summit and individual workshops and 5) workshop presenters.

## **Overview of the 2007 Milwaukee Fatherhood Summit**

Summit participants at the two-day conference completed a total of 718 feedback surveys and workshop evaluations (survey results may not be representative of all summit participants). Participants evaluated the following components of the 2007 fatherhood summit:

1. Overall Summit Rating: Participants' overall experience of the 2007 Fatherhood Summit, including presentations, workshops, individual assistance, referrals, and general resource availability. (173 surveys were completed for the general summit).
2. Community Health Fair: Over fifteen health information and service organizations participated as exhibitors at the summit. This area involved having service providers and health specialists available for health screenings (blood pressure, HIV, STD, etc.) and medical information and referral. (68 surveys were completed for this focus area).
3. Community Job Fair: New to the 2007 Fatherhood Summit, the Job Fair was sponsored in partnership by the Department of Workforce Development, Maximus, Policy Studies Institute and United Migrant Opportunity Services. The job fair was designed to link participants to employment information and opportunities in the Milwaukee area. Over 100 employers and career organizations in Milwaukee County were on hand at the fair. (172 surveys were completed for this focus area).
4. Child Support Debt Reduction Assistance: This summit event was presented by staff from Milwaukee County Child Enforcement Department. Milwaukee County staff provided review of cases, interest reduction, alternative payment plans and information about the child support process. By attending summit workshops, participants were eligible for an interest reduction in their child support debt. (59 surveys were completed for this focus area).
5. Driver's License Recovery Assistance: The Center for Driver's License Recovery and representatives from the Milwaukee County Court House were available for the two-day summit to assist participants in resolving driver's license revocation issues by reviewing case files and providing legal support/information. (71 surveys were completed for this focus area).
6. Summit Workshops: Nineteen trained professionals from various local community organizations facilitated the eight workshops offered at the two-day summit. Each workshop addressed a specific content related to fatherhood. The workshops afforded men and fathers the opportunity to connect with one another and share their stories and their situations. (175 evaluations were completed for six workshops conducted for the two-day fatherhood summit).

## **Summary of the 2007 Fatherhood Summit Components**

### Overall Fatherhood Summit

Of the 173 participants who took part in evaluating the overall summit, 94% identified themselves as fathers. Over half of the respondents were under 40 years of age and 97% identified themselves as African-American. Most had heard about the summit through either "word of mouth" or family members.

The great majority of respondents (95.0% or more) agreed or strongly agreed that the summit addressed important issues, offered possible solutions for challenges of fatherhood, provided

useful material and information, and was conveniently located. Many individuals indicated that for them, the summit was not only interesting and practical, but also inspirational. Typical feedback from survey respondents indicated that the fatherhood summit helped respondents commit themselves to fatherhood, pledge to spend more time with their children, and receive proper medical screenings for HIV and other medical concerns. Most found the speakers and presentations valuable and the exhibitors accessible and helpful.

Respondents often stated that the event was conveniently located. However, suggestions for improvement included holding the summit in a larger and more comfortable space. The few additional suggestions for improvement were related to increasing the number of services offered. Some participants also suggested that dental information and resources be made available, as well as having dieticians and exercise trainers on site.

### Community Health Fair

The MFI collaborated with several community and public health organizations in Milwaukee to provide educational materials and health services for individuals attending the 2007 fatherhood summit.

A total of 68 surveys were completed and returned from individuals who attended the community health fair at the fatherhood summit. Overall, 95% of survey respondents rated the community health fair as outstanding or good. Approximately 80% or more of survey respondents strongly agreed or agreed that after attending the health fair, they knew more about men's health, they knew where to go to get help with health concerns and they received helpful information that they could use.

### Community Job Fair

The MFI invited over 100 employment agencies to participate in a one-day community job fair at the fatherhood summit to link participants to employment information and opportunities.

A total of 172 surveys were completed and returned from participants at the job fair. The majority of respondents (91%) rated the summit's job fair as outstanding or good. Approximately 90% or more of survey respondents strongly agreed or agreed that after attending the job fair they believed that they would have a job soon, felt they had some job leads and knew more about getting a job.

### Child Support Debt Reduction Assistance

For the second year, the MFI partnered with Milwaukee County's Office of Child Enforcement to provide assistance for men concerning issues related to the child support process.

A total of 59 surveys were completed by attendees at the child support debt reduction assistance. Over 80% of survey respondents experienced the child support component as outstanding or good. Approximately 90% of survey respondents strongly agreed or agreed that after attending the child support debt reduction assistance, they knew more about how to take care of their child support responsibilities, they knew who to see and where to go to take care of their child support responsibilities and they received helpful information that they would use.

### Driver's License Recovery Assistance

The MFI worked with The Center for Driver's License Recovery and representatives from the Milwaukee County Court House to assist participants with resolving driver's license revocation issues.

A total of 71 surveys were completed by attendees at the driver's license recovery component. In general, 90% of survey respondents rated this component as outstanding or good. Roughly 90% or more of survey respondents strongly agreed or agreed that after attending the driver's license recovery assistance, they knew more about how to get their licenses back, they had a

plan regarding who to see and what to do to get their licenses back and they knew what it would take to keep their licenses after reinstatement.

### Summit Workshops

The MFI offered educational workshops for participants at the two-day summit. Multiple professionals from the Milwaukee Community facilitated the workshops that addressed responsible fathering.

A total of 6 workshops were conducted at the summit, with a total of 175 evaluation forms completed. Overall, workshops conducted at the 2007 fatherhood summit received high ratings. Workshop attendees strongly agreed or agreed that they had a better understanding of the workshops' contents. For most of the workshops, attendees also strongly agreed or agreed that the workshops' topics were appropriate for the summit. Additionally, the majority of attendees in most of the workshops strongly agreed or agreed that they would use the information for themselves as well as share the information with others.

### **Recommendations for Future Summits**

To continue to build upon the success of the 2007 fatherhood summit, survey respondents provided various suggestions for improvement.

The feedback from participants who completed summit surveys and workshop evaluations was overwhelmingly positive. Given the success of the summit as evaluated by the participants, the following recommendations are relatively modest, seeking only to support an already impressive planning and implementation process.

Recommendations based on feedback from respondents included:

- Better clarification of summit offerings.
- Clearly defined schedule for workshops to avoid conflict between summit events.
- Greater variety of resources and information both during the summit and afterwards.
- Enhanced technology capability.
- Improved event logistics, including breakout room space and location.

Additionally, to expand on the feedback from summit participants, it may be beneficial for the MFI to include additional evaluation activities to help inform future summits and MFI program development. Specifically,

- Include the external evaluator in the planning process of future summits to coordinate survey design and data collection methods. This may allow for a more systematic approach to survey collection and a higher number of completed surveys and evaluations.
- Include one or two focus groups at the conclusion of the next summit. This would allow for in-depth feedback from participants on their experiences of learning, their recommendations for future summits, and their ideas for future program interventions.
- Conduct follow up interviews or a focus group with a subset of summit participants three to six months after the summit. This would allow for an examination of the ways in which participants utilized their experiences from the summit and carried what they learned into their lives and in their role as fathers (i.e., did participants follow through with next steps regarding child support debt, reinstatement of driver's license and finding employment).

## **Conclusion**

All indications from survey results of the 2007 fatherhood summit suggest that the summit was a great success for the participants and for the Milwaukee community overall. The fatherhood summit was considered by its participants as a valuable experience that assisted them in their understanding and appreciation of the many issues related to fatherhood. Participants reported that the summit provided them with both general and specific information and assistance, as well as inspired them to commit themselves to the ideals of good fathering. Most importantly, participants experienced the summit as providing them with concrete assistance to help them resolve issues interfering with their current functioning as fathers. Participants provided numerous examples of concrete assistance received in the areas of jobs, health issues, child support and driver's license revocation.

Many individuals indicated that for them, the summit was not only interesting and practical, but also inspirational. Typical feedback from survey respondents indicated that the fatherhood summit helped participants commit themselves to fatherhood, pledge to spend more time with their children, and receive proper medical screenings for HIV and other medical concerns.

To continue to build upon the success of the 2007 fatherhood summit, survey respondents provided suggestions for improvement. The majority of suggestions for improvement focused primarily on holding the summit in a larger and more comfortable space, and having the signs for summit events visibly placed. Overall, participants indicated that they wanted more of what the summit offered: more information, more resources, and an increase in the frequency of the types of assistance available at the summit.

Finally, although the immediate evaluation by participants of the summit has been positive, the ultimate goal of the summit is to create and strengthen strong fatherhood behaviors. To that end, follow up interviews and feedback from selected summit participants, along with focus groups conducted after next year's summit, will add even greater clarity and understanding of what elements of the summit are not only viewed positively, but have the greatest future impact for fathers and their children.

## **Introduction**

### **Background**

In October of 2005, under the leadership of Milwaukee Mayor Tom Barrett, twenty-five community leaders participated in an initial training session conducted by the National Fatherhood Initiative.<sup>1</sup> This training set the planning stage for the development of the Milwaukee Fatherhood Initiative (MFI) and the establishment of the first Fatherhood Summit in the city of Milwaukee in October 2006. The MFI is designed to provide support, resources, education and assistance to fathers in the city of Milwaukee. Its primary goal is to promote responsible fathering in the lives of Milwaukee children by addressing the crisis of absentee fatherhood.

In March of 2007, the MFI received funding through the Greater Milwaukee Foundation and support from the Housing Authority City of Milwaukee to launch an expansion of the MFI.<sup>2</sup> This included the planning and implementation of the second Fatherhood Summit in October of 2007, establishing resources and networks for fathers, and building capacity for the project's sustainability.

In September of 2007, The Planning Council for Health and Human Services, Inc. began conducting a formative program evaluation of the MFI. The Planning Council is a private, not for profit research and planning organization that serves as an independent information, research, and consultative resource to the community. This evaluation is designed to: 1) provide a synopsis of the 2007 Fatherhood Summit; 2) catalog and map services and resources available to fathers in Milwaukee; and, 3) document and summarize MFI program activities.

### **The 2007 Fatherhood Summit**

The Fatherhood Summit is the core feature of the Milwaukee Fatherhood Initiative. The goal of the annual summit is to bring together the Milwaukee community to generate support for fathers, provide resources for men and address specific issues of fatherhood in the community.

The 2007 Fatherhood Summit was held at Destiny High School, a private – independent Christian school located in the northwest area of Milwaukee. The theme of the 2007 summit focused on healing the body, mind and spirit of fathers. At no cost to the public, the two-day event included a variety of scheduled events for participants. Summit participants had an opportunity to hear local and national public speakers; attend a panel discussion or town hall meeting on family and child support; attend several workshops; visit over forty resource exhibitors; and, receive services or assistance from one or more of the summit's four core components. The core topics that have been identified by the MFI as having the most potential impact on men/fathers included community health education; employment; child support debt reduction assistance; and, driver's license recovery assistance.

### **The MFI Evaluation Report**

A central feature of the MFI evaluation is to facilitate and summarize participant feedback from the two-day 2007 Fatherhood Summit. Feedback surveys and evaluations instruments designed for the summit were developed with approval from the Fatherhood Initiative's Director.

The goals of the feedback surveys and evaluations were to describe the usefulness of the two-day summit, the needs of summit participants, and suggestions for future summits.

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<sup>1</sup> The National Fatherhood Initiative is a non-profit, non-partisan organization that aims to improve the well-being of children through the promotion of education, training and leadership.

<sup>2</sup> The Greater Milwaukee Foundation helps establish permanent charitable funds that serve communities throughout Milwaukee, Waukesha, Ozaukee and Washington counties in Wisconsin. The Housing Authority City of Milwaukee manages low-income housing subsidized by the U.S. Department of Housing and Urban Development.

This report summarizes participants' overall perceptions of the summit, as well as their evaluation of the core topics addressed within the event: men's health, employment, child support debt reduction assistance and the driver's license recovery assistance. In addition, this report highlights major feedback from the summit's educational workshops.

## **Methodology**

The Fatherhood Summit was organized to have multiple events and services available to participants concurrently. Those attending were either past attendees of the 2006 summit or had heard about the 2007 summit through family members, friends, social service agencies, or church and media announcements.

Participants were asked to complete a survey as they exited a service area and/or workshop. In addition, on the second day of the summit, participants were asked to complete a survey evaluating their overall experience at the summit. As an incentive, participants received a raffle ticket for several gift drawings.

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

The surveys and evaluations asked participants to elaborate on: 1) what was most helpful or important about the summit services and workshops, 2) how the summit and workshops could be improved, and 3) suggestions for future summits and workshops.

Additionally, participants were asked to rate summit services and workshops, on a scale of 1 to 4, in order to evaluate their understanding of the topic presented; if the services and workshops addressed issues that were important for fathers; if they would use the information received; and the overall quality of the summit, individual workshops, and the workshop presenters. (See Appendix 1 for copies of the summit surveys and Appendix 2 for a template of the workshop evaluations.)

## **Survey Results**

Summit participants completed a total of 718 surveys and workshop evaluations. For a variety of reasons, including voluntary participation in the evaluation, the overall survey results may not be representative of all summit participants.<sup>3</sup>

The overall number of responses for each individual survey item varies throughout this report since not all participants answered each question and some items could be marked with more than one answer (e.g., an individual could identify himself as both a "father" and a "health care provider").

Summit participants evaluated the following components of the summit:

1. Overall Summit Rating: Participants' overall experience of the 2007 Fatherhood Summit, including presentations, workshops, individual assistance, referrals, and general resource availability. A total of 173 surveys were completed for the general summit.

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<sup>3</sup> The MFI estimated that attendance at the 2007 Fatherhood Summit exceeded the previous year's attendance of 1,200 participants. The evaluation did not collect data on overall attendance at the 2007 summit. Since the surveys were completed on a voluntary basis, the 718 surveys collected are from a subset of the total number of summit attendees. The implementation of the evaluation plans at the end of the summit's planning phase, may have contributed to a lower response rate than maybe possible with earlier planning. Additionally, since summit participants typically attended more than one event, some attendees may have completed more than one survey.

2. Community Health Fair: Over fifteen health information and service organizations participated as exhibitors at the summit. Service providers and health specialists were available for health screenings (blood pressure, HIV, STD, etc.), medical information, and referral. A total of 68 surveys were completed for this focus area.
3. Community Job Fair: New to the 2007 Fatherhood Summit, the job fair was sponsored in partnership with the Wisconsin Department of Workforce Development, Maximus, Policy Studies Institute and the United Migrant Opportunity Services. The job fair was designed to link participants to employment information and opportunities in the Milwaukee area. Over 100 employers and career organizations in Milwaukee County were on hand at the fair. A total of 172 surveys were completed for this focus area.
4. Child Support Debt Reduction Assistance: This summit event was presented by staff from Milwaukee County Child Enforcement Department. Milwaukee County staff provided review of cases, interest reduction, alternative payment plans and information about the child support process. By attending summit workshops, participants were eligible for an interest reduction in their child support debt. A total of 59 surveys were completed for this focus area.
5. Driver's License Recovery Assistance: The Center for Driver's License Recovery and representatives from the Milwaukee County Court House were available for the two-day summit to assist participants in resolving driver's license revocation issues by reviewing case files and providing legal support/information. A total of 71 surveys were completed for this focus area.
6. Summit Workshops: Nineteen trained professionals from various local community organizations facilitated the eight workshops offered at the two-day summit. Each workshop addressed a specific content related to fatherhood. The workshops afforded men and fathers the opportunity to connect with one another and share their stories and their situations. A total of 175 evaluations were completed for six workshops conducted for the two-day fatherhood summit.

## 1. Overall Summit Surveys

A total of 173 overall summit surveys were completed and returned by summit attendees. Almost half of the survey respondents (45.3% or 77 out of 170 survey respondents) attended both days of the event. Over half of survey respondents (54.7% or 93 out of 170 survey respondents) attended the last day only of the summit<sup>4</sup>. Attendees who completed the survey came from various Milwaukee Zip Code regions. Specifically, approximately 40% of summit respondents (41.0% or 53) listed their Zip Codes in the northwest region. One quarter of survey respondents (27.9% or 36) listed Zip Codes in the west side region, and another quarter (25.6% or 33) listed Zip Codes from downtown. A small number of survey respondents (4.7% or 6) listed Zip Codes in the southeast region and one respondent listed 53172 as his/her ZIP Code.<sup>5</sup> (See Appendix 3 for charts of demographic data for overall summit surveys).

Overall, respondents rated the summit very highly. Specifically, 98.4% or 127 out of a 129 survey participants rated the summit as "outstanding" or "good." Only two participants rated the overall summit as "ok."<sup>6</sup>

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<sup>4</sup> Three respondents did not answer this question.

<sup>5</sup> Forty-four respondents did not answer this question. The Downtown/Central region=53202, 53203, 53205, 53206, 53212, & 53233. The West region=53208, 53210, 53213, 53216, 53222, & 53226. The Northwest region=53209, 53218, 53223, 53224, & 53225. The Southeast region=53204, 53207, 53214, 53215, 53219, 53220, 53221, 53227 & 53228. Other regions=53110, 53130, 53132, & 53172.

<sup>6</sup> Forty-four respondents did not answer this question.

### 1.1. Who attended the Summit?

The majority of respondents (93.6% or 162) identified themselves as fathers. Survey respondents also identified themselves as:

- 4.0% or 7 respondents identified themselves as community volunteers,
- 3.5% or 6 respondents identified themselves as service providers,
- 1.2% or 2 respondents identified themselves as mothers,
- 1.2% or 2 respondents identified themselves as health care providers.

### 1.2. Age of Summit attendees (115 attendees answered this question)

Approximately half of the survey respondents (41.7% or 48) listed their age as ranging over 40 years of age. Other age ranges for survey participants included:

- 36.5% or 42 respondents listed their age as 31 to 40 years of age,
- 20.9% or 24 respondents listed their age as 21 to 30 years of age,
- One respondent was under 21 years of age.

### 1.3. Ethnicity of Summit attendees (156 attendees answered this question)

The majority of survey respondents (97.4% or 152) listed their ethnicity as African American. Other ethnicities included:

- Caucasian = 1.3% or 2,
- Hispanic = 1.3% or 2.

### 1.4. How did they hear about the 2007 Fatherhood Summit?

Participants were asked to identify how they heard about the 2007 summit. Participants indicated that they heard about the summit from a variety of sources. Over half of the survey participants (56.1% or 97) heard about the summit from the radio and/or newspaper.

Other ways respondents heard about the summit included:

- 27.7% or 48 survey respondents heard about the summit by “word of mouth”,
- 24.3% or 42 survey respondents heard about the summit from family members,
- 6.9% or 12 survey respondents heard about the summit from the MFI website,
- 5.8% or 10 survey respondents heard about the summit from a service agency,
- 2.9% or 5 survey respondents heard about the summit from their minister, and
- 1.7% or 3 survey respondents heard about the summit from an unspecified source.

### 1.5. Overall usefulness of the Summit

After attending the summit, survey respondents were asked several questions about their overall experience of the event. The majority of respondents experienced the summit positively, valued the services they received and found the information useful. Specifically,

- 97.7% or 167 out of 171 survey respondents strongly agreed, or agreed, that the summit addressed some important issues faced by men/fathers in Milwaukee.
- 97.6% or 166 out of 170 survey respondents strongly agreed, or agreed, that the summit provided suggestions for solving some of the issues facing fathers.
- 96.4% or 162 out of 168 survey respondents strongly agreed, or agreed, that the summit provided useful information and materials.

- 95.8% or 159 out of 166 survey respondents strongly agreed, or agreed, that the location of the summit was convenient.

#### 1.6. What was the most important thing that happened for survey respondents at the 2007 Fatherhood Summit?

Summit participants were asked to elaborate on what was the most important thing that happened for them at the summit. A total 150 out of 173 survey respondents (86.7%) provided written comments on this question.

Participants' perceptions of the most important aspects of the summit fell into four thematic areas: helpful resources, information, materials and assistance; a sense of empowerment about roles of fatherhood; a sense of unity and healing; and the quality of public speakers and presentations. Sample responses, by theme, included:

- Helpful resources, information, materials and assistance (68 comments), for example:
  - *"By me just being there made a difference. Contacting people about my child support issues."*
  - *"The fact it is people out there to help and not send you to jail."*
  - *"The different information provided and leads on reducing fines for license."*
  - *"The Running Rebel that helped my son go from 0.06 GPA to a 2.9 in 6 weeks."*
  - *"Help solving some of our toughest problems child support and driver's license."*
  - *"The education was very helpful to me. The value of a man (workshop) gave me a better understanding of myself and for my 4 sons that I have."*
  - *"I felt like someone else cares about our problems as Black fathers. I think everyone who attended this event will leave here a stronger, more determined person for fathering."*
- Sense of empowerment about role as fathers (37 comments), for example:
  - *"It uplifted me to spend more time with my kids and to be a more productive parent and father in my kids' life."*
  - *"Understanding my role as a father and that anybody can turn their life around."*
  - *"Educating me on being more and a better father."*
  - *"That it could help me get my child support and license together."*
  - *"There are possible solutions facing African American men."*
  - *"To know that there are a lot of Black men who really want to take responsibility for their families."*
- Sense of unity and healing (24 comments), for example:
  - *"I found out that we as people are willing to come together to overcome all to help one another."*
  - *"Today's summit gave me the opportunity to begin healing from an emotional and mental state of being."*
  - *"I was able to see brothers come together for a great cause without problems."*
- Public speakers and presentations (21), for example:
  - *"All of the speakers especially the main speaker whose speech was very motivational and inspiring."*

- *“I found the Municipal court judge on the panel was very helpful as it related to child support issues.”*
- *“The guest speaker and workshops provided for fathers to network.”*
- *“Powerful speaker in Mr. Boone. I related to his story.”*

#### 1.7. In what ways can the Fatherhood Summit be improved?

Summit participants were asked to elaborate on what ways they believed the summit could be improved. A total of 128 of the 173 respondents (74.0%) shared comments on this question.

Participants’ suggestions for improvement fell into four thematic areas: more summits, information and services; more involvement of fathers, mothers and young adults; no changes and compliments; more time and organization. Sample responses, by theme, included:

- Have more summits, information and services (62 comments), for example:
  - *“...More summits and different programs and information about school and education.”*
  - *“More influential speakers and workshops that would extend for more than just a weekend.”*
  - *“Addressing two parent households, keeping family together.”*
  - *“Address financial issues such as proper budgeting and reduction of debt.”*
  - *“Have more networking with our churches in the city.”*
- More involvement of fathers and inclusion of mothers and younger adults (32 comments), for example:
  - *“More fathers taking a stand and handling their business.”*
  - *“Opportunities to include the hurting women by our neglect and selfishness how we can heal each other.”*
  - *“More young black men attending”*
  - *“Maybe have the kids here to tell their stories.”*
  - *“More men standing up to take responsibility.”*
  - *“I don’t know but I do think that it’s very important that parents attend them.”*
- No changes needed and/or compliments (26 comments), for example:
  - *“Just keep coming and working with the fathers.”*
  - *“I wouldn’t add or change nothing!!!”*
  - *“Nothing, it just gets better every year.”*
  - *“It’s all good just the way it has been.”*
- More time and more organization (8 comments), for example:
  - *“Giving the speakers a little more time to speak.”*
  - *“Separate the speakers from the eating.”*
  - *“A better parking situation.”*
  - *“A little more organized in the routing.”*

## 2. Community Health Fair Surveys

Men's health has been an important focus area for the Milwaukee Fatherhood Initiative. The MFI has a goal of helping men and fathers by promoting healthy lifestyles and education. For the summit, the MFI collaborated with the Milwaukee Health Department, the Wisconsin Department of Public Health and several local health agencies to provide educational materials and health services for summit attendants.

A total of 68 surveys were completed and returned from individuals that attended the summit's health fair. Among these attendees, (95.0% or 57) rated the health fair as "outstanding" or "good." A small number of respondents (5.0% or 3) rated the health fair as "Ok."<sup>7</sup>

### 2.1. Who attended the Health Fair?

More than half of survey respondents (63.2% or 43) identified themselves as fathers. Survey respondents also identified themselves as:

- 20.6% or 14 respondents identified themselves as mothers,
- 8.8% or 6 respondents identified themselves as service providers,
- 8.8% or 6 respondents identified themselves as other (girlfriend, teacher, and rapper),
- 4.4% or 3 respondents identified themselves as a community volunteer,
- 1.5% or 1 respondent identified himself or herself as a health care provider.

### 2.2. Age of Health Fair attendees (61 respondents answered this question)

Approximately one-third of the respondents (37.7% or 23) listed their age as ranging from 31 to 40 years of age. Other age ranges for survey respondents included:

- 32.8% or 20 respondents listed their age as over 40 years,
- 27.9% or 17 respondents listed their age as 21 to 30 years of age,
- 1.6% or 1 respondent listed an age range of less than 21 years of age.

### 2.3. Ethnicity of Health Fair attendees (54 attendees answered this question)

Most of the survey respondents (87.0% or 47) listed their ethnicity as African American. A small number of other ethnicities listed included:

- Caucasian = 11.1% or 6,
- Other = 1.9% or 1 (African American/Hispanic).

### 2.4. Other services/events attended by Health Fair participants

Health fair attendees also attended other events/services offered at the summit, i.e. particularly the job fair. Specifically, approximately three-quarters of survey respondents (49 or 72.1%) also attended the job fair at the summit.

Other events attended by Health Fair survey respondents included:

- 26.5% or 18 health fair survey respondents also attended the child support debt reduction assistance,
- 26.5% or 18 health fair survey respondents also attended one or more of the educational workshops offered at the summit,

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<sup>7</sup> Eight respondents did not answer this question.

- 22.1% or 15 health fair survey respondents also attended the driver's license recovery assistance at the summit, and
- 2.9% or 2 health fair survey respondents attended the panel discussion.

2.5. One of the primary goals of the community Health Fair is to provide educational materials, information and preventive services to attendees. After attending the fair, survey respondents were asked several questions about their understanding of the materials and information they received. Most respondents found the men's health information and services to be both educational and useful. Specifically,

- 95.5% or 64 out of 67 survey respondents strongly agreed, or agreed, that they received helpful information from the health fair that they would use.
- 94.0% or 63 out of 67 survey respondents strongly agreed, or agreed, that after attending the health fair, they knew where to go to get help with health concerns.
- 83.8% or 57 out of 68 survey respondents strongly agreed, or agreed, that they knew more about men's health after attending the health fair.
- 85.9% or 55 out of 64 survey respondents strongly agreed, or agreed, that after attending the health fair, they wanted more information about men's health.

2.6. What was the most important thing that happened for survey respondents at the Health Fair?

Health fair participants were asked to elaborate on what was the most important thing that happened for them at the fair. A total 59 of the 68 survey respondents (86.8%) provided written comments to this question.

Participants' perceptions of the most important things that happened for them at the fair fell into three thematic areas: receiving information and educational materials; access to free health screenings and services; and, thankfulness for services. Sample responses, by theme, included:

- Receiving information and educational materials (26 comments), for example:
  - *"...Was able to get answers to some health concerns and find out where to go to get some checkups without insurance."*
  - *"I learned about my health and being a father and challenges they go through."*
  - *"The most important thing that happened for me is the clarity given to me on issues I was currently misinformed about."*
  - *"...Learned more about health issues that affect African Americans"*
  - *"I got valuable info about where to go for checkups."*
  - *"The info I received about healthcare issues and ways on to properly raise your teenage child."*
  - *"I learned more on where to get more info on diabetes."*
- Access to free health screenings and services (17 comments), for example:
  - *"The most important thing for me to happen was testing for (STD's) sexually transmitted diseases."*
  - *"I found out my blood pressure is high."*
  - *"...HIV testing, blood pressure check and other information regarding health care."*

- *“I learn that I don't have HIV.”*
- *“The testing resources available.”*
- Thankful for services received (15 comments), for example:
  - *“That they (vendors) were very helpful and answered all of my questions.”*
  - *“That different organizations cared enough to come.”*
  - *“...Nice people and it's important to get resources.”*
  - *“Nice people, caring people, one on one.”*

## 2.7. In what ways can the Health Fair be improved?

Health fair participants were asked to elaborate on the ways they believed the health fair could be improved. A total of 46 of the 68 survey respondents (67.6%) shared comments on this question.

Participants' suggestions for improvement fell into three thematic areas: additional information and services; no changes needed and/or compliments; and more organization. Sample responses, by theme, included:

- Additional information and services (18 comments), for example:
  - *“Give a workshop and seminar informing community about the issues and dangers of STD's.”*
  - *“Have more dental care information.”*
  - *“...Have dieticians and personal trainers on site.”*
  - *“Make it available to people as often as possible.”*
  - *“Have more interactive exhibits.”*
- No changes needed and/or compliments (18 comments), for example:
  - *“I believe this was run better than previous fairs I've been to.”*
  - *“Its just fine ...great information.”*
  - *“No improvements need everything is fine.”*
  - *“Its okay like it is.”*
- More organized (10 comments), for example:
  - *“It was too crowded, somewhat disjointed table set up.”*
  - *“Make it bigger with more space.”*
  - *“Have it at a bigger place.”*
  - *“Have snacks and something to drink.”*

## 3. Community Job Fair Surveys

The MFI has a goal of helping men and fathers become good financial stewards by providing financial security to their children. The MFI provides information on employment placement, skills and training. The MFI invited over 100 employment agencies to participate in the job fair.

A total of 172 surveys were completed and returned from individuals that attended the job fair.

Overall, 91.0% or 142 attendees rated the job fair as outstanding or good. A small number of respondents 9.0% or 14 rated the job fair as “Ok.”<sup>8</sup>

### 3.1. Who attended the Job Fair?

Most of the survey respondents who attended the job fair identified themselves as either fathers (43.0% or 74) or mothers (40.7% or 70). Respondents also identified themselves as:

- 7.6% or 13 respondents identified themselves as community volunteers,
- 5.8% or 10 respondents identified themselves as “other” (not specified),
- 4.1% or 7 respondents identified themselves as service providers,
- 2.3% or 4 respondents identified themselves as health care providers, and
- 1.7% or 3 respondents identified themselves as clergy members.

### 3.2. Age of Job Fair attendees (161 respondents answered this question)

Approximately one-third of survey respondents or (32.2% or 52) listed their age as ranging from 31 to 40 years of age. Other age ranges for survey respondents included:

- 31.7% or 51 respondents listed their age as over 40 years,
- 27.3% or 44 respondents listed their age as 21 to 30 years of age, and
- 8.7% or 14 respondents listed their age as less than 21 years of age.

### 3.3. Ethnicity of Job Fair attendees (159 attendees answered this question).

The majority of survey respondents (91.8% or 146 people) listed their ethnicity as African American. A small number of other ethnicities listed included:

- Caucasian = 7.5% or 12,
- Hispanic = .7% or 1.

### 3.4. Other services/events attended by Job Fair survey respondents.

Job fair participants also attended several other events/services offered at the summit. Approximately one-quarter of survey respondents (26.7% or 46), for example, also attended the Child Support Debt Reduction Assistance program.

Other events attended by job fair survey respondents included:

- 22.7% or 39 of the respondents also attended the driver’s license recovery assistance,
- 19.8% or 34 of the respondents also attended the health fair, and
- 1.2% or 2 of the respondents also attended one or more of the educational workshops offered at the summit.

### 3.5. Usefulness of Job Fair

One of the primary goals of the job fair was to provide potential employment contacts and networking opportunities for participants. After attending the fair, survey respondents were asked several questions about their experiences and the assistance they received. Specifically,

- 96.3% or 158 out of 164 respondents strongly agreed, or agreed, that after attending the job fair they believed that they would have a job soon.

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<sup>8</sup> Sixteen respondents did not answer this question.

- 94.7% or 160 out of 169 respondents strongly agreed, or agreed, that they had some job leads after attending the fair.
- 94.5% or 155 out of 164 respondents strongly agreed, or agreed, that after attending the job fair they wanted more help with finding a job.
- 91.7% or 154 out of 168 respondents strongly agreed, or agreed, that they knew more about getting a job after attending the job fair.

### 3.6. What was the most important thing that happened for survey respondents at the Job Fair?

Job fair participants were asked to elaborate on what was the most important thing that happened for them at the job fair. A total 155 respondents out of 172 surveys (90.1%) provided written comments.

Participants' perceptions of the most important aspects of the job fair fell into three thematic areas: filling out applications and job leads; networking; and, thankfulness for the fair and resources. Sample responses, by theme, included:

- Filling out applications and job leads (68 comments), for example:
  - *"That I have a job interview at 4:30pm at Capitol Returns!"*
  - *"A recruiter looked over my resume and let me know exactly what is keeping me from getting a job."*
  - *"I was able to get more applications filled out and I was told that I don't have to have all the experience in the world."*
  - *"I felt positive about the whole thing and was able to get some excellent job leads."*
  - *"I believe someone may call me soon and I put a lot of effort into what I was doing."*
  - *"Got my foot in the door more than on my own."*
- Networking (59 comments), for example:
  - *"I have stepped my communication skills up. I also know how to approach an employer."*
  - *"The most important thing that happened to me today was I got to talk to all employers and have a brief interview."*
  - *"There was some feedback from some of the employers."*
  - *"I made contact with companies that I usually wouldn't have considered applying for employment."*
  - *"There were company reps here that I had seen before at job fairs and I had not been able to speak with them before, I really enjoyed it."*
- Thankful for the Job Fair and resources (28 comments), for example:
  - *"I accomplished something by showing up."*
  - *"This was a great opportunity and help."*
  - *"Knowing that it is hope (Bless you)."*
  - *"I was pleased with all the venues offered."*
  - *"Everyone was so helpful."*

### 3.7. In what ways can the Job Fair be improved?

Job fair participants were asked to elaborate on what ways they believed the job fair could be improved. A total of 141 of the 172 survey respondents (82.0%) provided written comments on this question.

Participants' perceptions on ways to improve the job fair fell into three thematic areas: more variety of jobs, more representatives and interviews on the spot; more organization; no changes needed and/or compliments. Sample responses, by theme, included:

Participants' suggestions for improvements and the number of responses included:

- More variety of jobs, more representatives and interviews on the spot (55 comments), for example:
  - *“There could have been more employers here and on the spot hiring and interviews. Not all employers accepted their (completed) applications, was told to return them to the office of the employer.”*
  - *“The job fair could be improved by on sight job interviews.”*
  - *“More warehouse jobs could have been here.”*
  - *“More jobs to fit my lack of qualifications.”*
  - *“Need more medical field jobs.”*
  - *“More jobs available for felons.”*
- More organized (43 comments), for example:
  - *“More organized because when I first arrived, I wasn't sure where to go.”*
  - *“Have the company reps actually stay on site until the job fair is over. A lot of the reps left before the fair was closed.”*
  - *“An area for applicants to sit and fill out applications.”*
  - *“More space between booths and potential employers.”*
  - *“If they had more signs so that no one will miss out on any jobs, also more information.”*
- No changes needed and/or compliments (43 comments), for example:
  - *“I think it's good already.”*
  - *“It can't get any better, doesn't need to be improved.”*
  - *“Well, I don't see anything wrong. Everyone was awesome.”*
  - *“I loved everything about this job fair and its good opportunities awaiting.”*
  - *“...nothing, I thought it was really nice.”*

## 4. Child Support Debt Reduction Assistance Surveys

For the 2007 summit, the MFI partnered with the Milwaukee County Child Support Enforcement Office to enable fathers to receive information and explore options regarding back child support owed to the state of Wisconsin.

A total of 59 surveys were completed and returned from precipitants attending the child support debt reduction assistance at the summit.

Overall, 79.6% or 43 attendees rated the child support debt reduction assistance as “outstanding” or “good.” Approximately 20% of respondents (20.4% or 11) rated the child support debt assistance as “Ok.”<sup>9</sup>

#### 4.1. Who attended the Child Support Debt Reduction Assistance?

The majority of survey respondents (98.3% or 58) identified themselves as fathers. Survey respondents also identified themselves as:

- 6.8% or 4 respondents identified themselves as service providers,
- 1.7% or 1 respondent identified herself as a mother,
- 1.7% or 1 respondent was identified as a health care provider, and
- 1.7% or 1 respondent was identified as a community volunteer.

#### 4.2. Age of Child Support Assistance attendees (52 respondents answered this question).

Approximately half (55.8% or 29) of the survey respondents listed their age as ranging from 31 to 40 years of age. Other age ranges for survey respondents included:

- 36.5% or 19 respondents listed their age as over 40 years of age
- 7.7% or 4 respondents listed their age as 21 to 30 years of age

#### 4.3. Ethnicity of Child Support Assistance attendees (49 respondents answered this question)

Out of the forty-nine attendees answering this question, the majority of respondents (91.8% or 45) listed their ethnicity as African American. Other ethnicities listed were:

- Other = 6.1% or 3 (ethnicity not specified),
- Caucasian = 2.0% or 1.

#### 4.4. Other services/events attended by Child Support Assistance participants

Child support attendees also attended other events/services offered at the summit, particularly one or more of the educational workshops. Specifically, approximately two-thirds of survey respondents (37 or 62.7%) also attended one or more educational workshops offered at the summit. Other events attended by child support survey respondents included:

- 28.8% or 17 child support survey respondents also attended the driver’s license recovery assistance,
- 28.8% or 17 child support survey respondents also attended the health fair,
- 22.0% or 13 child support survey respondents also attended the job fair, and
- 15.3% or 9 child support survey respondents also attended the panel discussion.

#### 4.5. Usefulness of the Child Support Debt Reduction Assistance

One of the primary goals of the child support debt reduction assistance program was to provide procedural information, guidelines, and possible reduction of accrued interest of child support debt. After attending the child support assistance, survey respondents were asked several questions about their understanding of the materials and information received. The majority of respondents found the child support services and information to be helpful. Specifically,

- 89.8% or 53 out of 59 survey respondents strongly agreed, or agreed, that they have a plan to take care of their child support responsibilities (i.e. who to see and where to go).

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<sup>9</sup> Five respondents did not answer this question.

- 91.5% or 54 out of 59 survey respondents strongly agreed, or agreed, that they received helpful information that they would use.
- 88.1% or 52 out of 59 survey respondents strongly agreed, or agreed, that they learned more about how to take care of their child support responsibilities.
- 87.0% or 47 out of 54 survey respondents strongly agreed, or agreed, that would like more help with their child support responsibilities.

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

Child support debt reduction participants were asked to elaborate on what was the most important thing that happened for them at this service. A total of 41 of the 59 survey respondents (69.5%) provided written comments on this question.

Participants' perceptions on the most important aspects of the child support debt reduction assistance fell into two thematic areas: receiving a reduction in child support interest and receiving information and educational materials. Sample responses by theme, included:

- Receiving a reduction in child support interest (23 comments), for example:
  - *"They wiped out \$43,000 of interest today...Praise God!!!"*
  - *"Some of the financial burden was somewhat lifted."*
  - *"I feel like I finally got some help."*
  - *"I got some of my child support lowered."*
  - *"My plan to stay current with my child support payments."*
  - *"Getting an understanding as to where to go."*
- Receiving information and educational materials (18 comments), for example:
  - *"I found out that I could file a motion to address further modification to my child support debt."*
  - *"Being able to get the financial information to take care of my responsibilities."*
  - *"That I don't owe the state anything."*
  - *"My debt reduction and this knowledge that I received."*
  - *"I got what I need for taking care of my business."*
  - *"Learning that I don't owe much for rears."*

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

Child support debt assistance participants were asked to elaborate on what ways they believed the program could be improved. A total of 40 of the 59 survey respondents (67.8%) shared comments on this question.

Participants' suggestions on improvement fell into three thematic areas: more information and services; more organized; and, no changes needed and/or compliments. Sample responses by theme, included:

- Have more information and services more often (18), for example:
  - *"To have something like this every year for those that are locked up."*
  - *"Cover all parts of the child support."*
  - *"Make laws clear to fathers."*
  - *"By getting more information about what we can do to get out of debt."*

- More organized (12), for example:
  - *“Make instructions more clearer at the beginning.”*
  - *“Be prepared to work with more people.”*
  - *“More organized, have computers working.”*
  - *“Have more computers.”*
- No changes needed and/or compliments (10), for example:
  - *“Its just fine the way it is.”*
  - *“Well, right now I need time to think about it cause right now I see no flaws.”*
  - *“Its okay like it is”.*

## 5. Driver’s License Recovery Assistance Surveys

The MFI is committed to helping to reduce the number of unlicensed drivers in Milwaukee. The MFI collaborated with The Center for Driver’s License Recovery and Employability to assist participants in resolving driver’s license revocation issues by reviewing case files and providing legal support/information.

A total of 71 surveys were completed and returned from participants attending the driver’s license recovery assistance.

Overall, 89.6% or 60 attendees rated the driver’s license recovery assistance as “outstanding” or “good.” A small number of respondents (10.4% or 7) rated the assistance as “OK.”<sup>10</sup>

### 5.1. Who attended the Driver’s License Recovery Assistance?

The majority of respondents (83.1% or 59) identified themselves as fathers. Survey attendees also identified themselves as:

- 4.2% or 3 identified themselves as mothers,
- 4.2% or 3 identified themselves as clergy members,
- 2.8% or 2 identified themselves as community volunteers, and
- 1.4% or 1 was identified as a health care provider.

### 5.2. Age of Driver’s License Recovery Assistance attendees (62 respondents answered this question)

One-third (33.9% or 21) of survey respondents listed their age as ranging from 21 to 30 years of age. Other age ranges included:

- 32.2% or 20 respondents listed their age as 31 to 40 years of age,
- 21.0% or 13 respondents listed their age as over 40 years of age, and
- 12.9% or 8 respondents listed their age as 21 years or under.

### 5.3. Ethnicity of Driver’s License Recovery Assistance attendees (59 respondents answered this question)

The majority of survey respondents (89.8% or 53) listed their ethnicity as African American. A small number of other ethnicities listed included:

- Caucasian = 5.1% or 3,

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<sup>10</sup> Four respondents did not answer this question.

- Hispanic = 3.4% or 2,
- Other = 1.7% or 1 (ethnicity not specified).

#### 5.4. Other services/events attended by Driver's License Recovery Assistance attendees

Driver's license recovery attendees also attended other events and services offered at the summit, particularly the job fair and the child support debt reduction assistance. Specifically, approximately half of survey respondents (47.9% or 34) also attended the job fair. Additionally, approximately 40% of survey respondents (43.7% or 31) also attended the child support debt reduction assistance offered at the summit. Other events attended included:

- 31.0% or 22 participants also attended one or more educational workshops,
- 14.1% or 10 respondents also attended the health fair, and
- 4.2% or 3 respondents also attended the panel discussion.

#### 5.5. Usefulness of the Driver's License Recovery Assistance

One of the primary goals of the driver's license recovery assistance is to provide procedural information, guidelines and review of driving records for potential reinstatement of driving privileges. After attending the driver's license assistance, respondents were asked several questions about their understanding of the materials, information and the assistance received. The majority of respondents found the driver's license recovery services informative and helpful. Specifically,

- 98.6% or 69 out of 70 survey respondents strongly agreed, or agreed, that they understood what it takes to keep their licenses after reinstatement.
- 95.8% or 68 out of 71 survey respondents strongly agreed, or agreed, that they had a plan to get their license back.
- 93.0% or 66 out of 71 survey respondents strongly agreed, or agreed, that they knew more about how to get their license back.
- 86.8% or 59 out of 68 survey respondents strongly agreed, or agreed, that would like more help with getting their licenses back.

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

Driver's license recovery participants were asked to elaborate on what was the most important thing that happened for them at this service. A total of 57 of the 71 survey respondents (80.3%) provided written comments on this question.

Participants' perceptions of the most important aspects of the driver's license recovery assistance fell into three thematic areas: information about what to do/how to get license back; license reinstatement; and elimination of employment barrier. Sample responses by theme, include:

- Information about what to do/how to get license back (40 comments), for example:
  - *"... This program about how to get them back because I was scared to go down and talk to the DMV but something like this helped."*
  - *"The lawyer went through all my past issues to make certain what my status is now."*
  - *"Just that I should be able to get them back because I don't owe anything."*
  - *"Better explained driving record and dates being held."*

- *“Finding out information about my tickets.”*
- *“I learned how to find out more about my tickets and how to call and who to pay.”*
- Got license reinstated (9 comments), for example:
  - *“They helped me get my license back.”*
  - *“This made it possible for me to provide for my family.”*
  - *“I get to drive with no problems now!”*
  - *“Being able to drive legal!”*
- Employment barrier eliminated (8 comments), for example:
  - *“I can return back to a real JOB, way out!”*
  - *“Now I can apply for driving jobs.”*
  - *“Gives me ability to gain employment.”*
  - *“I can find a better job.”*

#### 5.7. In what ways can the Driver’s License Recovery Assistance be improved?

Driver’s license recovery assistance participants were asked to elaborate on the ways they believed the driver’s license recovery assistance could be improved. A total of 53 of the 71 survey respondents (74.6%) shared comments on this question.

Participants’ perceptions on improvement fell into three thematic areas: have more help/assistance; no changes needed and/or compliments; and, more organization. Sample responses by theme, include:

- Have more help/assistance (24 comments), for example:
  - *“Have more of these services active on a regular basis.”*
  - *“Help to put people on payment plans.”*
  - *“Help people with out of state license problems.”*
  - *“Have more programs like this to help out.”*
  - *“Giving people a better chance to keep them (license).”*
- No changes needed and/or compliments (22 comments), for example:
  - *“To keep doing what you’re doing.”*
  - *“I think its fine the way it is.”*
  - *“It worked well and went smoothly.”*
  - *“There is no other way, I’m satisfied.”*
- More organized (7 comments), for example:
  - *“Get more people to help with the services and get computers to make the process more quicker.”*
  - *“Spanish speaking.”*
  - *“More computers.”*
  - *“More organized.”*

## 6. Fatherhood Summit Workshops

In addition to direct services, resources and referrals, keynote speakers and panel discussions, the Fatherhood Summit also offered workshops for the attendees during the two-day event. These workshops were designed to offer individuals an opportunity to learn/discuss key issues affecting men and fathers in the Milwaukee community. The workshops afforded men and fathers the opportunity to connect with one another, share stories and validate personal experiences.

The MFI invited a variety of community professionals to facilitate workshops on topics addressing issues important to men and promoting responsible fathering. Each workshop lasted a minimum of 1.5 hours. A total of eight workshops were offered for the two-day summit. Two workshops were scheduled for the Pre-summit on Friday and six workshops were scheduled for Saturday, the final day of the summit. A total of nineteen professionals from various local community organizations facilitated eight workshops addressing specific topics related to fatherhood.

### Methodology

As part of the evaluation for the Fatherhood Summit, the Planning Council designed an evaluation form, which attendees completed after each workshop (See Appendix 2 for a template of the workshop evaluations).

The evaluation form asked workshop participants to elaborate on what was most helpful about the workshop, how the workshop could be improved, and suggestions for future workshops. Additionally, workshop attendees were asked to rate the workshops on a scale of 1 to 4, including their understanding of the topic presented, if the workshop addressed issues that are important to fathers, if they will use the information presented, and, the overall quality of the presentation and the facilitator.

### 6.1. Overview of workshops

The summit offered several workshops for the two-day event. For each workshop offered at the summit, Table 1 lists the workshop topic, the number of facilitator(s), the number of feedback evaluations completed, and the day workshops were scheduled.

**Table 1: Workshops offered at the 2007 Fatherhood Summit.**

Workshop Topic	Facilitator(s)	Feedback Evaluations Completed	Day of Workshop
Interviewing Skills	1	0*	Friday
Boot Camp for New Dads	4	9	Friday
Celebrating the Roles of Fathers Before and After Birth	5	37	Saturday
Community Resources for Healthcare	3	0*	Saturday
Co-Parenting and Living Apart	2	29	Saturday
Daddy's Little Girls	2	34	Saturday
Hip – Hop and Fatherhood	1	24	Saturday
The Value of a Man	1	42	Saturday

\*Note: Feedback evaluations were not collected for workshop due to reported non-attendance.

## 6.2. Overall workshop ratings

A total of 175 evaluations were completed for six workshops conducted for the 2-day fatherhood summit.<sup>11</sup> In general, workshops were rated very highly. For two workshops, all of the attendees rated the workshops as “excellent” or “very good.” Specifically:

- 100% or 9 attendees rated the *Boot Camp for New Dads* workshop as “excellent” or “very good.”
- 100% or 34 attendees rated the *Daddy’s Little Girls* workshop as “excellent” or “very good.”
- 97% or 41 attendees rated *The Value of a Man* workshop as “excellent” or “very good.”
- 93.1% or 27 attendees rated the *Co-Parenting and Living Apart* workshop as “excellent” or “very good.”
- 91.9% or 34 attendees rated the *Celebrating the Roles of Fathers Before and After Birth* workshop as “excellent” or “very good.”
- 87.5% or 21 attendees rated the *Hip – Hop and Fatherhood* workshop as “excellent” or “very good.”

## 6.3. Understanding of workshop topics

A primary objective of the fatherhood summit was to empower men to become “better” fathers by addressing critical issues facing them within the Milwaukee community. Workshop attendees were asked to rate whether they had a better understanding of the topic after the workshop. Attendees overwhelmingly indicated a better understanding of the workshops’ content, specifically:

- 100% or 9 respondents strongly agreed, or agreed, they had a better understanding of the topic *Boot Camp for New Dads*.
- 100% or 34 respondents strongly agreed, or agreed, they had a better understanding of the topic *Daddy’s Little Girls*.
- 100% or 42 respondents strongly agreed, or agreed, they had a better understanding of the topic *The Value of a Man*.
- 100% or 29 respondents strongly agreed, or agreed, they had a better understanding of the topic *Co-Parenting and Living Apart*.
- 100% or 24 respondents strongly agreed, or agreed, they had a better understanding of the topic *Hip – Hop and Fatherhood*.
- 97.3% or 36 respondents strongly agreed, or agreed, they had a better understanding of the topic *Celebrating the Roles of Fathers Before and After Birth* workshop. One person strongly disagreed that he/she had a better understanding of the topic.

## 6.4. Appropriateness for Summit

The Fatherhood Summit workshops were designed to provide attendees with relevant and useful information aligned with the overall goals of the summit. Attendees were asked if the workshops were good topics for discussion within a fatherhood summit. More than half of the respondents either strongly agreed, or agreed, that the workshops were good topics of discussion for the 2007 summit. Specifically,

- 66.7% or 6 respondents strongly agreed, or agreed, that *Boot Camp for New Dads* was a good topic for discussion.

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<sup>11</sup> Two workshops reportedly had few, if any attendees: Interviewing skills and Community Resources for Healthcare. As a result, evaluation feedback was not available for these workshops.

- 85.3% or 29 respondents strongly agreed, or agreed, that *Daddy's Little Girls* was a good topic for discussion.
- 88.0% or 37 respondents strongly agreed, or agreed, that *The Value of a Man* was a good topic of discussion.
- 69.0% or 20 respondents strongly agreed, or agreed, that *Co-Parenting and Living Apart* was a good topic for discussion.
- 62.5% or 15 respondents strongly agreed, or agreed, that *Hip – Hop and Fatherhood* was a good topic for discussion.
- 69.4% or 25 respondents strongly agreed, or agreed, that *Celebrating the Roles of Fathers Before and After Birth* was a good topic for discussion.

#### 6.5. Usefulness of information

One important goal of the fatherhood summit was to provide user-friendly, educational, information and materials for fathers to put into action in their lives. Attendees at the workshops were asked if they would share the information with others and put it into practice. Overall, more than half of all of the respondents either strongly agreed, or agreed, that they would share the information with others and put it into practice.

- 66.7% or 6 respondents strongly agreed, or agreed, they would share and integrate information from *Boot Camp for New Dads* workshop.
- 73.5% or 25 respondents strongly agreed, or agreed, they would share and integrate information from *Daddy's Little Girls* workshop.
- 85.7% or 36 respondents strongly agreed, or agreed, they would share and integrate information from *The Value of a Man* workshop.
- 54.1% or 20 respondents strongly agreed, or agreed, they would share and integrate information from *Co-Parenting and Living Apart* workshop.
- 54.2% or 13 respondents strongly agreed, or agreed, they would share and integrate information from *Hip – Hop and Fatherhood* workshop.
- 58.6% or 17 respondents strongly agreed, or agreed, they would share and integrate information from *Celebrating the Roles of Fathers Before and After Birth* workshop.

#### 6.6. Quality of presentation and facilitator(s)

The MFI collaborated with nineteen professionals from various local community organizations to facilitate workshops for the 2007 fatherhood summit. Survey respondents were asked to evaluate the workshops and facilitators. Over 85% of the participants rated the overall presentations in each of the workshops as “excellent” or “very good.” Almost all of the survey respondents (more than 88%) rated the workshop facilitators as being excellent or very good. A small number of attendees rated the presenters as good or fair (less than 12%).

#### 6.7. What was most helpful about the workshops?

Workshop attendees were asked to elaborate on what they found most helpful about the workshops. A total of 152 responses were given for this question from the 6 workshops.

Some examples of what was most helpful about the workshops included:

- *“It was very enlighten to me to learn more about the women, their wounds and the purpose for being here. I learned to treat women very much better. I learned how to be a better man in the future and how to respect a female – thanx. I realize now what’s*

*valuable and to instill values in my kids lives and stay active with them in the future so I could hopefully break the cycle.”*

- *“I now have a better understanding of my own value.”*
- *“It made me realize that there are things in my life I have to self work on.”*
- *“I have a better understanding of hip hop and the negative effect it has on our young minds.”*
- *“Open dialogue on hip hop and its influence on our children and most importantly how we can make them listen to us like they listen to them.”*
- *“Communicating with other individuals who are having the same problems I’m having. I enjoyed the speaker and meeting the Mayor.”*
- *“Trying to move on as adult parents when the relationship is over but be there for children we have together.”*
- *“That understanding and knowing yourself will help you be a better person and father to your kids.”*
- *“It touched my soul and brought tears to my eyes, Daddy’s little girls.”*
- *“Teaching men to respect women. You respect women, your child will respect you.”*
- *“It gave the men time to talk about things guys don’t talk about and it gave men time to get together.”*
- *“A better explanation on how a woman’s body works on birthing babies.”*

#### 6.8. In what ways can the workshops be improved?

Workshop attendees were asked to elaborate on what ways they believed the workshops could be improved. A total of 128 responses were given for this question from the 6 workshops.

Some examples given about the ways the summit workshops could be improved included:

- *“Have it co-ed with women also so we can hear both sides and possibly women could hear also. I loved every minute of the workshop, there’s nothing I would change.”*
- *“Putting more classes together announcing it more on the radio to promote this stuff more than promoting discounts at the club or at the bars.”*
- *“Next time need a larger room so everyone can hear the facilitator talk.”*
- *“Make it longer, there are so many good ideas shared among the facilitators and the group.”*
- *“Better place, maybe a classroom so sound will be better. The sound in the room was very poor. No interruptions during workshops – having things prepared better.”*
- *“Not just for one day, but try to take it to the next level.”*
- *“No way but give more room for more people to attend.”*
- *“Open debate, more time, include kids in discussion.”*
- *“Maybe have some female involvement so that we can maybe have a more varied set of suggestions.”*
- *“Recorded cd’s, video tapes, cassettes, literature that can be sold in stores or distributed in communities.”*

- *“Have workshops for the healing of both male and female plus children to help the whole community to be healed.”*
- *“Just to get more fathers to come and get involved.”*

### **Summary of the 2007 Fatherhood Summit Components**

The Milwaukee Fatherhood Summit is the centerpiece of the Milwaukee Fatherhood Initiative whose goals are to increase the involvement of fathers in the lives of their children. The yearly summit provides unique opportunities for fathers to learn from national and local experts, attend panel discussions and town hall meetings, and gather resources and referrals.

The two-day Fatherhood Summit focused on five key topics that the MFI believes are vital for successful fatherhood: health, employment, child support debt reduction, driver’s license recovery assistance, and educational workshops.

The Planning Council facilitated and evaluated participants’ experience of the summit through feedback surveys and workshop evaluations.

#### Overall Fatherhood Summit

Of the 173 participants who took part in evaluating the overall summit, 94% identified themselves as fathers. Over half of the respondents were under 40 years of age and 97% identified themselves as African-American. Most had heard about the event through either “word of mouth”, family members and/or the radio/news.

The vast majority of respondents “agreed” or “strongly agreed” that the summit addressed important issues, offered potential solutions for fatherhood challenges, and provided useful information and materials. Many of the respondents also noted that the summit was not only interesting and practical, but also inspirational. Typical feedback indicated that the summit helped participants to commit themselves more strongly to the ideals of fatherhood, inspiring them to spend more time with their children and receive proper medical screenings for HIV and other medical concerns. Most attendees found the speakers and presentations valuable and the exhibits accessible and helpful.

Respondents often stated that the event was conveniently located. However, suggestions for improvement included holding the summit in a larger and more comfortable space. The few suggestions for improvement were related to increasing the number of services offered. Some participants also suggested that dental information and resources be made available, as well as having dieticians and exercise trainers on site.

#### Community Health Fair

The MFI collaborated with several community and public health organizations in Milwaukee to provide educational materials and health services for individuals attending the 2007 fatherhood summit.

A total of 68 surveys were completed and returned from individuals who attended the community health fair at the fatherhood summit. Overall, 95% of survey respondents rated the community health fair as outstanding or good. Approximately 80% or more of survey respondents strongly agreed or agreed that after attending the health fair, they knew more about men’s health, they knew where to go to get help with health concerns and they received helpful information that they could use.

#### Community Job Fair

The MFI invited over 100 employment agencies to participate in a one-day community job fair at the fatherhood summit to link participants to employment information and opportunities.

A total of 172 surveys were completed and returned from participants at the job fair. The majority of respondents (91%) rated the summit's job fair as outstanding or good. Approximately 90% or more of survey respondents strongly agreed or agreed that after attending the job fair they believed that they would have a job soon, felt they had some job leads and knew more about getting a job.

#### Child Support Debt Reduction Assistance

For the second year, the MFI partnered with Milwaukee County's Office of Child Enforcement to provide assistance for men concerning issues related to the child support process.

A total of 59 surveys were completed by attendees at the child support debt reduction assistance. Over 80% of survey respondents experienced the child support component as outstanding or good. Approximately 90% of survey respondents strongly agreed or agreed that after attending the child support debt reduction assistance, they knew more about how to take care of their child support responsibilities, they knew who to see and where to go to take care of their child support responsibilities and they received helpful information that they would use.

#### Driver's License Recovery Assistance

The MFI worked with The Center for Driver's License Recovery and representatives from the Milwaukee County Court House to assist participants with resolving driver's license revocation issues.

A total of 71 surveys were completed by attendees at the driver's license recovery component. In general, 90% of survey respondents rated this component as outstanding or good. Roughly 90% or more of survey respondents strongly agreed or agreed that after attending the driver's license recovery assistance, they knew more about how to get their licenses back, they had a plan regarding who to see and what to do to get their licenses back and they knew what it would take to keep their licenses after reinstatement.

#### Summit workshops

The MFI offered educational workshops for participants at the two-day summit. Multiple professionals from the Milwaukee community facilitated the workshops that addressed responsible fathering.

A total of 6 workshops were conducted at the summit, with a total of 175 evaluation forms completed. Overall, workshops conducted at the 2007 fatherhood summit received high ratings. Workshop attendees strongly agreed or agreed that they had a better understanding of the workshops' contents. For most of the workshops, attendees also strongly agreed or agreed that the workshops' topics were appropriate for the summit. Additionally, the majority of attendees in most of the workshops strongly agreed or agreed that they would use the information for themselves as well as share the information with others.

### **Recommendations for Future Fatherhood Summits**

To continue to build upon the success of the 2007 fatherhood summit, survey respondents provided various suggestions for improvement.

The feedback from participants who completed summit surveys and workshop evaluations was overwhelmingly positive. Given the success of the summit as evaluated by the participants, the following recommendations are relatively modest, seeking only to support an already impressive planning and implementation process.

Recommendations based on feedback from respondents included:

- Better clarification of summit offerings.  
Some summit participants reported being confused about the schedule of events and what was being offered at the summit, particularly for the pre-summit on Friday. For example, summit attendees arrived early for the pre-summit on Friday with the expectation that there would be registration and breakfast served.
- Clearly defined schedule for workshops to avoid conflict between summit events.  
Some of the workshops offered at the pre-summit were scheduled during other summit events, which hampered some participants from attending both workshops and other summit offerings. These scheduling conflicts may have contributed to the limited attendance for some of the workshops.
- Greater variety of resources and information both during the summit and afterwards.  
Summit survey respondents overwhelmingly appreciated the services received and wanted more of the same. They were particularly interested in additional resources related to employment, health and more workshops.  
Respondents were also interested in integrating topical areas addressed in 2007 into future summits and potentially repeating particularly successful events and/or services.
- Enhanced technology capability.  
Computer technology was used to support several of the summit's service components, including child support debt reduction and driver's license recovery. Some of the service components were not able to assist many summit participants because of challenges and malfunctioning with computers. In addition, there was often limited technical assistance availability during peak event times.
- Improved event logistics, including breakout room space and location.  
Many of the participants were challenged with finding the locations of events at the summit because many of the areas did not have signs visibly placed. Additionally, some of the rooms reserved for the workshops were too small to accommodate the number who wanted to attend the workshop. For example, for the Value of a Man workshop, some attendants were standing outside the door trying to participate.

Additionally, to expand on the feedback from summit participants, it may be beneficial for the MFI to include additional evaluation activities to help inform future summits and MFI program development. Specifically,

- Include the external evaluator in the planning process of future summits to coordinate survey design and data collection methods. This may allow for a more systematic approach to survey collection and a higher number of completed surveys and evaluations.
- Include one or two focus groups at the conclusion of the next summit. This would allow for in-depth feedback from participants on their experiences of learning, their recommendations for future summits, and their ideas for future program interventions.
- Conduct follow up interviews or a focus group with a subset of summit participants three to six months after the summit. This would allow for an examination of the ways

in which participants utilized their experiences from the summit and carried what they learned into their lives and in their role as fathers (i.e., did participants follow through with next steps regarding child support debt, reinstatement of driver's license and finding employment).

## **Conclusion**

All indications from survey results of the 2007 Fatherhood Summit suggest that the summit was a great success for the participants and for the Milwaukee community overall. The fatherhood summit was considered by its participants as a valuable experience that assisted them in their understanding and appreciation of the many issues related to fatherhood. Participants reported that the summit provided them with both general and specific information and assistance, as well as inspired them to commit themselves to the ideals of good fathering. Most importantly, participants experienced the summit as providing them with concrete assistance to help them resolve issues interfering with their current functioning as fathers. Participants provided numerous examples of concrete assistance received in the areas of jobs, health issues, child support and driver's license revocation.

Many individuals indicated that for them, the summit was not only interesting and practical, but also inspirational. Typical feedback from survey respondents indicated that the fatherhood summit helped participants commit themselves to fatherhood, pledge to spend more time with their children, and receive proper medical screenings for HIV and other medical concerns.

To continue to build upon the success of the 2007 fatherhood summit, survey respondents provided suggestions for improvement. The majority of suggestions for improvement focused primarily on holding the summit in a larger and more comfortable space, and having the signs for summit events visibly placed. Overall, participants indicated that they wanted more of what the summit offered: more information, more resources, and an increase in the frequency of the types of assistance available at the summit.

Finally, although the immediate evaluation by participants of the summit has been positive, the ultimate goal of the summit is to create and strengthen strong fatherhood behaviors. To that end, follow up interviews and feedback from selected summit participants, along with focus groups conducted after next year's summit, could add even finer clarity and understanding of what elements of the summit are not only viewed positively, but have the greatest meaning and usefulness in the day to day lives of fathers and their children.

## **Appendix 1**

Fatherhood Summit Surveys



The Milwaukee Fatherhood Summit  
October 12 - 13, 2007

Feedback Survey

Did you attend the Pre-Summit on Friday?    \_\_\_ Yes    \_\_\_ No

Overall, how would you rate the summit today? (please circle your answer)

★★★★                      ★★★                      ★★                      ★  
**Outstanding**                      **Good**                      **Okay**                      **Not so good**

Having attended the Fatherhood Summit, would you say ...

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

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

\_\_\_\_\_

\_\_\_\_\_

What else would you like to see at future fatherhood summits?

\_\_\_\_\_

\_\_\_\_\_

**You are?** (check all that apply)

- \_\_\_ a father
- \_\_\_ a mother
- \_\_\_ a community volunteer
- \_\_\_ a service provider
- \_\_\_ a clergy member
- \_\_\_ a health care provider
- \_\_\_ other \_\_\_\_\_

**Your age?**

- \_\_\_ under 21 years of age
- \_\_\_ 21 to 30 years of age
- \_\_\_ 31 to 40 years of age
- \_\_\_ over 40 years of age

**Your ethnicity?**

- \_\_\_ African American
- \_\_\_ Hispanic/Latino
- \_\_\_ Caucasian
- \_\_\_ Native American
- \_\_\_ other (please specify) \_\_\_\_\_

What is your Zip Code? \_\_\_\_\_

**How did you hear about the 2007 Fatherhood Summit?** (check all that apply)

- \_\_\_ Word of mouth
- \_\_\_ Family/friend (s)
- \_\_\_ Website
- \_\_\_ Minister
- \_\_\_ Radio/newspaper
- \_\_\_ Attended 2006 summit
- \_\_\_ Service agency
- \_\_\_ Other (please specify) \_\_\_\_\_

Thank you for your feedback.



The Milwaukee Fatherhood Summit  
October 12 - 13, 2007

Health Fair Survey

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

I know more about men's health.

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

I received helpful information that I will use.

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

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

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

I would like more information about men's health.

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

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

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

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

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Overall, how would you rate the health fair? (please circle your answer)

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

You are? (check all that apply)

- a father
- a mother
- a service provider
- a community volunteer
- a clergy member
- a health care provider
- other \_\_\_\_\_

Your age?

- under 21 years of age
- 21 to 30 years of age
- 31 to 40 years of age
- over 40 years of age

Your ethnicity?

- African American
- Hispanic/Latino
- Caucasian
- Native American
- Other, please specify \_\_\_\_\_

What is your Zip Code? \_\_\_\_\_

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

- Child Support Debt Reduction Assistance
- Driver's License Recovery Assistance
- The Job Fair
- Panel discussion
- Workshops

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



The Milwaukee Fatherhood Summit
October 12 - 13, 2007

Job Fair Survey

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

I know more about how to get a job.

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

I have some job leads.

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

I believe I will have a job soon.

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

I would like more help with finding a job.

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

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

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

Overall, how would you rate the job fair? (please circle your answer)

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

You are? (check all that apply)

- a father, a mother, a service provider, a community volunteer, a clergy member, a health care provider, other

Your age?

- under 21 years of age, 21 to 30 years of age, 31 to 40 years of age, over 40 years of age

Your ethnicity?

- African American, Hispanic/Latino, Caucasian, Native American, Other, please specify

What is your Zip Code? \_\_\_\_\_

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

- Child Support Debt Reduction Assistance, Driver's License Recovery Assistance, The Health Fair, Panel discussion, Workshops

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



The Milwaukee Fatherhood Summit  
October 12 - 13, 2007

Milwaukee  
Fatherhood  
Initiative

**Child Support Debt Reduction Assistance Survey**

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

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

1 Strongly agree      2 Agree      3 Disagree      4 Strongly disagree

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

1 Strongly agree      2 Agree      3 Disagree      4 Strongly disagree

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

1 Strongly agree      2 Agree      3 Disagree      4 Strongly disagree

**I would like more help with my child support responsibilities.**

1 Strongly agree      2 Agree      3 Disagree      4 Strongly disagree

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

\_\_\_\_\_

\_\_\_\_\_

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

\_\_\_\_\_

\_\_\_\_\_

**Overall, how would you rate the child support debt reduction services?** (please circle your answer)

★★★★ Outstanding      ★★★ Good      ★★ Okay      ★ Not so good

**You are?** (check all that apply)

- a father
- a mother
- a service provider
- a community volunteer
- a clergy member
- a health care provider
- other \_\_\_\_\_

**Your age?**

- under 21 years of age
- 21 to 30 years of age
- 31 to 40 years of age
- over 40 years of age

**Your ethnicity?**

- African American
- Hispanic/Latino
- Caucasian
- Native American
- Other, please specify \_\_\_\_\_

**What is your Zip Code?** \_\_\_\_\_

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

- Driver's License Recovery Assistance
- The Health Fair
- Workshops
- The Job Fair
- Panel discussion

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



### Driver's License Recovery Assistance Survey

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

I know more about how to get my license back.

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

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

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

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

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

I would like more help with getting my license back.

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

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

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

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

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

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

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

You are? (check all that apply)

- a father
- a mother
- a service provider
- a community volunteer
- a clergy member
- a health care provider
- other \_\_\_\_\_

Your age?

- under 21 years of age
- 21 to 30 years of age
- 31 to 40 years of age
- over 40 years of age

Your ethnicity?

- African American
- Hispanic/Latino
- Caucasian
- Native American
- Other, please specify \_\_\_\_\_

What is your Zip Code? \_\_\_\_\_

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

- |  |   |                                    |
|--|---|------------------------------------|
| <input type="checkbox"/> Child Support Debt Reduction Assistance | <input type="checkbox"/> The Health Fair  | <input type="checkbox"/> Workshops |
| <input type="checkbox"/> The Job Fair                            | <input type="checkbox"/> Panel discussion |                                    |

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

## **Appendix 2**

Template for Fatherhood Summit  
Workshop Evaluations



**THE MILWAUKEE FATHERHOOD SUMMIT  
OCTOBER 12 – 13, 2007**

**<< WORKSHOP TITLE >>  
WORKSHOP EVALUATION**

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

**I have a better understanding of the topic presented.**

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
Strongly agree	Agree	Disagree	Strongly disagree

**The workshop was a good topic of discussion for the Fatherhood Summit.**

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
Strongly agree	Agree	Disagree	Strongly disagree

**After today, I will share this information and integrate into my practice.**

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
Strongly agree	Agree	Disagree	Strongly disagree

**What is your overall evaluation of this workshop?**

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Excellent	Very good	Good	Fair	Poor

**What is your overall evaluation of the facilitator(s)?**

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Excellent	Very good	Good	Fair	Poor

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

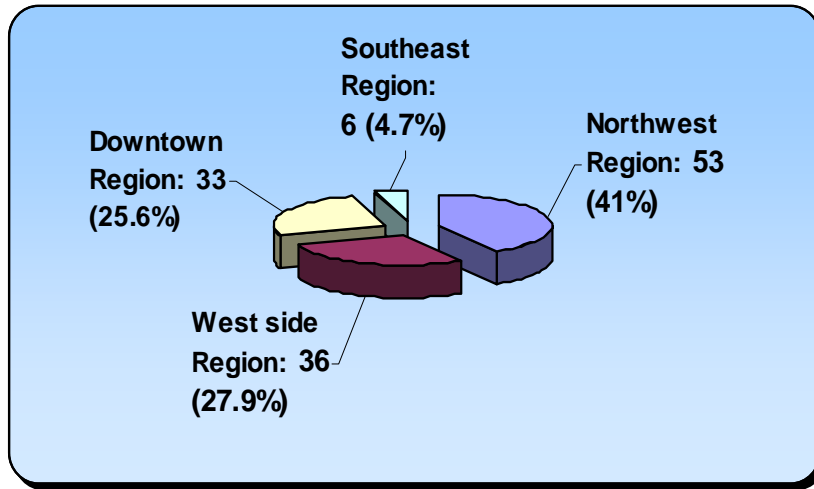
**In what ways do you think this workshop could be improved? Please be specific.**

## **Appendix 3**

Demographic Charts  
for Overall Summit Surveys

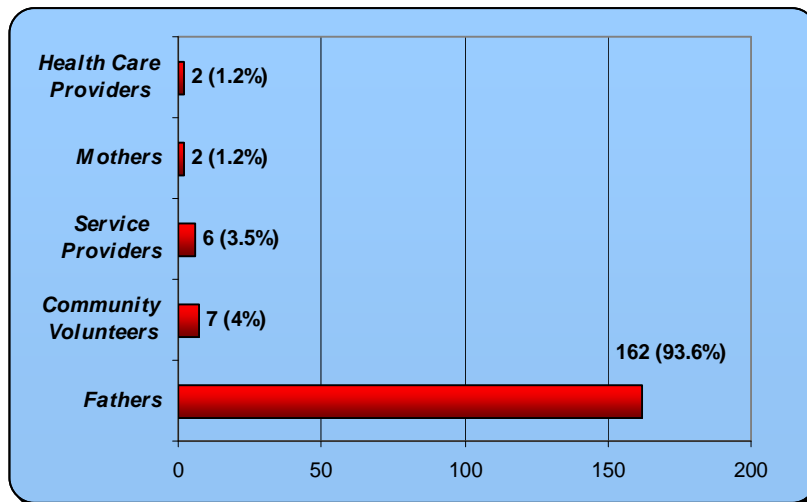
## Demographic Charts for Overall Summit Surveys

**Figure 1: Overall Survey Respondents by ZIP Code Region**



Note: 128 attendees answered this question on the overall summit survey.  
The Downtown/Central region=53202, 53203, 53205, 53206, 53212, & 53233.  
The West region=53208, 53210, 53213, 53216, 53222, & 53226. The Northwest region=53209, 53218, 53223, 53224, & 53225. The Southeast region=53204, 53207, 53214, 53215, 53219, 53220, 53221, 53227 & 53228. Other regions=53110, 53130, 53132, & 53172.

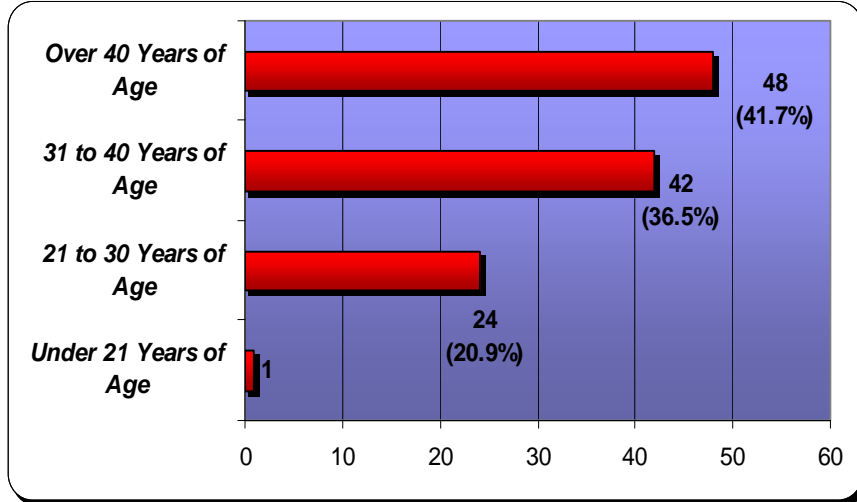
**Figure 2: Overall Survey Respondents by Identification**



Note: Some survey respondents gave multiple answers for this question on the overall summit survey.

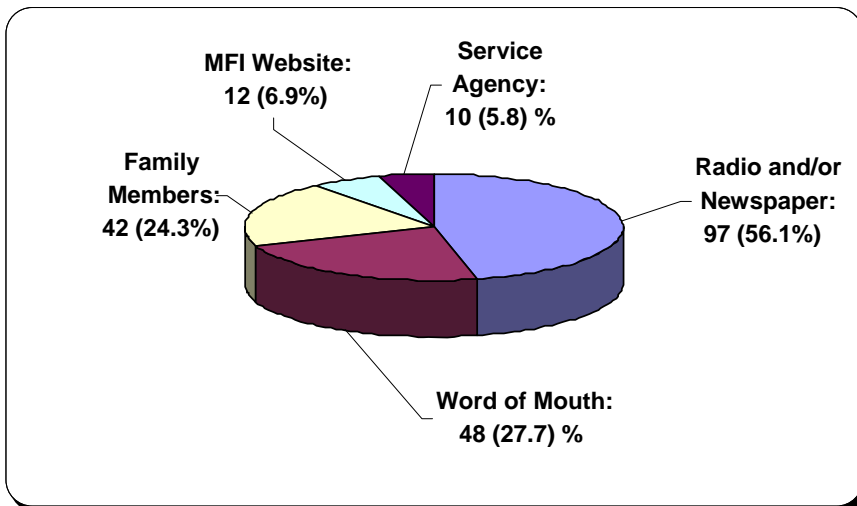
## Demographic Charts for Overall Summit Surveys

**Figure 3: Overall Survey Respondents by Age**



Note: 115 survey respondents answered this question on the overall summit survey.

**Figure 4: How Survey Respondents Heard about the Summit**



Note: Some survey respondents gave multiple answers for this question on the overall summit survey.