The Utilization of Life Course Theory And African American Male Theory To Understand and Promote Resilience in African American Males

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Black Health Coalition of Wisconsin, Inc.

"Of all the forms of inequality,
Injustice in health is the most
shocking and the most inhumane."

Dr. Martin Luther King, Jr.

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Underlying Assumptions About Cultural Competence

- <u>Reality</u> is what we take to be <u>true</u>.
- What we take to be <u>true</u> is what we <u>believe</u>
- What we <u>believe</u> is based upon our <u>perceptions</u>
- What we <u>perceive</u> depends on what we <u>look for</u>
- What we <u>look for</u> depends on what we <u>think</u>.
- What we <u>think</u> depends on what we <u>perceive.</u>
- What we <u>perceive</u> determines what we take to be <u>true</u>.
- What we take to be <u>true</u> is our <u>reality</u>. (Unknown author)

Social Determinates Affecting Black Males ability to protect and support themselves and their families in Milwaukee

- Milwaukee Ranks 1st in segregation, 4th in poverty, hyper-segregated across race and class

- Historical barriers to low income housing in suburbs and Integration of housing in the city lead to flight of the small black middle class to the periphery of the city and suburbs.

- Since deindustrialization of 1980s, there has been a lack of jobs for unskilled and under-skilled workers. However, a study showed that white males who were felons had 17% better chance of getting a job in Milwaukee than black males with no arrest record. Skill level didn't matter. 2010 unemployment rate for black males over 60%.

- There has been historical barriers to extending transit to suburbs to access jobs. It has been projected that Waukesha county will create 74,000 new jobs in the next ten years and that Milwaukee will create a net 300.

- Wisconsin has the highest incarceration rate of African Americans in the country.

- Poor Community – Criminal Justice relationships.

- Listed in Forbes Magazine as one of the top ten violent cities.

- In 2014, an Annie Casey Report ranked Wisconsin as the worst state to raise African American children.

- Poor educational outcomes for students in both public and voucher/charter schools.

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What is Race?
DVD: Race –The Power of An Illusion

Is not a biological construct that reflects innate differences,

But a social construct that precisely captures the impacts of racism.

Statements From Race: the power of an Illusion

- Race and freedom evolved together in the United States. The idea of race helped rationalize why some people could be denied the rights and freedom that others took for granted.

- Race justified social inequalities as natural. As the race idea evolved, white superiority became "common sense" in the US.

- It helped justify slavery, Indian conquest, the exclusion of Asian immigrants, and the taking of Mexican lands in spite of our belief in democracy and freedom.

- Racial practices were institutionalized within US government, laws, and society.

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Types of Racism

- Institutional Racism –Prejudice means differential assumptions about the abilities, motives, and intentions of others according to their race. Discrimination means differential actions toward others according to their race. It includes acts of commission and omission

- Personally Mediated Racism or Prejudice/ Discrimination-Prejudice means differential assumptions about the abilities, motives, and intentions of others according to their race. Discrimination means differential actions toward others according to their race. It includes acts of commission and omission

- Internal Racist-Acceptance by members of the stigmatized races of negative messages about their abilities and intrinsic worth.

Source: Dr. Camara Jones, CDC

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Life Course Concepts

- Life course theory, more commonly termed the life course perspective, refers to a multidisciplinary paradigm for the study of people's lives, structural contexts, and social change.

- This approach encompasses ideas and observations from an array of disciplines, notably history, sociology, demography, developmental psychology, biology, and economics.

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Life Course Concepts

- As a concept, a life course is defined as "a sequence of socially defined events and roles that the individual enacts over time" (Giele and Elder 1998, p. 22). These events and roles do not necessarily proceed in a given sequence, but rather constitute the sum total of the person's actual experience. Thus the concept of life course implies age-differentiated social phenomena distinct from uniform life-cycle stages and the life span.

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Life Course Concepts

- It is the study of people's lives, structural contexts, and social change. In particular, it directs attention to the powerful connection between individual lives and the historical and socioeconomic context in which these lives unfold.

- The life course perspective elaborates the importance of time, context, process, and meaning on human development and family life

- The family is perceived as a micro social group within a macro social context—a "collection of individuals with shared history who interact within ever-changing social contexts across ever increasing time and space" (Bengston and Allen 1993, p. 470).

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Life Course Theory

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Life Course Concepts

- Refers to an approach developed in the 1960s for analyzing people's lives within structural, social, and cultural contexts.

- Origins of the approach can be traced back to the 1920s.

- Life course examines an individual's life history and sees, for example, how early events influence future decisions and events.

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Life Course Principles

- Social historical and geographical location

- Timing of lives

- Heterogeneity or variability

- Linked lives and social ties to others

- Human agency and personal control and how the past shapes the future.

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How the Past Shapes the Future

- Early life course decisions, opportunities, and conditions affect later outcomes.

- The past has the potential to shape the present, and the future. This can occur at various levels. Cohort and/or individual/family.

- The timing and conditions of events can set up a chain reaction of experiences, reproduction of poverty, cycle of family violence, etc.

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How the Past Shapes the Future

- The past, therefore, can significantly affect later life outcomes such as SES, mental health, physical functioning, and marital patterns.

- **This long term view, with its recognition of cumulative advantage or disadvantage, is particularly valuable for understanding social inequality in later life and creating social policy and programs**

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Historical Trauma Theory

- New concept in public health

- The premise is that populations historically subjected to long-term, mass trauma– colonialism, slavery, war, genocide, exhibit a higher prevalence of disease even several generations after the original trauma occurred.

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Historical Trauma Theory

- It incorporates and builds upon three theoretical frameworks in social epidemiology:

- 1) Psychosocial which links disease to both physical and psychological stress. In this framework it not only believed that the stressors create susceptibility to disease, also acts as a direct pathogenic mechanism affecting biological systems in the body;

Historical Trauma Theory

- 2)Political/economic theory which addresses the political, economic and structural determinants of health and disease such as unjust power relations and class inequality; and

- 3) Social/ecological systems theory which recognizes the multilevel dynamics and interdependencies of present/past, proximate/distal, and life course factors in disease causation.

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American Slavery: 1619-1865

"The bound labor of at least twelve generations of black people".

- Slavery created wealth for slaveholders, wealth that was translated into extraordinary political power. The slave trade and the products created by slaves' labor, particularly cotton, provided the basis for America's wealth as a nation, underwriting the country's industrial revolution and enabling it to project its power into the rest of the world.

Slavery and the Making of America (PBS)

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The Half Has Never Been Told: Slavery and the Making of American Capitalism
Edward Baptist (2014)

Why Is It important Today?

➤ "Baptist argues that our understanding or misunderstanding of slavery has policy implications for the present…….. Slavery has been portrayed as being outside American economic growth and therefore is not implicated in its growth, success, power and wealth. Therefore, none of the massive quantities of wealth and treasure piled by this growth is owed to African Americans."

The Half Has Never Been Told: Slavery and the Making of American Capitalism

Edward Baptist (2014)

- 1. Slavery was a key driver of the formation of American wealth.

- 2. In its heyday, slavery was more efficient than free labor, contrary to the arguments made by some northerners at the time.

- 3. Slavery didn't just enrich the South, but also drove the industrial boom in the North.

- 4. Slavery wasn't showing any signs of slowing down economically by the time the Civil War came around.

- 5. The South seceded to guarantee the expansion of slavery.

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AFRICAN AMERICAN CITIZENSHIP STATUS WEALTH ACCUMULATION and HEALTH EXPERIENCE FROM 1619 TO 2014
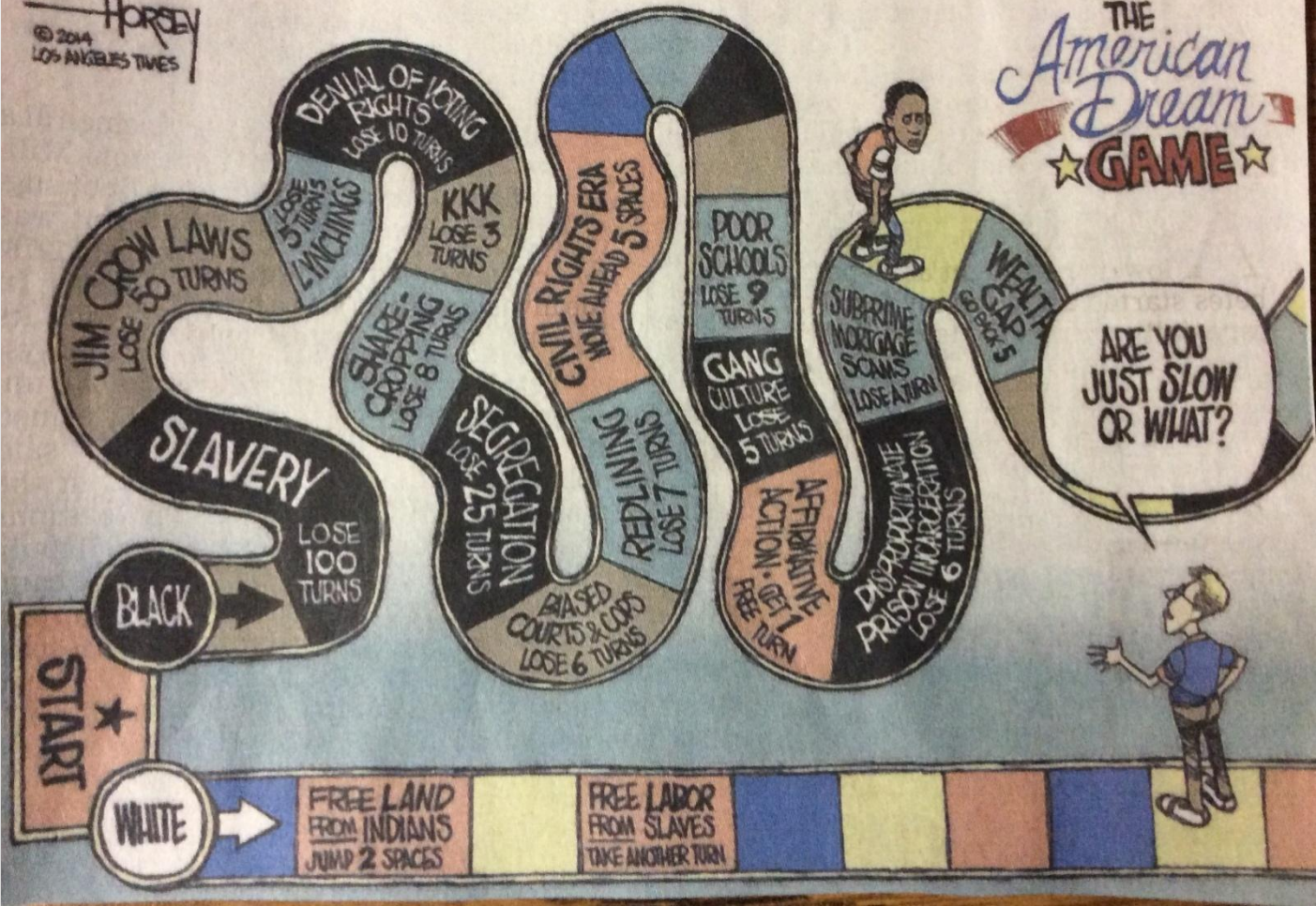
TIME SPAN	CITIZENSHIP STATUS -YRS	Experience accounts for this proportion of time in US	STATUS	HEALTH & HEALTH SYSTEM EXPERIENCE
1619-1865	246 years	63%	Chattel slavery	Disparate/inequitable treatment poor health status & outcomes. "Slave health deficit" & "Slave health sub-system" in effect
1865-1965	100 years	25%	Jim Crow Virtually no citizenship rights	Absent or inferior treatment and facilities. *De jure* segregation/ discrimination in South, *de facto* throughout most of health system. "Slave health deficit" uncorrected
1965-2014	49 years	12%	Most citizenship rights: *USA struggles to transition from segregation & discrimination to integration of AA as equal Citizens*	So. med school desegregation 1948. Imhotep Hospital Integration Conf. 1957-1964, hospital desegregation in federal courts 1964. Disparate health status, outcomes, and services with apartheid, discrimination, institutional racism and bias in effect.
	395years	*100%*	The struggle continues	*HEALTH DISPARITIES/ INEQUITIES*

Racial and Ethnic Disparities Culture and Racism

While it is true that other US racial and ethnic minorities have suffered economic and social discrimination, few, if any, have faced these exposures for as long as have African Americans, nor have they faced them standing on an economic and cultural base that was systematically undermined by the larger society.

James (1993)

Human Agency and Personal Control

- According to life course perspective, individuals are active agents who not only mediate the effect of social structure, but also make decisions and set goals that shape social structure.

- Individuals are assumed to have the capacity to engage in planful competence, which refers to thoughtful, proactive, and self-controlled processes that underlie one's choices about institutional involvements and social relationships.

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Human Agency and Personal Control

- However, it should be recognized that the ability to make specific choices depends on opportunities and constraints.

- The concept of control cycles suggest that families and individuals modify their expectations and behavior in response to changes in either needs or resources.

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Definition of Social Determinants of Health

- Are the economic and social conditions under which people live which determine their health. They are "societal risk conditions such as, education, socioeconomic status, segregation, racism rather than individual risk factors that either increase or decrease the risk for a disease, for example for cardiovascular disease and type II diabetes.

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Life expectancy gap between blacks and whites improves — but not in Wisconsin

By Emily Conover of the Journal Sentinel

Aug. 4, 2014

The discrepancy in life expectancy between black and white Americans is improving — but not in Wisconsin.
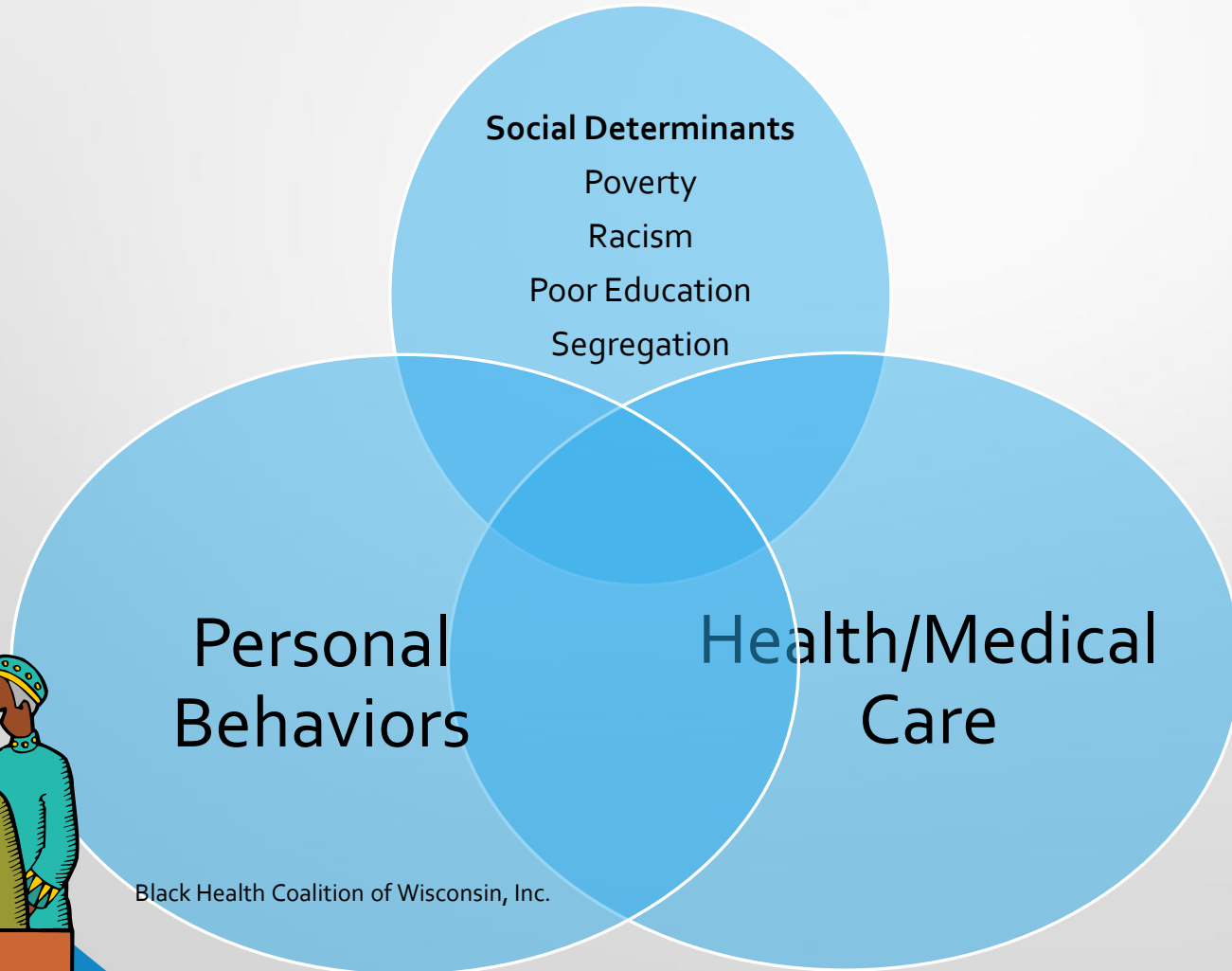
Wisconsin is the only state in which the life expectancy gap between blacks and whites has grown significantly, particularly for women, according to research published Monday.

Black Americans, on average, do not live as long as white Americans. This difference in life expectancy between blacks and whites, known as the life expectancy gap, is the subject of a new study published in the journal Health Affairs.

The gap, the study shows, has been closing over time, but Midwestern states, and Wisconsin in particular, are lagging in comparison to other states.

Reduction of Health Disparities in African American Communities
Traditional View

Social Determinants

Poverty

Racism

Poor Education

Segregation

Personal Behaviors

Health/Medical Care

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Reduction of Health Disparities in African American Communities
Life Course View

Social Determinants

Poverty

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Health/ Medical Care

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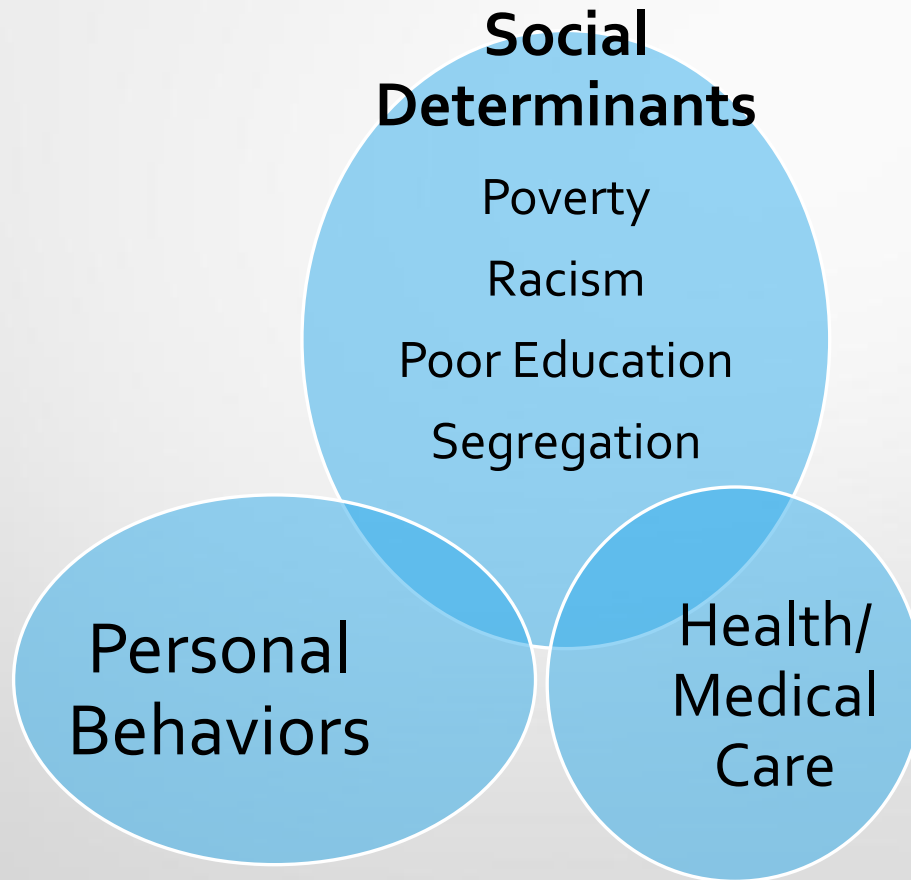
Disparities

Bad Housing

Weathering

Unemployment

Social policy

Bad Neighborhoods

Hopelessness

Stress

Poverty

Limited Access to Care

Smoking

Adverse Environmental conditions

Under-Education

Family Support

Poor Working Conditions

Racism

Lack of access to good Nutrition

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Adapted from A. R. James

Concepts of
African American Men

▶ Historically, black men in America have experienced a dual cultural consciousness.

▶ W.E.B . Du Bois (1903), spoke of this duality as a "twoness", a double consciousness, feeling part of America and its values, yet excluded from full participation in mainstream America.

▶ The dilemma for African American men is how to overcome the structural and institutional barriers that inhibit landing, keeping, and being promoted on jobs which pay the kind of wages that can support a family.

▶ After the Civil War, President Lincoln was advised "To be careful what rights you give to the blacks that could impede the progress of whites."

African American Male Theory
Journal of African American Males in Education
Bush &Bush Spring, 2013

This work, from the Journal of African American Males in Education, states that AAMT is a theoretical framework that can be used to articulate the position and trajectory of African American boys and men in society by drawing on and accounting for the pre and post-enslavement experiences while capturing their spiritual, psychological, social, and educational development and station.

According to the authors, those who work with African American boys and men have a unique opportunity for AAMT to take root in the academy and in communities where institutions, policies, and programs intersect with the lives of Black males.

African American Male Theory

This theory incorporates the view that the universe is made up of a series of interconnected organisms and systems. Human beings also exist in a symbiotic and bidirectional relationship with one another, their environment, and other phenomena. These ancient concepts constitute the foundation of systems and ecological thinking. While affirming the necessity of considering racism, power, and cultural hegemony as a framework to analyze and situate this population, but also believes it must be more dynamic than that.

The current authors view, incorporate, and employ ecological systems from the perspective that it is a modern coining and rendition of an African philosophy and ontology. It is seen as a natural extension of African thought and practice; and find it, among other salient reasons, to be a natural and suitable framework to be the major underpinning of a comprehensive theory for African American boys and men.

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African American Male Theory(AAMT)
Six Tenets

- 1. **The individual and collective experience, behaviors, outcomes, events, phenomena, and trajectory of African American boys and men's lives are best analyzed using an ecological systems approach.**

  Given that the environmental factors affecting African American boys and men are numerous and vastly differentiated, a multi-disciplinary and trans-disciplinary approach becomes necessary to AAMT.

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African American Male Theory(AAMT)
Six Tenets

2.There is something unique about being male and of African descent.

AAMT is specifically concerned with examining and discovering what is distinctive about this population as a group with understanding individual distinctions within group. Distinctions are necessary across areas and disciplines, for example, to create specialized programs, pedagogies, and curricula in education, to focus on specific medical and psychological treatment in biological and psychological research, and to account for the contributions of African American men to forward progress of humanity in history.

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African American Male Theory(AAMT)
Six Tenets

3. There is a continuity and continuation of African American culture, consciousness, and biology that influence the experiences of African American boys and men.

AAMT asserts that the study of African American boys and men must be anchored in Africa because African culture and consciousness persistently impact them. Research on African American boys and men that does not take into account the impact of Africa in America runs a significant risk of producing incomplete and faulty results.

Much work needs to be done in this area, inasmuch as most research on African American boys and men does not attempt to empirically examine or even theorize about the ramifications of such cultural, biological, and spiritual links and continuation.

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African American Male Theory(AAMT)
Six Tenets

4. African American boys and men are resilient and resistant

AAMT posits that African American boys and men are born with an innate desire for self-determination and with an unlimited capacity for morality and intelligence.

AAMT embraces resilience theory and vehemently opposes deficit paradigms, thinking and practice. Resilience theory is concerned with and addresses the ability, capacity, and powers that people or systems exhibit that allow them to rise above adversity.

Additionally, AAMT connects resistance with resiliency and focuses on ways in which African American boys, men, and systems reject White mainstream cultural hegemony and oppression. i.e., rejection of schooling, not education.

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African American Male Theory(AAMT) Six Tenets

5. Race and racism coupled with classism and sexism have a profound impact on every aspect of the lives of African American boys and men.

AAMT sees racism as an omnipresent force and factor in society. AAMT is particularly interested in how racism impacts the lives of African American boys and men.

AAMT is also interested in understanding how being a male and of a certain class may gain some African American boys and men privilege in some spaces and thereby seeks to be in dialogue with such perspectives.

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African American Male Theory(AAMT)
Six Tenets

6. The focus and purpose of study and programs concerning African American boys and men should be the pursuit of social justice.

The intent of AAMT is to undermine oppression by explicitly investigating, exposing and correcting those practices, policies, programs, systems, concepts, and institutions that promote its continuation.

Yet, AAMT is not a reactionary theory. The aim is not necessarily to respond to cultural hegemony and racism but rather to explicitly account for it as AAMT works to draw upon the historical and current culture, consciousness, and community to determine what is, and strive to achieve social justice for African American boys and men.

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African American Male Theory(AAMT) Conclusion

- While the stories of oppressed people never should be forgotten and are necessary for scholars to thoroughly investigate, we encourage scholars to move away from damage-centered and reactive approaches that tell stories of native people only in relationship to those who oppressed them, and which tacitly conveys that the existence and importance to those who have oppressed people are bestowed upon then by their oppressors.

- While AAMT is robustly equipped to analyze phenomena, experiences, and outcomes that are pathological, deleterious, oppressive, and arresting in the lives of African American boys and men, it also equally has the capacity to examine why African American boys and men are resilient, healthy and thriving.

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Sentinel Study on Violence and Black Males (1998) W. Oliver

- **Summary of Study**

- A significant theme in the accounts of the men interviewed was that, as a group, they were overtly sensitive to actions that they define as disrespectful. More specifically, violent Black men tend to view disrespectful acts as a threat to their sense of manhood.

- In the cultural context in which they have constructed gender identity, it is expected that a real man must defend his manhood against those who seek to damage it through insults, identity attacks, or actual physical confrontations.

Consequences of Violence in Black Males

- Foremost is the early loss of life. The early loss of life is tragic and affects the social stability of the Black community. It substantially distorts the male–female sex ratio and the potential to establish male–female relationships that lead to marriage (Madhubuti, 1990).

- Second, high rates of violence contribute to the high rate of incarceration among Black males. According to a survey conducted by the Sentencing Project in Washington DC, one in four Black males between 20 and 29 years of age is in jail, prison, or under community supervision. Moreover, there are more Black males between 20 and 29 years of age who are incarcerated (609,000) than the total number of Black males of all ages who are enrolled in college and universities (439,000) (Mauer, 1990).

Consequences of Black Male Violence

- Third, fear of Blacks among Blacks has emerged as a routine feature of living in the inner city. Fear of Blacks by Blacks is not conducive to the development of the type of social unity and stability that is necessary to overcome racism.

- Fourth, an increasing number of Black youth are carrying weapons out of a need for protection or as a result of being threatened or having internalized a sense of fear as a result of living in domestic war zones (Bell & Jenkins, 1991; Isaacs, 1992).

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Prevention and Policy Recommendations

- The problem of Black male violence did not emerge as an innate cultural predisposition of Black people. A convergence of structural pressures and dysfunctional adaptations are directly responsible for the high rates of violence.

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Prevention and Policy Recommendations

In response to the high rate of violence

- Blacks must claim ownership of Black–on–Black violence, define it as real, and define it as ours to solve with community based institutions and organizations.

- Every church and civic organization must have, as part of its contemporary mission, the reduction of violence among Black people.

- Researchers and practitioners should encourage the formation of community based coalitions to establish and implement anti–violence programs. Violence prevention on the community level should include recreation programs used as a hook or inducement to expose at–risk youth to conflict resolution and mentoring programs (Prothrow–Stith, 1991; Oliver, 1994).

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Prevention and Policy Recommendations

• Black organizations must network with local politicians and law enforcement to employ a comprehensive community policing program. Collaborative problem solving of problems associated with delinquency and adult criminal behavior is a first step in a community wide approach to reducing violence and other crime in African American communities.

• The federal government should be encouraged to support a total ban on hand gun ownership as handguns are the primary means used to commit most homicides involving Black males.

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Research Recommendations

- Currently, we know a great deal about the race, sex, and age characteristics of Black violent crime offenders and victims, but we know very little about the life course and important turning points in the lives of violent Black men (Bureau of Justice Statistics, 1990).

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Research Recommendations

- One area of study that should be pursued immediately is life histories that focus on background and important turning points in the lives of Black men who have engaged in acts of interpersonal violence.

- It would be helpful to conduct research in which the "good boys" who live in highly violent neighborhoods are compared to the officially defined "bad boys" to determine the differences in background experiences and/or personality that may account for differential involvement in violent incidents.

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Research Recommendations

- Also, we need more studies that examine the interpersonal dynamics of violent confrontations among Black males. That is, moving beyond social conditions: How do violent incidents evolve? How do routine activities associated with lifestyle contribute to violent confrontations?

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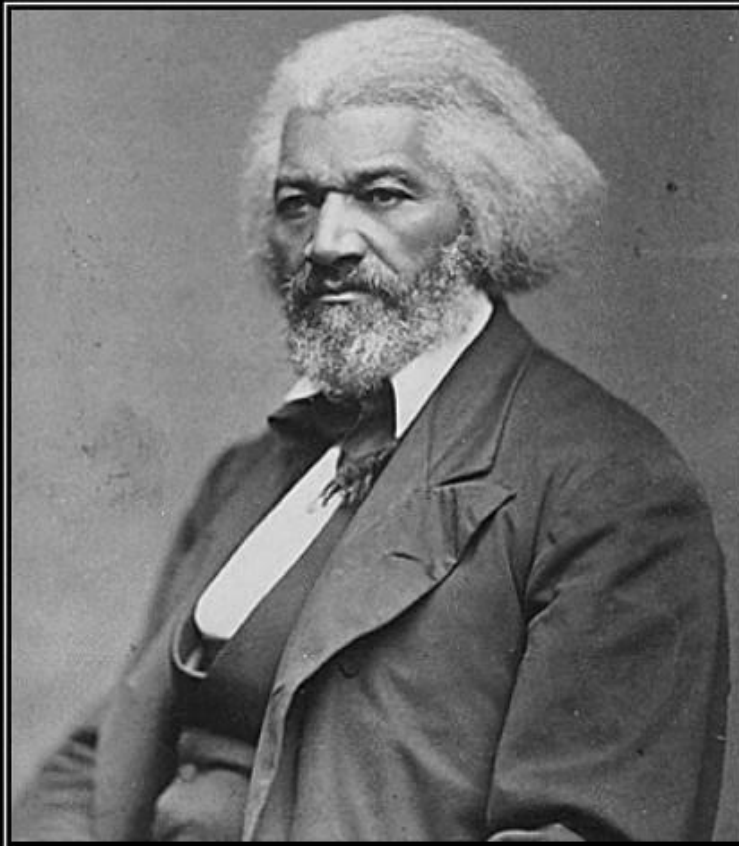
FATHERHOOD

"It is easier to build strong children than to repair broken men." -Frederick Douglass

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Concepts of African American Fatherhood

- Historically, the African American father has been presented as an "invisible" figure in an unstable family unit. There is often a presumed lack of father, both physical and psychological, in African American families.

- According to Conner and White (2007), the invisible label given to African American men who do not reside in the home of their children tend to conceal the variety of ways black men participate in the fathering experience although they may not be legally part of the nuclear family.

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Concepts of
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- After the Civil War, President Lincoln was advised "To be careful what rights you give to the blacks that could impede the progress of whites."

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Concepts of African American Fatherhood

- They also suggested that the demographic trends often used to describe the role of African American men provides a major discrepancy between the negative absent father images of black men and the picture of black men in fathering roles which emerges from structured interviews, narratives, biographical sketches, community-based observations, and ethnographic investigations.

- It was felt that the more qualitative approaches of ordinary black men indicate that black men have always risen to assume special places in the lives of children, families, and the black community.

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Concepts of African American Fatherhood

- 1. Studies have defined father presence and absence in terms of the father's residence in the home. However, a study by Thomas, Krampe, and Newton in 2008, found that such a definition "may purport an exceedingly negative image of African American families". Their study sought to redefine father presence in the context of feelings of closeness to the father as well as frequency of father visitation.

Concepts of African American Fatherhood

- Social fathers include male members of the extended family which includes; uncles, godfathers, brothers and half brothers, cousins, stepfathers, ministers, grandfathers, and biological father who help to assume the responsibility for raising children.

- Most African American men learned the meaning of fatherhood through a circle of kin networks and community affiliations that provided a variety of men to be observed and emulated and from whom a frame of reference for viewing the world can be acquired.

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Concepts of African American Fatherhood

- This has lead to confusion about fathering in the African American community. Traditional definitions of fatherhood underestimate the role of black fathers and do not adequately capture the cultural nuances that surround the fathering role in the African American experience.

- Coley, (2001) and others use the term social fatherhood to include men who assume some or all of the roles fathers are expected to perform.

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Concepts of African American Fatherhood

- The results of the study suggest that a considerable portion of African American non resident fathers visit their children on a daily or a weekly basis, while at the same time a substantial proportion rarely have contact with their offspring.

- The father's relationship with the mother of his children and her support of the father-child relationship also play significant roles in the strength the father's relationship with his children.

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Concepts of African American Fatherhood

- Father absence can have negative consequences for children. It may lead to social problems, lower academic achievement, and delinquent behavior.

- Father presence, on the other hand, is associated with may positive effects. Father presence often increases self-esteem, academic achievement, and stability in peer relations.

- The presence of an adult familial role model often increases the health and general well-being of African American adolescents.
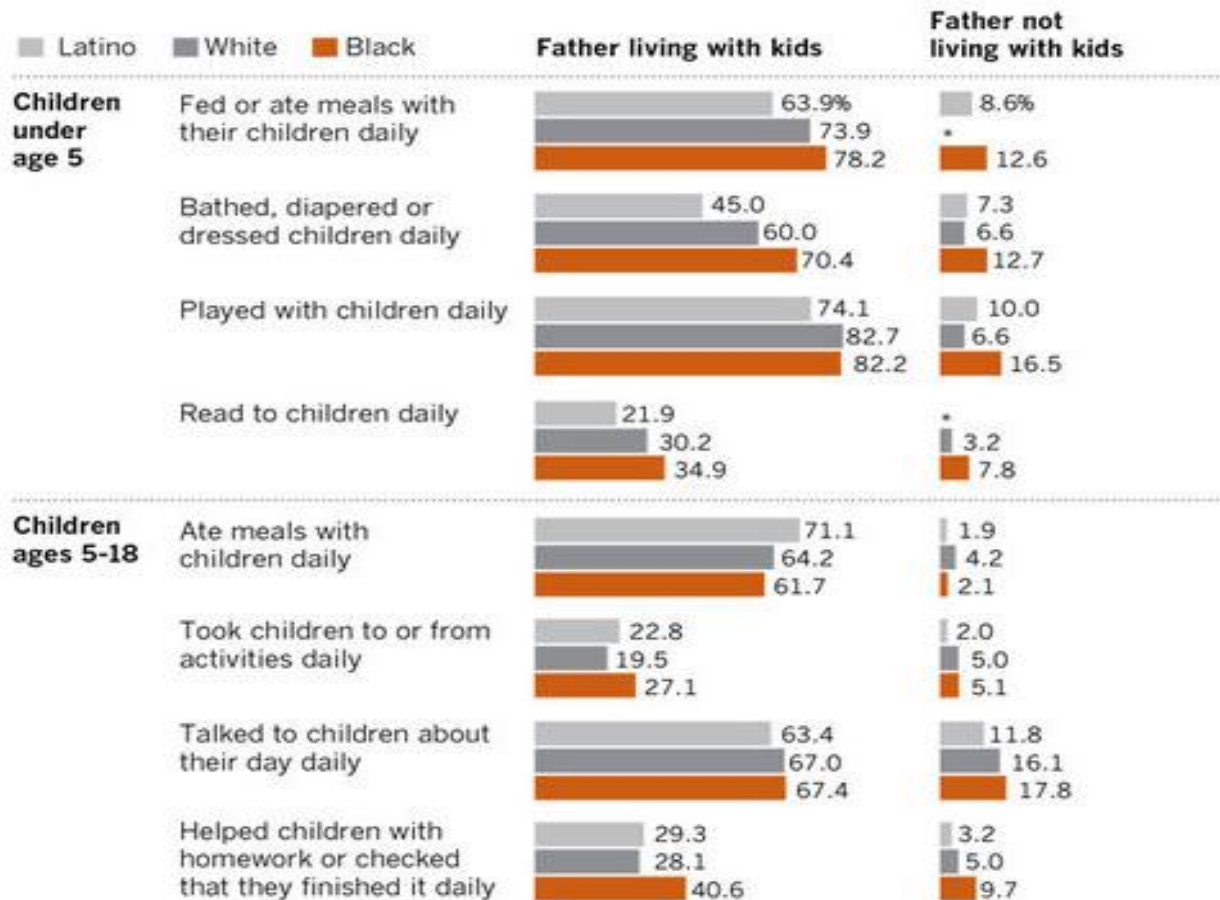
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The Myth Of The Absent Black Father

By Tara Culp-Ressler on January 16, 2014 at 4:53 pm, Source: Think Progressive

Being an involved dad

By most measures, black fathers are just as involved with their children as other dads in similar living situations — or more so — according to a new report by the National Center for Health Statistics.

Legend: ▦ Latino ▦ White ▮ Black

		Father living with kids			Father not living with kids		
		Latino	White	Black	Latino	White	Black
Children under age 5	Fed or ate meals with their children daily	63.9%	73.9	78.2	8.6%	*	12.6
	Bathed, diapered or dressed children daily	45.0	60.0	70.4	7.3	6.6	12.7
	Played with children daily	74.1	82.7	82.2	10.0	6.6	16.5
	Read to children daily	21.9	30.2	34.9	*	3.2	7.8
Children ages 5-18	Ate meals with children daily	71.1	64.2	61.7	1.9	4.2	2.1
	Took children to or from activities daily	22.8	19.5	27.1	2.0	5.0	5.1
	Talked to children about their day daily	63.4	67.0	67.4	11.8	16.1	17.8
	Helped children with homework or checked that they finished it daily	29.3	28.1	40.6	3.2	5.0	9.7

NOTE: Many differences between white, black or Latino fathers were not statistically significant due to margins of error. Fathers who live with some children and live apart from others were asked separately about each set of children and their different answers were counted in the two different categories.

*Figure does not meet standards of reliability or precision.

Source: National Center for Health Statistics

LORENA IÑIGUEZ ELEBEE Los Angeles Times

CREDIT: Los Angeles Times

LIHF Community Action Plan
Rationale for Recommendations

- Positive attributes of Black males and fatherhood are frequently missing from the community conversation

- Black men can play a needed and special role as leaders and supporters.

- Men can have a lasting positive impact on their families.

- Father involvement can make a big change in the community and on an individual level.

- If men are in disarray, the community will be too.

- By addressing Black male historical realities and current barriers related to such issues as unemployment, relationships, police profiling, high levels of incarceration and systemic racist policies, will lead to long term changes which will positively affect the entire Black community.

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Recommendations
LIHF Community Action Plan

Personal Growth

- Understand the events of the past which has lead to the current conditions.

- Understanding your own personal actions which have contributed to current problems related to issues with interpersonal relationships and parenting.

- Determine what you have the ability to change and what you cannot change.

- Always place the welfare of your children above any personal situation of your own, including working out any problems with the mother of your children.

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Recommendations
LIHF Community Action Plan
Programs

- Engage, partner with and fund grassroots and informal efforts in the development of a comprehensive network of fatherhood resources and supports.

- Increase relationship building skills and self worth for African American men and their families in ways that are culturally appropriate and community driven.

- Increase the role that's dads play in the community.

- Increase access to education and employment opportunities among African American men males by providing mentoring, internships, and job opportunities.

- Strengthen formal and informal partnerships to address structural barriers, including racism and discrimination. Recognize that both formal and informal partners have equal value.

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Recommendations
LIHF Community Action Plan
Policy

- Change, develop and implement policies and legislation to reduce structural barriers that promote discrimination and racism.

- Change policies that have to do with child support and unemployment

- Look to African American History and culture to address barriers

- Replicate successful strategies and mobilize the community around these barriers

- Recognize and respect what informal networks bring to the table.

- Create a fair and equal criminal justice system

- Make sure fathers have the same rights as mothers(eligibility for Badgercare, etc; protect father's right.

- Place children with biological fathers if the child is removed from the mother's care.

- Establish paternity for fathers

- Increase co-parenting.

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