

**GOVERNMENT OF THE DISTRICT OF COLUMBIA
COMMISSION ON FATHER, MEN, AND BOYS**



**Responses to Fiscal Year 2018-2019
Performance Oversight Questions**

**Jason Wallace
Director**

Submission to

**Committee on Recreation and Youth Affairs
Council of the District of Columbia
The Honorable Trayon White, Chairperson**

February 20, 2019

John A. Wilson Building
1350 Pennsylvania Avenue, NW
Washington, DC 20004

Commission on Father Men and Boys 2019 Performance Oversight Hearing Questions

1. Please provide a complete, up-to-date organizational chart for each division within the commission including, either attached or separately, an explanation of the roles and responsibilities for each division and subdivision.

a. Please include a list of the employees (name and title) for each subdivision and the number of vacant positions;



b. Please provide a narrative explanation of any organizational changes made during FY18 or FY19 to date

In FY18, the Commission on Fathers Men and Boys (CFMB) was housed under the Office of the Deputy Mayor for Greater Economic Opportunity cluster. In FY 19, CFMB transitioned to the Mayor’s Office of Community Affairs cluster in the Executive Office of Mayor.

c. Please describe the major functions and responsibilities of each division and subdivision of the commission;

Jason Wallace (Executive Director):

- **Provides strategic leadership and direction to the implementation of all CFMB - related initiatives and activities.**

Michael Dodson (Associate Director):

- **Manages operations and provides programmatic and administrative support to all the initiatives of the agency.**

There are 0 FTE Vacancies within the Commission on Fathers, Men and Boys.

2. Please describe the commission's performance measurement activities, including:

a. A list of performance measures used by the commission

- 1. Encourage a strong support network between fathers and promote bonding between fathers and children.**

Performance measures: Number of engagement events, number of engagement attendees per engagement event.

- 2. Create and maintain internal relationships to provide fathers and their families access to District government and community-based resources.**

Performance measures: Number of fathers connected to District resources through CFMB, number of resource fairs participated in by CFMB, percentage of resource referral open inquires closed in a timely manner.

- 3. Organize and direct a convening body of similarly-tasked organizations, including government agencies.**

Performance measures: Number of established relationships, number of CFMB events and working sessions coordinated in partnership with other organizations.

- 4. Create and maintain a highly efficient transparent and responsive District government.**

Performance measures: Number of public meetings, number of community meeting attended.

b. All staff and resources dedicated to performance measurement;

Jason Wallace and Michael Dodson both participate in the Commission's performance measurement.

c. The goals and actual results for those performance measures in FY18 and an explanation of any variance between goals and results.

Individual performance measures for CFMB were not submitted in FY18.

3. Please provide a copy of the commission's FY18 performance plan. Please explain which performance plan objectives were completed in FY18 and whether they were completed on time and within budget. If they were not, please provide an explanation.

An individual performance plan for CFMB was not submitted in FY18.

4. Please provide a copy of your commission's FY19 performance plan as submitted to the Office of the City Administrator.

Please see FY19 Performance plan attached.

5. Please describe the commission's efforts to utilize federal funding sources and other alternative funding sources.

The Commission on Fathers, Men, and Boys currently has not sought out any federal funding sources, but is exploring opportunities to seek grant funding.

6. Please list each **grant or sub-grant**, including multi-year grants, received by your commission in FY18 and FY19 to date. List the following:

- a. Source,
- b. Purpose,
- c. Timeframe,
- d. Dollar amount received,
- e. Amount expended,
- f. How the grant is allocated if it is a multi-year grant, and
- g. How many FTEs are dependent on each grant's funding, and if the grant is set to expire, what plans, if any, are in place to continue funding the FTEs.

The Commission on Fathers, Men, and Boys has not received any grants or sub-grants for FY 18 or FY 19.

7. Please describe every grant your commission is, or is considering, applying for in FY19.

The Commission on Fathers, Men, and Boys currently has not sought out any grant opportunities.

8. Please list each grant awarded by your agency during FY18 and FY19 to date for goods and/or services provided by your commission. Please attach any documentation of monitoring, including any reports developed. For each grant, please include the following information, where applicable:

The Commission on Fathers, Men, and Boys has not awarded in grants in FY 18 and FY 19.

9. Provide a list of all publications, brochures, and pamphlets prepared by or for the agency during FY18 and FY19 to date.

The Commission on Fathers, Men, and Boys has not prepared any publications, brochures, or pamphlets for FY 18 and FY 19.

10. Please provide a list of all studies, research papers, reports, and analyses that the commission prepared or contracted for during FY18 and FY19 to date. Please attach a copy if the study, research paper, report, or analysis is complete. For each study, paper, report, or analysis, please include:

- a. The research method, and
- b. The names of all involved

The Commission on Fathers, Men, and Boys did not contract for any studies, research papers, reports, or analyses in FY 18 and FY 19.

11. Please list each program or initiative of the commission during FY18 and FY19 to date. For each please provide a description, goals, and how those goals will be met and measured:

- **Peer Mentorship Program - mentorship program between Houston Elementary School and Ron Brown Preparatory High School where adult mentors teach high school students skills and best practices on mentoring their neighboring elementary school students.**

Goal: To grow a culture of mentorship with our young men while providing positive male role models in both high school and elementary school classrooms.

Met: This pilot initiative will be met by connecting 24 students at Ron Brown Preparatory High School and Houston Elementary School with mentoring opportunities and determine best practices to scale within Ron Brown and other schools in Ward 7 and 8.

Measures: Number of High School Students participating, number of Elementary school students participating, number of sessions each student mentor has with their mentee, number of mentors and mentees that start and complete the peer mentorship program, number of trainings each mentor takes to prepare for mentorship program, changes in grades for mentors and mentees, changes in attendance and truancy for mentors and mentees, pre- and post-engagement surveys for mentors, mentees, teachers, and parents

- **Conversations with Fathers** – small, filmed roundtable discussion used to tackle important issues impacting men of color.

Goal: The goal of this pilot initiative is to open up dialogue around manhood, fatherhood, bridge connections, and encourage a support network between fathers and fathers.

Met: The pilot will be met by filming six to eight roundtable discussions focused on issues impacting men of color.

Measures: Number of filmed dialogue sessions, number of subscribers, likes, shares, follows, number of people connected to CFMB via listserv due to initiative

- **Re-connection of Fathers and Families after Incarceration** - partnership initiative that supports the continued connection or reconnection of fathers to their families during and after incarceration.

Goal: To support fathers and ensure they remain involved in the lives of their children.

Met: This initiative will be met in collaboration with MORCA by providing incarcerated fathers with updates and report packages on their children and connection opportunities after their release.

Measures: Number of incarcerated fathers that have re-connected or remained connected to their families / children, number of custodial parents signed up for the program, number of incarcerated fathers signed up for the program, number of

children's progress report packages sent to incarcerated fathers, pre- and post-engagement-survey of child, custodial parent, and incarcerated parent, changes in behavioral issues for the child, changes in grades for the child, changes in attendance and truancy for the child, changes in behavioral reports for the incarcerated father, and recidivism rate after released compared to DC average rate,.

- **Fatherhood Profiles - A positive city-wide image campaign showing photos of fathers and their children, these images will be connected to data that enforces the narrative of men being present and impactful in the lives of their children and community.**

Goal: To empower men and boys by showing positive images of men of color.

Met: CFMB plans to have posted images between social media and print ads throughout the city.

Measures: Number of social media ads posted, average number of likes, shares, follows for images on social media, number of print ads posted throughout the city by ward, post-engagement surveys from select residents within each ward, number of people connected to CFMB via listserv due to initiative, and number of residents interested in photo sessions to create profiles.

- **Father Fun Days - City-wide community engagement days that provide grandfathers, fathers, and children an engaging, no cost, day to connect.**

Goal: Provide opportunities for fathers to have a meaningful connection with their children at no cost.

Met: CFMB plans to organize and conduct six Father Fun Day events.

Measures: Number of Father Fun Days in 2019, number of residents attending each event, number post surveys for fathers, number of people connected to CFMB via listserv due to initiative, cost per person per session

- **CFMB College Tours - College tour at DC universities for young men of color in the District.**

Goal: Expose 30 high school students and their parents to colleges, universities, as well as the college application process in DC.

Met: CFMB will conduct and organize visits and tours of DMV universities.

Measures: Number of students participating on the tour, ratio of parents participating on the tour, number of schools visited, number of children that applied to a school they visited on a tour, number of children that were accepted to a school they visited, and pre and post survey from participating students and parents.

- **Lifelong Learning Program - Collaboration with UDC community college to increase enrollment of men of color in the District with hiring priority hiring after completion.**

Goal: Increase enrollment of men of color in UDC Lifelong Learning Program by 15 percent in FY19.

Met: Providing a resource guide and encouraging men attending our events and connected to our listserv and social media the benefits of participating in the program.

Measures: Percentage change in men of color participating in the program, increase of men participating in the program by ward, distribution of resource guide, number of people connected to CFMB via listserv due to initiative.

- **Entrepreneurship pitch competition - Business pitch competition in collaboration with DMPED and private sector partners to build skill-set of young men in the District and provide college tuition scholarships to winners.**

Goal: Encourage entrepreneurship, critical thinking, and public speaking skills to DC students.

Met: Providing tips and best practices on how to pitch and host entrepreneurship pitch competition at participating high schools in the District.

Measures: Number of students participating in event, number of schools interested in participating in event, social media likes, votes, shares during the event, and number of people connected to CFMB via listserv due to initiative.

12. Please describe any programs or initiatives the commission implemented within FY18 and FY19 to date, to improve the internal operation of the commission, reduce waste, fraud and

abuse, or the interaction of the commission with outside parties. Please describe the results, or expected results, of each program or initiative.

The Commission on Fathers, Men, and Boys continues to adhere to all DC Government policies on reducing waste and reporting fraud or abuse.

13. Please describe how the commission solicits feedback from customers.
 - a. What has the commission learned from this feedback?
 - b. How has the commission changed its practices as a result of this feedback?

The Commission on Fathers, Men and Boys has made its email address and office telephone numbers available to residents in the District on the website and will on any future publication. Through our community engagement efforts, we have learned that a key element of the agency should be on improving mentorship opportunities for young boys of color in the District. We have also discovered that there are many organizations focused on the work of providing men of color with equitable services, but there is a lack of collaboration amongst these various agencies and groups. Due to this, another focus for FY19 is to become a convening agent and develop a framework for these organizations. This framework will guide the work to ensure organizations use their collaborative efforts and data to provide services for men and young boys of color. An online form has also been created at cfmb.dc.gov as an avenue to receive feedback from customers.

In FY19 the Commission on Fathers, Men and Boys' goal is to host and facilitate eight community roundtables that will be designed to listen and document community-related concerns as they will focus on the issues that impact men of color in the District. Our focus is to conclude each community roundtable with CFMB and community-led deliverables.

14. What are your top five priorities for the commission? Please provide a detailed explanation for how the commission expects to achieve or work toward these priorities in FY19.

- **Increase opportunities for connection between fathers and their children while building a strong support network between fathers and fathers.**

CFMB plans to achieve this work within its initiatives provided above namely, Father Fun Days, Incarcerated Reconnections, and Conversation with Fathers.

- **Provide advocacy on the issue of behavioral misdiagnosis among young boys of color in the District of Columbia.**

CFMB plans to collaborate with DCPS and DBH to determine best practices regarding diagnosis of behavioral issues for young boys and make a recommendation to The Mayor and Council.

- **Empower Men and Boys of color for greatness by having positive images and connections mentors.**

CFMB plans to achieve this work within its initiatives provided above, namely Father Profiles and Peer Mentorship.

- **Increase collaboration among District agencies with the goal of closing achievement and opportunity gaps among men of color in the District.**

CFMB plans to achieve this work by collaborating with DCPS and local organizations to determine opportunities to bridge this gap in the city.

- **Become a convening power for agencies, private and nonprofit organizations in the city doing similar work.**

CFMB will have collaborative working sessions to ensure organizations use their collaborative efforts and data to provide services for men and young boys of color.

15. What collaborations, initiatives, or programs have been successful in FY18 and FY19? Why were they successful?

The Books and Barbershops Program established under previous leadership was responsible for connecting with 35 barbershops in the District of Columbia. Its focus was to leverage the cultural significance of barbershops in Black communities and provide access to culturally relevant, age appropriate, and gender responsive children's books to increase out-of-school time reading among young boys of color. This program was successful in making meaningful connections between local barbershops and District government.

In June of 2018, the Deputy Mayor for Greater Economic Opportunity, the Commission on Fathers, Men and Boys, and the Department of Parks and Recreation joined in bringing together families in a celebration of fathers and men's health, as well as bring awareness to gun violence in the District with an event called the Fathers' Day 5k Fun Day held at

Kenilworth Park. This event was successful in promoting a healthy lifestyle among men of color as well as brought awareness to gun violence in the District.

Commission on Fathers, Men, and Boys FY2019

Agency Commission on Fathers, Men, and Boys Agency Acronym Agency Code NA

To edit agency and POC information press your agency name (underlined and in blue above).

Agency Performance POCs Agency Budget POCs Fiscal Year 2019

Agency's Operating Budget

[Lookup Your Agency's Operating Budget](#)

2019 Objectives

Strategic Objectives	Objective Number	Strategic Objective
	1	Encourage a strong support network between fathers and promote bonding between fathers and children
	2	Create and maintain internal relationships to provide fathers and their families access to District government and community-based resources
	3	Organize and direct a convening body of similarly tasked organizations including government agencies
	4	Create and maintain a highly efficient, transparent and responsive District government. **

Add Strategic Objective Add Strategic Objective

2019 Key Performance Indicators

Key Performance Indicators	Measure	New Measure/Benchmark Year	Directionality	FY 2014 Actual	FY 2015 Target	FY 2015 Actual	FY 2016 Target	FY 2016 Actual	FY 2017 Target	FY 2017 Actual	FY 2018 Target	FY 2018 Actual	FY 2019 Target	FY 2019 Quarter 1
1 - Encourage a strong support network between fathers and promote bonding between fathers and children (2 Measures)														
	# of engagement events	<input type="checkbox"/>	Up is Better	Not available	Needs Data Update	Needs Update	Needs Data Update	Needs Update	Needs Data Update	Annual Measure				
	# of attendees per engagement event	<input type="checkbox"/>	Up is Better	Not available	Needs Data Update	Needs Update	Needs Data Update	Needs Update	Needs Data Update	Annual Measure				
2 - Create and maintain internal relationships to provide fathers and their families access to District government and community-based resources (3 Measures)														
	# of fathers connected to District resources through CFMB	<input type="checkbox"/>	Up is Better	Not available	Needs Data Update	Needs Update	Needs Data Update	Needs Update	Needs Data Update	Annual Measure				
	# of resources fairs participated in by CFMB	<input type="checkbox"/>	Up is Better	Not available	Needs Data Update	Needs Update	Needs Data Update	Needs Update	Needs Data Update	Annual Measure				
	% of resource referral open inquiries closed in a timely manner	<input type="checkbox"/>	Up is Better	Not available	Needs Data Update	Needs Update	Needs Data Update	Needs Update	Needs Data Update	Annual Measure				
3 - Organize and direct a convening body of similarly tasked organizations including government agencies (2 Measures)														
	# of newly established relationships	<input type="checkbox"/>	Up is Better	Not available	Needs Data Update	Needs Update	Needs Data Update	Needs Update	Needs Data Update	Annual Measure				
	# of CFMB events & working sessions coordinated in partnership with other organizations	<input type="checkbox"/>	Up is Better	Not available	Needs Data Update	Needs Update	Needs Data Update	Needs Update	Needs Data Update	Annual Measure				
4 - Create and maintain a highly efficient, transparent and responsive District government. ** (2 Measures)														
	# of public meetings	<input type="checkbox"/>	Up is Better	Not available	Needs Data Update	Needs Update	Needs Data Update	Needs Update	Needs Data Update	Annual Measure				
	# of community meetings attended	<input type="checkbox"/>	Up is Better	Not available	Needs Data Update	Needs Update	Needs Data Update	Needs Update	Needs Data Update	Annual Measure				

2019 Operations

Operations	Operations	Operations Title	Operations Description	Type of
1 - Encourage a strong support network between fathers and promote bonding between fathers and children (1 Activity)				
Community Engagement	Community Engagement		Engaging members of the community in addressing issues that impact fathers, men and boys in the District of Columbia.	Daily Service

2019 Workload Measures

Workload Measures - Operations	Measure	New Measure/Benchmark Year	Numerator Title	Units	FY 2014	FY 2015	FY 2016	FY 2017 Actual	FY 2018 Actual	FY 2019 Quarter 1
No measures found										

2019 Initiatives

Strategic Initiatives	Strategic Initiative Title	Strategic Initiative Description	Proposed Completion Date	Add Initiative Update
No strategic initiatives found				

2019 Initiative Updates

Initiative Updates	Strategic Initiative Title	Initiative Status Update	% Complete to date	Confidence in completion by end of fiscal year (9/30)?	Status of Impact	Explanation of Impact	Supporting Data	FY19 Reporting Quarter
No initiative updates found								

Internal: Unfinished 2018 Initiatives

This year, the OCA is requesting updates on any unfinished initiatives from FY18. Updates will not be published, but will be used to report progress to the City Administrator and the Mayor as needed.

Strategic Initiatives	Title	Description	Complete to Date	Status Update	Explanation	Anticipated Completion Date	Add Initiative Update - Rolled Over Initiatives	Needs Initiative Update - Rolled Over Initiatives - Notification
No strategic initiatives found								

Int: Unfinished 2018 Initiative Updates

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2019 Capital Projects

Capital projects - performance plans links	Project Number	Project Title	Owner Agency Acronym	Implementing Agency Acronym	Milestone Description	Fiscal Year Allotment
No capital projects - performance plans links found						

[Operating Budget](#)

Administrative Information

FY Performance Plan Commission on Fathers, Men, and Boys FY2019 Record ID# 527
 Performance Plan ID 527

Commission of Fathers, Men and Boys
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Budget FY 2019

CSG		Amount		Expenditure
0011		\$ 144,239.96		\$ 54,602.10
0014		\$ 28,992.23		\$ 12,069.86

Budget FY 2018

0011		\$ 140,038.80		\$ 146,297.15
0014		\$ 24,086.67		\$ 29,234.81

**Council of the District of Columbia
COMMITTEE ON THE RECREATION AND YOUTH AFFAIRS
AGENDA & WITNESS LIST
1350 Pennsylvania Avenue, N.W., Washington, D.C. 20004**

**COUNCILMEMBER TRAYON WHITE, SR., CHAIRPERSON
COMMITTEE ON RECREATION AND YOUTH AFFAIRS**

**ANNOUNCES A PERFORMANCE OVERSIGHT HEARING FOR THE
COMMISSION ON FATHERS, MEN, AND BOYS**

**Wednesday, March 13, 2019, 11:00 a.m.
Room 412, John A. Wilson Building
1350 Pennsylvania Ave., N.W.
Washington, D.C. 20004**

AGENDA AND WITNESS LIST

- I. CALL TO ORDER**
- II. OPENING REMARKS**
- III. PERFORMANCE OVERSIGHT HEARING**
 - Commission on Fathers, Men, and Boys**
 - i. Government Witnesses
 - 1. Jason R. L. Wallace, Director, Commission on Fathers, Men, and Boys
- IV. ADJOURNMENT**