

# Young Men Matter Too!

Conducting RCA and Organizational Assessment to Improve Male Engagement in Teen Pregnancy Prevention

Presenter:  
James H. Lightfoot, III, MS





- Mission: to advocate statewide and mobilize communities to prevent teen pregnancy, to increase opportunities for youth and young parents, and to empower young people to make healthy decisions about relationships, sex, parenting, and life.

# What We Do

Public Policy and Advocacy



Promoting Best Practices



Youth Empowerment

# What do Teens Need to Prevent Pregnancy?



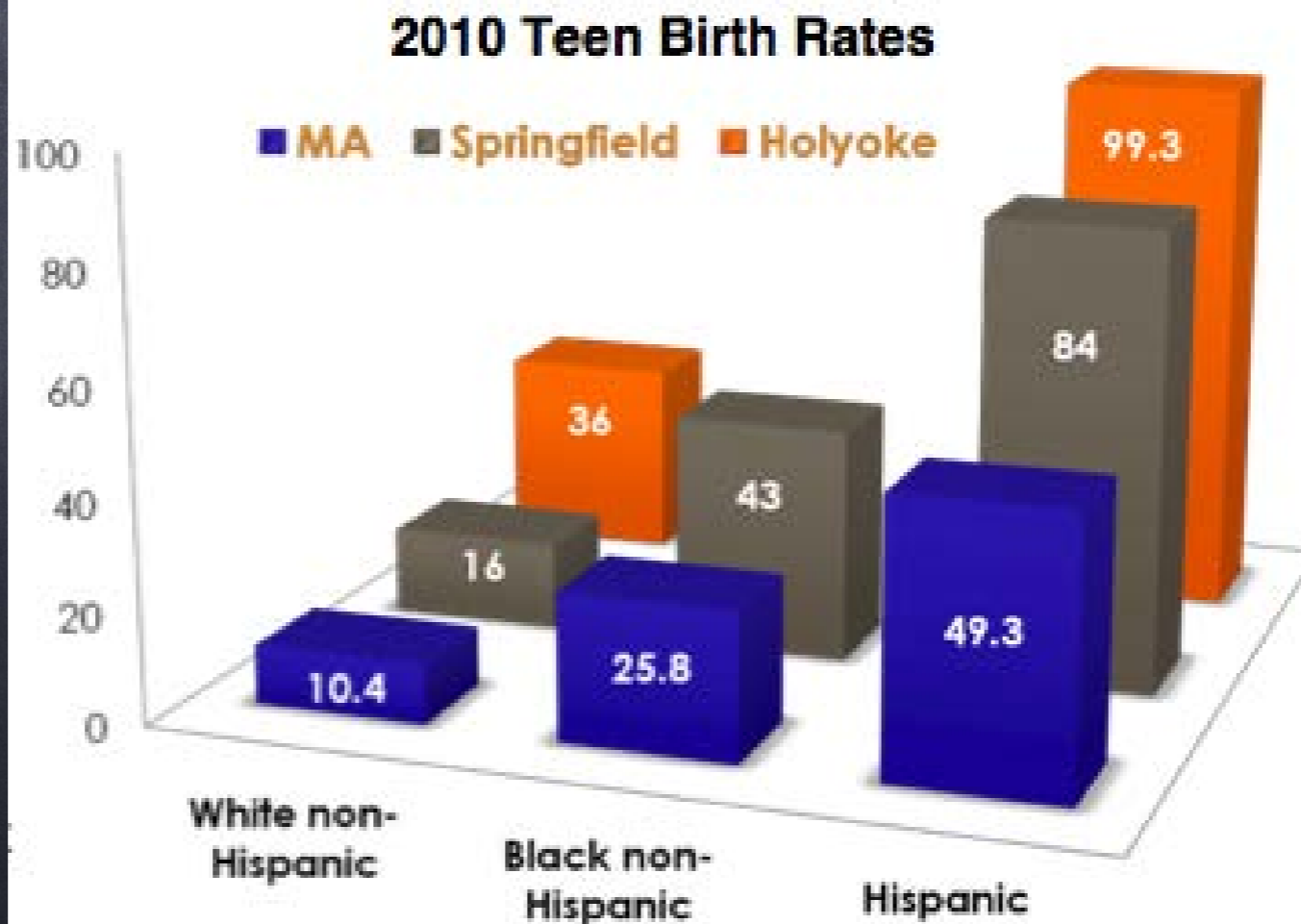
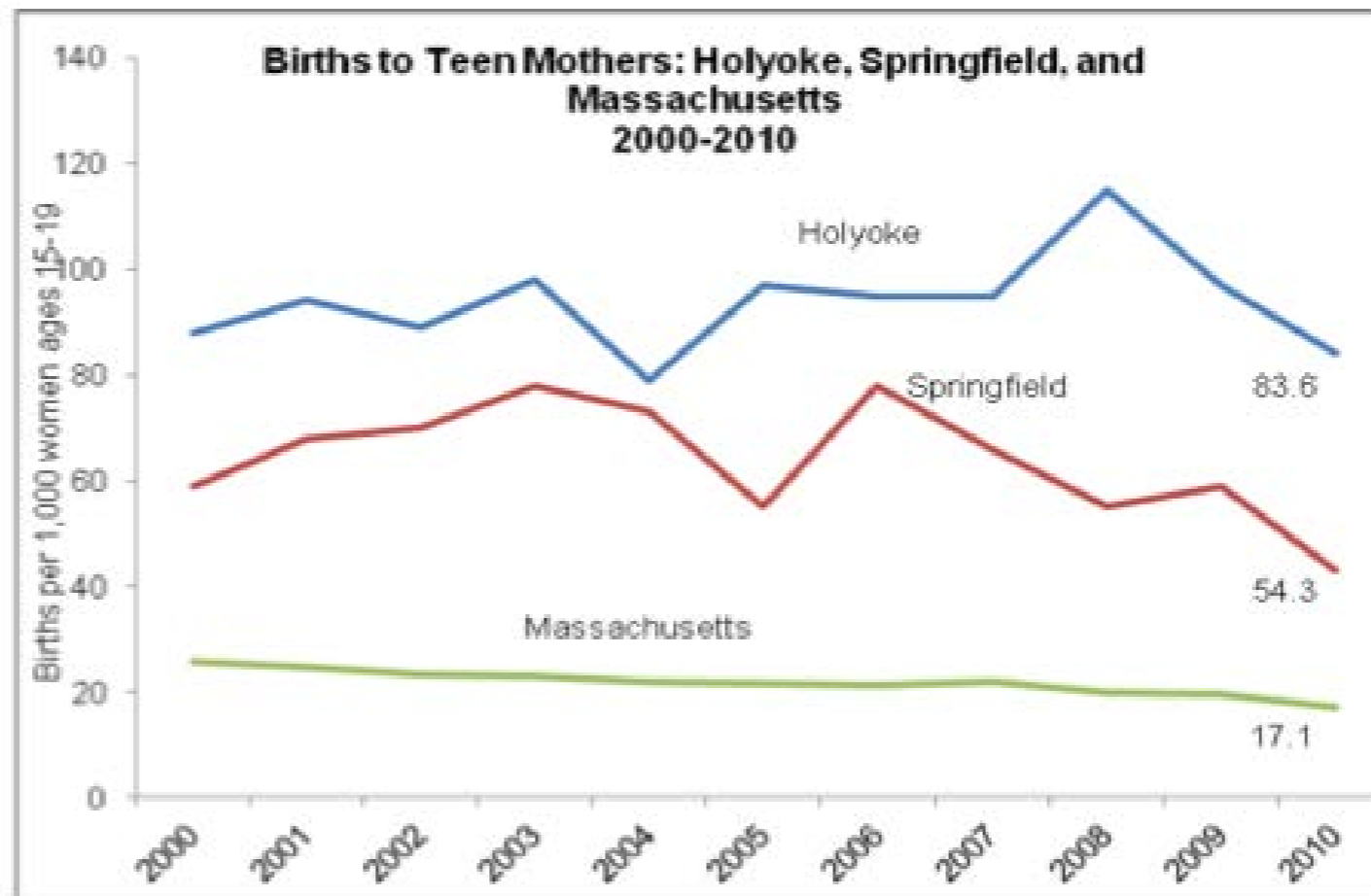
1. Perception of opportunity and hope for a brighter future



2. Access to sexual health information



3. Access to condoms and contraception for sexually active youth



# Objectives

- Participants will identify 2-3 effective strategies to engage young men and youth-serving providers to address the unique needs of young men's sexual health.
- Participants will be able to understand why young men are invaluable assets to informing and shifting the sexual health norms of communities.
- Participants will develop 2-3 action steps their organizations can take to integrate young men's perspectives into informing their work.

# National Snapshot of Young Men

- African American/Black youth had 3-5 times the odds of white youth of having had an STI
- 4 out of 5 new HIV cases among young people ages 13-24 occur in males.
- 1/3 of sexually active young African American/Black men and 45 % of young Hispanic men received instruction about birth control methods prior to first sex, compared with about 66 percent of their white peers.

# Where are all the Young Men?

- Why is it so hard to engage young men now that they have been invited to the table?
  - Is it...
    - Violence in their community?
    - False Sense of Self?
    - No Real Opportunities?
    - Gender Biases?
- The Answer ....
  - Inconclusive...
    - We Conducted a Root Cause Analysis



# How we got to the Root Cause Analysis?

## Community Needs Assessment

- Community Asset Map via Phone
- Identified on 1 Organization working with Males - MOCHA

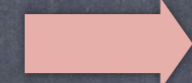


MALE  
Action Team  
formed



## MALE Friendly Tool Created by JSI

- Used current providers to assess programming organizations
- MALE Friendly Tool used for Current Providers
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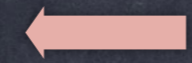


## YEAH Network Conference focused on Males

- IDEA to Engage Males past Conference

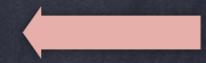


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## MATP Male Engagement Team

- MATP Male Engagement Team meet to adapt RCA for Youth



## MATP Team met with Youth Hubs to identify readiness for RCA Process

- Implemented RCA
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- Baystate Springfield Education Partners

## Debrief

- Shared Findings

# Organizational Assessment



Youth First  
Male Friendliness Tool  
June 2013

The goal of this assessment tool is to help you figure out where your agency is in its readiness to involve young men in your services and create an action plan for becoming more male-friendly and for fatherhood prevention.

## **DIRECTIONS:**

Select a team or committee to complete the self-assessment. Ideally this team will include at least one decision-maker, various staff levels, at least one male staff member, and preferably male clients of the agency.

**ALTERNATIVE FIRST STEP:** If this is a new process for you. Have two separate and independent single gender teams (one all male and the other all female) complete this assessment. Then have the two teams meet together to compare their responses. Use this meeting and the discussion of responses as a vehicle for selecting a joint committee to formally complete the assessment process.

The team will consider seven categories—Organizational Support; Position and Reputation in the Community; Staffing/Human Resources; Services; Physical Environment; and Communication and Interaction. Use the following scale to rate your organization for each of the statements included in the assessment:

- 1 = Haven't even thought about this/completely disagree with statement
- 2 = We have started to think about this but haven't made much progress
- 3 = We have made some good efforts but still have some work to do
- 4 = We have successfully completed this step/completely agree with statement

After completing the assessment, we will use the action plan to identify the steps that need to be taken for your agency to be more open and receptive to strengthening young male engagement and fatherhood prevention efforts.



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## **ORGANIZATIONAL SUPPORT**

- \_\_\_\_\_ We feel it is important to have on staff to provide the following: service outreach/health education, counseling and medical services.
- \_\_\_\_\_ We are committed as an organization to integrating male engagement efforts and Fatherhood prevention into our existing youth programs.
- \_\_\_\_\_ Staff who provide male specific services are integrated into the organization.
- \_\_\_\_\_ Your organization has provided cultural competency training to all staff related to delivering services to males.

How much support is there in your organization for involving men/fathers or providing services to males?

- \_\_\_\_\_ Our documented mission is explicitly inclusive of involving/serving young men/ young fathers
- \_\_\_\_\_ The board of directors is committed to involving/serving males.
- \_\_\_\_\_ The board of directors and other important committees have members who are male.
- \_\_\_\_\_ Literature and publicity about the organization reflect a commitment to involving/serving men/fathers.
- \_\_\_\_\_ Funding for involving/serving young men/young fathers is consistent and ongoing and not contingent upon year-to-year grants.

## **POSITION AND REPUTATION IN COMMUNITY**

How does the community view the organization with respect to involving/serving males?

- \_\_\_\_\_ We are recognized by community partners as a good resource for men/fathers.
- \_\_\_\_\_ We participate in community partnerships and collaborations concerned with providing services to men/fathers.
- \_\_\_\_\_ Males in the community view us as a place they can come to for services.
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- \_\_\_\_\_ We are called on by the media or others for information about men's issues.

# Organizational Assessment



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## STAFF CAPACITY

Specific Staff:

- Specific staff have been given the responsibility for male involvement within the agency and they fully understand their roles and responsibilities.
- Men are represented on the staff (paid and/or volunteer) at all levels.
- Male staff feel comfortable and respected within the agency.
- Male points of view are sought after and taken seriously when discussing services, policies, and the agency environment.
- Female and male staff work as a team.
- Female staff (administrators, educators, health practitioners, counselors) are comfortable working with males.

## TRAINING & STAFF SUPPORT

General Staff:

- The **entire staff** has received training on the issue of working with men/fathers, including exploration of personal attitudes that might impact professional interactions.
- Staff demonstrate genuine caring for men's concerns and needs.
- Staff interaction with males demonstrates respect, empathy, and avoids stereotyping
  
- Staff working with male-specific services are fully integrated into the overall agency (e.g., staff meetings, communication, decision-making, and socializing).
- All current and new staff receive training on working with male clients?
- The following skills have been provided via training at your organization to work with young men: Check all that apply.
  - Entire staff received training on working with male clients
  - I specifically had formal training on providing appropriate services to males
  - Supervisors/Organization offer trainings on male services based on staff request
  - Supervisors/Organization offers specific training on male sexuality assessment and sexual practices
  - Other (please specify)

## SERVICES & PARTNERSHIPS

Services To Young Men:

- Young men have opportunities to help design/feel ownership of any services being provided to them.
- A needs assessment regarding services for males has been completed.
- Services for young men cater specifically to their needs and roles as individuals and/or constructively involves them as supportive partners within couples.
- Specific referral information for young men (legal assistance, child support, education programs, employment assistance, etc.) has been collected.
- Relationships have been forged with key people in these agencies.
- sufficient funding exists to provide services to males as a core service.



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- Men who have successfully participated in agency services are recruited to work as volunteers, peer educators, group facilitators, regular staff, etc.

## PHYSICAL ENVIRONMENT

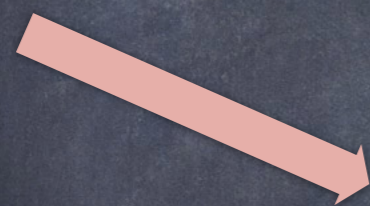
The following are indicators that your organization is welcoming, relevant and of interest to young men. Check all that apply.

- Physical environment is welcoming and friendly towards males
- Staff is trained to greet men warmly without surprise or suspicion
- Efforts are made to engage young men who accompany partners to the organization
- Health literature geared towards males is available and accessible
- Pictures on the wall reflect positive male role models
- Pictures represent ethnically diverse men relevant to population being served by clinic
- Ethnically diverse young men have walked through and assessed the environment for male friendliness
- Brochures for males are distributed
- Magazines and brochures are relevant to young men
- Posters, literature and website depicting teen males
- Men who have sex with men posters for males who do not identify as heterosexual

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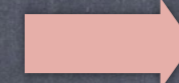


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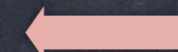


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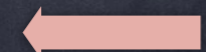
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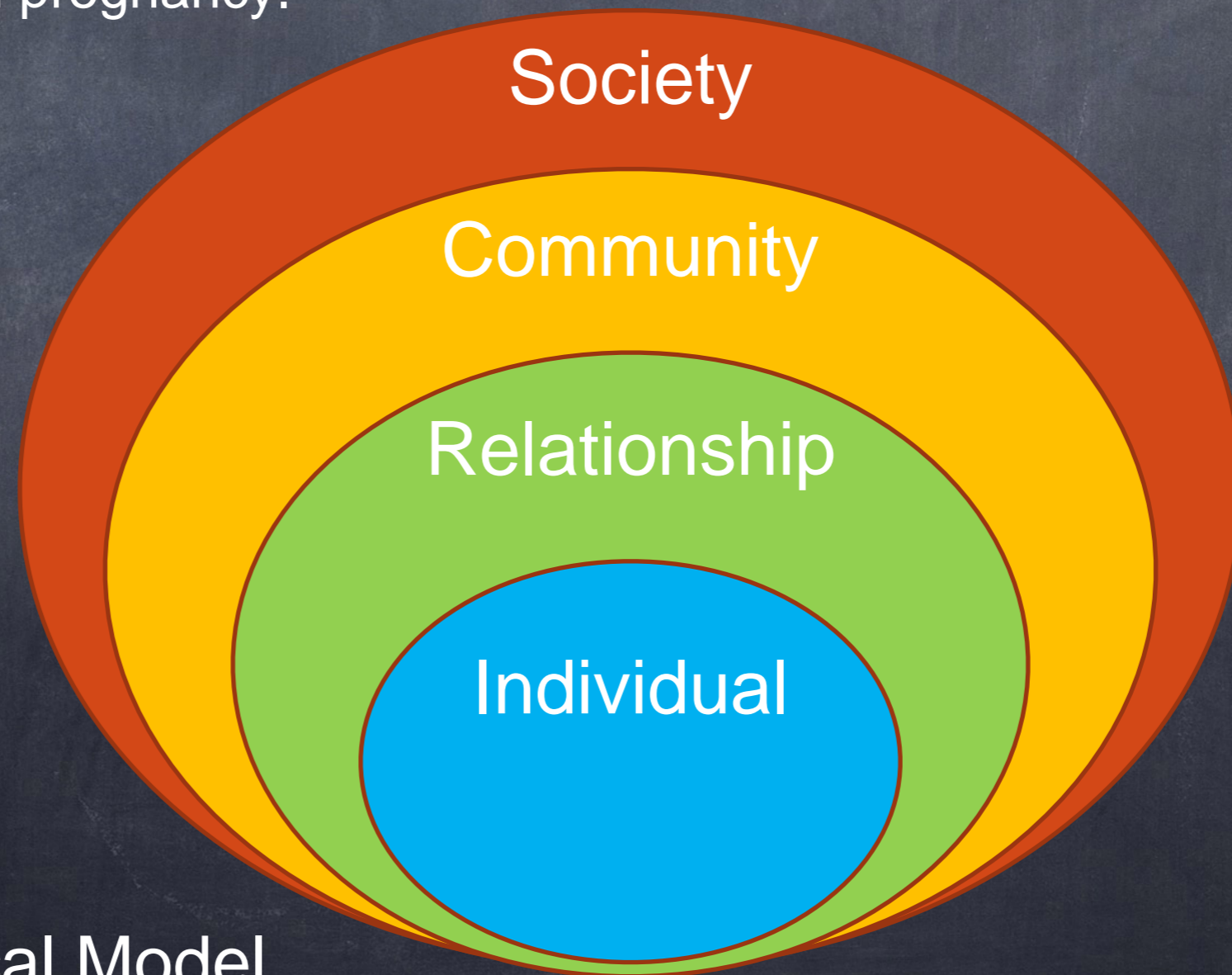


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- Shared Findings

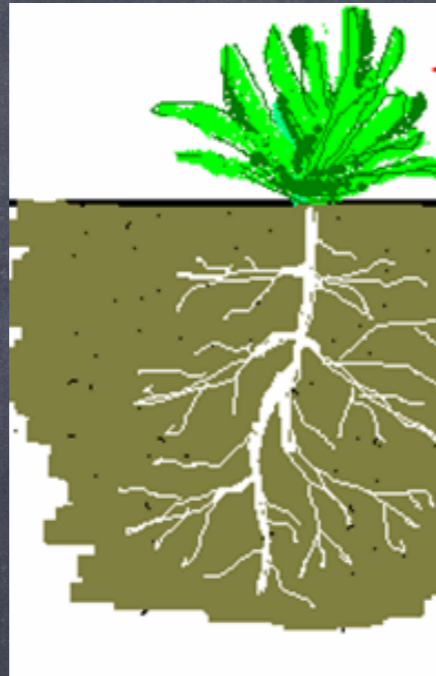
# What Root Cause Analysis?

- A Root Cause Analysis is a process used to identify the contributing factors and underlying causes of a problem, event, or health issue, such as teen pregnancy.



Social Ecological Model

# The Root Cause Analysis: The What & Why



← Symptoms of the problem

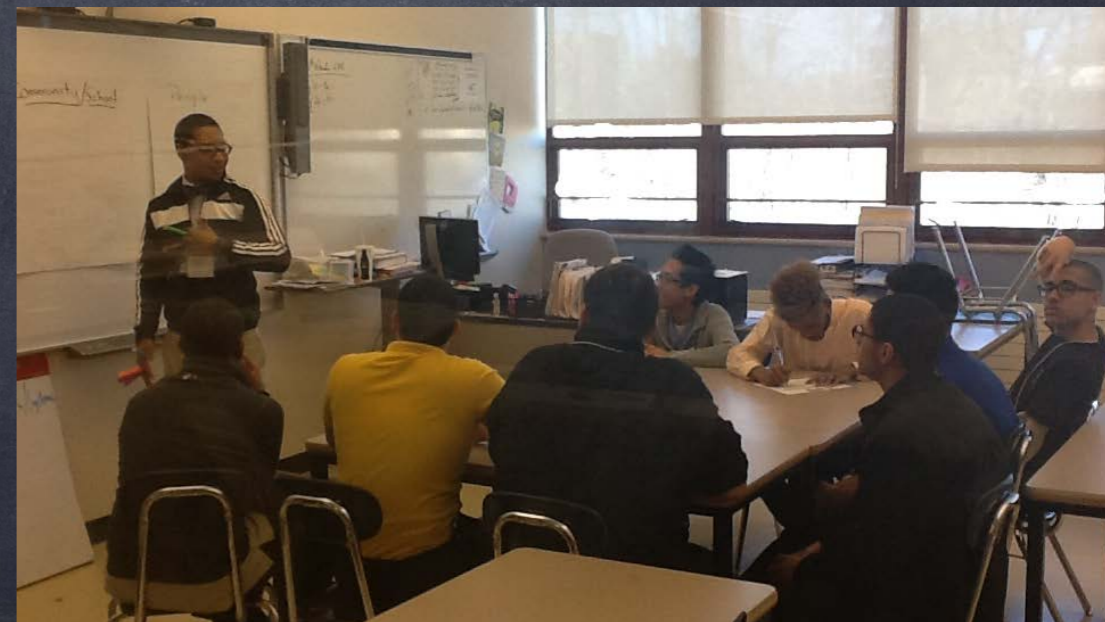
Underlying causes



More efficient and effective  
than addressing a symptom  
of the cause

# Our Process

- Conducted Organizational Assessment for Organizations serving male populations
- Adapted Root Cause Analysis (RCA) for Youth Population
- Identified 2 groups in the community to implement the RCA
- Completed Data Analysis
- Continuous Quality Improvement
- Continued gathering data



# Lessons Learned

- Community Needs Assessment Phase
- “Silo” approach to the work
- Historical context of teen pregnancy prevention work
- Ideas around Masculinity & Sexuality





# Common Themes

- Young men don't see Pregnancy as their issue
- Peer Pressure keeps young men from being involved.
- Insufficient information for males
- Poor Sexual Health Education
- Change the name of Teen Pregnancy Prevention to something relative to males
- Need to meet guys where they are or have a designated space.

# Implications

- Space needs to be created to discuss the various dimensions of Social Ecological Model with men for young men
- Young men are untapped potential
- Male engagement work is hard and requires out the box thinking



# Strategies to Engage Young Men

1. Educational Setting
2. Direct Service
3. Technology
4. Youth Adult Partnership

# Next Steps

- Office of Minority Health Funding – Young Men Matter, Too! Project
- Results of of the organizational Needs Assessment will help guide types of TA needs to support next steps
- Continue to improve the RCA process with young men

# Voices of Young Men

# Contact Information

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