

# *Connecticut Fatherhood Initiative (CFI) Council Meeting*



**March 30, 2026  
Meeting Summary**

## **Members in Attendance:**

Commissioner Andrea Barton Reeves, Chair, Department of Social Services  
Commissioner Nancy Navarretta, Co-Chair, Dept. of Mental Health & Addiction Services  
Dr. Kari Adamsons, University of Connecticut, Human Development & Family Sciences  
Tanya Barrett, United Way of CT  
Michael Bartley, Department of Labor  
Heriberto (Eddie) Cajigas, Department of Labor (D1 Committee Chair)  
Deputy Commissioner John Carragher, Department of Veterans Affairs  
Diana DiTunno, Dept. of Social Services (DSS) Office of Organizational & Skill Development  
Douglas Edwards, Real Dads Forever  
Hon. Michael Ferguson, Judicial Branch Family Magistrate Division  
Anthony Gay, Department of Children and Families (D2 Committee Chair)  
Commissioner Susan Hamilton, Department of Children and Families  
Melvette Hill, CWCSEO (D5 Committee Co-Chair)  
Deputy Commissioner Tina Jefferson, Department of Children and Families  
Anthony (Tony) Judkins, DSS Office of Child Support Services (D5 Committee Co-Chair)  
Nicole Kilduff, Family Strides Inc. (Provider Representative, Executive Level)  
Kevin Krusz, Department of Public Health  
Lesley Mara, Connecticut State Colleges and Universities  
Christina Morales, Office of Early Childhood  
Deputy Commissioner David Morgan, Office of Early Childhood  
Abdul-Rahmaan I. Muhammad, My People Clinical and Community Services  
Jackson Pierre-Louis, Department of Developmental Services  
Lynn Reeves, DSS Office of Child Support Services  
Michael Tingley (for Meghan Scanlon), CT Coalition Against Domestic Violence  
Ariana Trotman, GBAPP (Provider Representative, Program Manager Level)  
Interim Commissioner Elena Trueworthy, Office of Early Childhood  
Chairperson Jennifer Zaccagnini, Board of Pardons and Parole

## **Member Regrets:**

Joseph DiTunno, Judicial Court Support Services Division (D4 Committee Co-Chair)  
John Frassinelli, State Department of Education  
Meghan Scanlon, CT Coalition Against Domestic Violence  
Jennifer Wilder, Office of Early Childhood

## **Guests in Attendance:**

Katie Breslin, Office of Policy and Management  
Kelley Edwards, Dept. of Mental Health and Addiction Services  
Scott Gaul, Office of Policy Management  
Sarju Shah, Dept. of Mental Health and Addiction Services  
Justin Torres, DOL

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## **Welcome/Introductions**

Commissioner Barton Reeves opened the meeting and welcomed Members. Members introduced themselves. Newly appointed Deputy Commissioner for the Office of Early Childhood, David Morgan who joined today's meeting along with Commissioner Trueworthy.

## **Review/Acceptance of September Meeting Minutes**

Commissioner Navarretta asked members to review minutes from the December meeting. Members reviewed, one edit noted: Christina Morales name to be added to the list of attendees. Diana will revise the minutes and send to the group along with these meeting minutes.

A motion to accept the minutes with the noted revision was made by Michael Ferguson and seconded by Lesley Mara. All members were in favor, no abstentions. Minutes approved.

## **Strategic Plan: Implementation Update**

### **Domain Committee Chair Reports**

#### **DOMAIN 1: Fathers economically stable**

Chair Eddie Cajigas reported Kristina Testa-Buzzee and Eileen Peltier from the Office of Workforce Strategy (OWS) delivered a presentation on the Career ConneCT program during the Committee's February meeting. The program offers any individual in Connecticut with job training, supportive services and employment opportunities.

While the Career ConneCT grant officially ends at the end of June 2026, the group will be discussing potential connections that could be made for fathers to the services that will continue to be offered by the grantees as well as potential partnership with the Office of Workforce Strategy.

Eddie explained that when the grant application was being developed, he and Tony Judkins submitted a letter of support with the hope that a more formal, organized partnership would be established between fathers in programming and the training that would be offered through the grant, as well as referrals for fathers involved with Career ConneCT training to local fatherhood programs.

While that formal process didn't materialize as envisioned, he said Eileen, as the new manager for Career ConneCT, and Kristina as manager of all OWS programs, committed to continued conversations to identify how CFI and OWS initiatives might intersect. The group will discuss this more in their upcoming meeting.

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## **Strategic Plan: Implementation Update, continued**

### **Domain Committee Chair Reports**

#### **DOMAIN 2:**

##### **Fathers in healthy relationships with their children, co-parents, significant others**

Committee Chair Anthony Gay reviewed the D2 Committee’s “how-to” guide for father-inclusiveness in the Requests for Proposals process. The guide is written with the understanding that agencies would “make it their own” as it relates to the program/service for which they are seeking and how to be inclusive of fathers as appropriate.

Diana noted that DSS worked with a consultant group years ago to develop the “Father Friendly Assessment Guide” which several state agencies used as a tool to rate father-inclusiveness on a broader level, not just specific to the RFP process. It is applicable to any agency, not just those at the state level. She will share the link within these minutes so that CFI partners can have as another tool in their “toolbox” for their respective agency efforts. The guide can be found at the end of these minutes, following the RFP “how-to” guide.

Members commented and said they felt the D2 Committee’s product can be helpful for state agencies to reference during the procurement of services/supports for those involved with their respective agencies. After some discussion, Commissioner Barton Reeves made a motion to accept the D2 Committee’s RFP how-to guide. Lesley Mara made a motion to accept and Jackson Pierre-Louis seconded. All in favor, no abstentions. Product approved by the Council.

#### **DOMAIN 3: Young people prepared to be responsible parents**

No report provided as Co-Chairs have not yet been confirmed.

#### **DOMAIN 4:**

##### **Men involved in the criminal justice system supported in being responsible fathers**

Diana DiTunno reported on behalf of Co-Chair Joe DiTunno as he sent regrets that he was unable to attend the meeting. The Judicial Branch CSSD fatherhood training that the Domain 4 Committee developed is complete as far as content and interactive components, thanks to the CSSD training team support.

However, the review for accessibility required for all state agencies includes our WBT along with all the other training curricula under CSSD, so this still needs to be completed before the training can be offered to CSSD staff and shared with other criminal justice system agencies for adaptation and use with their respective staff. Joe anticipates completion in a few months.

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## **Strategic Plan: Implementation Update, continued Domain Committee Chair Reports**

### **DOMAIN 4:**

#### **Men involved in the criminal justice system supported in being responsible fathers, continued**

In April, there will be an opportunity for D4 Committee Members, and Members of the CFI Council, who would like to participate in testing the training; this will not be for content modifications, but to ensure the web-based training runs the way the Committee anticipated.

Members are asked to please email Joe ([joseph.ditunno@jud.ct.gov](mailto:joseph.ditunno@jud.ct.gov)) with cc to Diana ([diana.ditunno@ct.gov](mailto:diana.ditunno@ct.gov)) if they'd like to participate in the testing.

Diana further reported that Committee membership will be changing, including the identification of a new Co-Chair, given Aileen's responsibilities as a BOPP Board member; Chairperson Zaccagnini approved Aileen to continue as a Member of D4 Committee, and they are thankful for that. As the membership gets confirmed, a new Co-Chair to share the role and responsibilities with Joe will be identified so the group can reconvene to determine priorities and future plans for the group.

### **DOMAIN 5: Policy and Public Awareness**

Co-Chair Melvette Hill reported the group recently met and were excited to have a conversation around New England Fathering Conference regarding how we continue to carry the learnings forward from the Conference and how do we showcase that information throughout Connecticut and throughout the agency partners and their staff, as many were not able to attend but could benefit from the information. The group discussed one way is through the CFI Newsletter; the Spring/Summer 2026 issue will highlight some of that content, including those from our state who participated as workshop presenters, and the dads in programming who attended and also shared their stories during the "Dads' Stories" moderated discussion that took place during "general session" portions of the program. Doug Edwarda and Denise Drummond, who recently retired from the Commission on Women, Children, Seniors, Equity and Opportunity but has committed to continuing to work with Doug on CFI newsletter development.

The group is also looking at ways that the stories recorded through the CFI Dear Dad Tour could be shared through training sessions with staff, through groups being held at fatherhood programs, and so on. Another way may even be to highlight some of the Dear Dad videos on the Commission's podcast. Melvette asked Council Members to email her ([melvette.hill@ct.gov](mailto:melvette.hill@ct.gov)) and Tony ([anthony.judkins@ct.gov](mailto:anthony.judkins@ct.gov)) with any ideas they may have.

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## **Strategic Plan: Implementation Update, continued**

### **211CT Workgroup Chair Report**

Tany Barrett reported that a few United Way of CT (UWCT) staff attended the NEFC for the first time this year, and it was a “strategic move” in that the staff were from not only the 211 Contact Center, but also from housing, childcare and child development units, and those doing crisis interventions, in order to get them more connected to the CFI and the 211 Workgroup in particular. She shared that Diana will be delivering training to the 211CT Contact Center Specialists in April and also record a session so if any are unable to attend they can take the training that way. They are also coordinating 211CT training for fatherhood program providers, to increase their knowledge of and how to use resources offered through 211CT.

The group is also doing a check-in on the electronic referral process on the 211CT website for DSS-certified fatherhood programs, where fathers can ask to be contacted by that program. Referrals can also be made between the DSS-certified fatherhood programs. For example, if a father contacts a program for services but they live outside that program’s service area, he program staff could potentially refer them to another DSS-certified program if the father lives in an area where there is one available. This can also occur if a father moves from one area of the stat to another where a program is available. The workgroup is going to look at how many people are utilizing that process and discuss ways to increase utilization of that feature.

Lastly, Tanya stated UWCT celebrated their 50th anniversary last month and had a series of events to mark the occasion. UWCT was fortunate to get some additional funding from the emergency fund that Governor Lamont put forth, and they will be hiring ten additional Contact Center staff for the 211CT information and referral service, which means they will be able to serve more fathers. The job postings can be found here: <https://recruiting.paylocity.com/recruiting/jobs/All/ee8fbb69-0980-4d36-8c9f-c3b5b8239a2f/Uwc-Best-Places-2>

### **2026 New England Fathering Conference**

Tony Judkins shared the following information about the 2026 NEFC , for which Connecticut served as host state.

- The event sold out again this year, with 427 registered to attend
- The three Keynote Speakers were Joel Leon, Ingrid Canady and Joe Gidjunis
- 32 Workshops on various topics were offered on Wednesday and Thursday across the four NEFC arenas of Dads and Family and Community, Dads and Health, Dads and Education and Dads and Systems
- On Friday, a new activity was introduced – the NEFC IronDad Competition! The overview sheet was shared along with the other materials for today’s meeting; there were 4 teams of dads, with assigned cheering sections, and “mental load” questions posed through a QR code

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## **2026 New England Fathering Conference, continued**

for audience to add points to their team's scores in between the competition events; the Committee was happy that the audience got really into IronDad – even rushing to the stage to cheer on their teams more closely during the final event; it was everything the Planning Committee hoped it would be

Members who attended the 2026 NEFC were asked to share their thoughts/reflections. Members praised the Planning Committee, emphasizing the event was high-energy throughout the two and a half days. They noted the keynote speakers and workshop sessions were powerful, dynamic, informational, inspiring and relevant to their work and lives. They also appreciated the information provided in the Resource Hall and noted the networking opportunities. They expressed that even more time to peruse available resources and programmatic information in the Resource Hall and networking with others from Connecticut and across the New England region would be welcomed. The IronDad Competition was also a highlight for Members – in fact, they suggested that it be permanently added to the program as the final day's activity! Members are committed to exploring ways to have more staff in attendance as this annual event is a great opportunity for professional development.

Members also recognized the support of the agency leaders; Connecticut is unique in this regard, as not only do leaders attend, but they also allow staff to participate and this is important information for state agency staff to have for the work we all do with families.

Connections were made and/or reinforced among the Connecticut attendees as well, creating opportunities for further information sharing in-state and strengthening connections among CFI partners.

Chief Family Support Magistrate emphasized how critical the local fatherhood programs are for fathers being served in courts and other state systems, and the Family Support Magistrates are able to make referrals for the fathers they see in child support court, but only in certain cities. The need for programming in all communities is real, the fathers need supports that the state systems cannot provide, so he feels the CFI Council and agency leaders should work together to strengthen and increase programming.

All agreed the NEFC conference connects with people both intellectually and emotionally, which is a reason it is so popular and sells out each year.

Tony encouraged Members to begin planning early, identifying funding in their spending plans for staff attendance so they are ready when registration opens and get their staff in before the event sells out. The 2027 NEFC will be held March 10, 11 and 12 at the Sheraton Monarch Place Hotel in Springfield, Massachusetts.

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### **Data Development**

Scott Gaul, Chief Data Officer and Katie Breslin, Data Governance Coordinator with the OPM Data and Policy Analytics Unit presented a recap of the data development efforts the CFI Council and members of the D5 Strategic Plan Committee have done thus far related to data development and a few options for the group to consider regarding the use of data and the direction they could take to move this work forward.

Scott shared there are several ways OPM helps support state agencies on the use of data, including the GIS office, spatial mapping information, and Daily CT linking data across agencies to help understand where people are crossing the boundaries between different state programs. They manage a state's open data portal, with efforts to use data to measure impact of the investments the agencies are making.

The CFI partners have a long history with recognizing the need for data about fathers, and after Scott and Katie reviewed meeting minutes and the 2025 CFI Annual Report from the MOU partner agencies they found the consensus of this Council was to develop 5 -6 shared data points to build collaborative efforts, support the work of the CFI and use the data for advocacy for resources, funding, examine the impact from the investment of CFI partners to better support men as fathers in the various systems. Legal or technical challenges with data collection/sharing that were noted in the annual report are important for this group to discuss and identify ways to address.

Scott mentioned that the work that's being done under the different Domains will help with the work that the Council is looking at doing on data development. For example, defining terms like parents, families and fathers is very important. Shared definitions help with collecting data that in turn measures the impact of system changes for families or parents or fathers. Domain 2, in looking at the one area of RFPs for procurement, is helpful because will help build out the data strategy for the group.

Scott shared three approaches for the Council's consideration, and pros and cons for each approach:

1. Program Inventory
  - List programs provided by CFI Council members
  - Determine data dictionaries and where collection can be modified for CFI
  - Pros: Easy to do, builds on data development and collaboration goals of CFI
  - Cons: Prior efforts in this area
  
2. "Dads Count"-type report
  - Develop report to highlight work of CFI agencies, support advocacy, outreach
  - Collect high-level stats / facts (5 -6 data points) from CFI Council members, other sources (ex. Census)
  - Pros: no privacy concerns
  - Cons: requires editor, marketing / communications oversight

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### **Data Development, continued**

#### 3. Service Integration

- Pilot sharing data for a service or collaboration that is a CFI priority
- Example: December meeting discussed Opportunity Centers, Reentry Centers
- Pros: helps on service coordination goals for CFI
- Cons: involves more lengthy process to develop legal agreements, share individual data

Regarding option 2 above, Scott mentioned the “Kids Count” report done by the Annie E. Casey Foundation, that includes state-level snapshots/trends in child well-being, as a model for “inspiration”. It would be a tool that CFI partners would have for advocacy outreach, talking about the work of the collaborative, the Council and Domain Committees and the father being served and impact of programs/services. For example, there is potential to include data or statistics fathers who are caregivers in Connecticut. If the group identifies 5-6 shared data points this helps with development of a product like this.

The third option would be a pilot project, where a few agencies agree to link data to review impact of programs/services provided within the collaborative. Dedicated engagement and buy-in is required to make this happen. This is looking at services in the way CFI partner agencies are actually collaborating, people receiving services are crossing over, working across different agency boundaries. This is the core of what CFI partners are doing, but because it's people's individual data, their identities, there's a much lengthier process to do.

The approaches aren't necessarily mutually exclusive or in opposition to each other. And the group could decide they don't want to use any of the three proposed approaches. Members were asked to provide feedback about the approaches.

Members agreed that approach #1, program inventory, seems to be what 211CT does extremely well, which is to keep track of programs and services in the community. Clarification was provided with regard to the history Katie referred to earlier regarding the survey developed and disseminated by the D5 Data Development Subcommittee and attempts to determine if agencies were collecting data on men they serve as fathers.

This effort is about examining CFI state level partners, as we may not be asking the question of those being served by our agencies. For example, a man under DOC supervision who is applying for SNAP benefits through DSS as an “individual” because he does not live with his children, and he is also seeking a job through DOL. Are we asking at any point if he is a father, and are his children minor, etc. He may have a child support order but the systems don't talk to each other so we aren't identifying him as a father in all the systems and therefore he isn't “counted”.

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## **Data Development, continued**

The question is, how we ensure all agencies are asking the question, and collecting the responses in order to truly tell the story of fathers in our state. And are we asking the question the same way, that will get the information we are seeking? If some are asking “do you have dependent” we may not get accurate answer. Similar to asking “how many people are in your household?”

Increasing the data collected and shared on men as fathers in our systems provides us the information we need when seeking funding, when we are asked why funding for this work is needed. Qualitative data is equally important, but if we don’t have the metrics to go with that, we are missing a critical piece.

Members emphasized the need to use data strategically for advocacy, grant applications, and collaborative efforts focused on fathers. Approach #2, a “Dads Count”-type report, was favored as it potentially offers a practical way to harness data for these purposes. Further, this approach may promote a sense of accomplishment and ongoing progress without being limited to static inventories.

The full Council expressed appreciation for the work done in consolidating proposals and data discussions. A continuing focus on improving data collection, integration, and usage is implied as critical for advancing support for fathers and related programs.

Members will review the slides and think about the best approach a bit more for a deeper discussion at the June CFI Council meeting.

The slides can be found at the end of these minutes.

## **Provider Coalition Report**

Nicole reported that while she was unable to attend the NEFC this year, she and the rest of the agencies with DSS-contracted fatherhood programs were thankful to have the financial support from DSS to send staff and fathers enrolled in their programs.

The provider coalition has not met since the conference; however, she did email the group asking for their feedback. All comments received were positive; similar to the Council Members, staff especially remarked about the keynote speakers and the impact their addresses each day set the stage for their engagement in workshops, taking in information, meeting new people etc. for the rest of the day. They also noted the ongoing struggles with program dads who committed to attending needing to cancel given some complicated situations they are experiencing with work, family or life in general.

One young father from Family Strides who attended told them he was “in awe” and he has “never experienced anything like this”. He is a new dad dealing with parenting, co-parenting, going to school, working and now he doesn't feel so alone in this parenting venture and sees that there's hope in the future.

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## **Provider Coalition Report, continued**

Nicole stated with Spring arriving, the network is doing a lot of work collaborating with other agencies getting outside on the warmer days into the parks, conducting community-based outreach, working a lot with our local prevention partners to do outreach events to engage fathers in programming.

They continue their work with DMHAS and the Governor's Prevention Partnership (GPP). One Friday each month, the group does a topic review in the area of prevention and how to incorporate into their programs. The providers believe it has been “a great way of getting information, learning more about different substance uses, different trends that are coming up, just informing us, and so that we're able to be aware when we're working with dads, being aware and being able to share information with dads, whether they have kids in their house or whether they are struggling with or working on their own recovery.”

Also, the group has noticed a shift in areas of need expressed by the fathers with whom they work. Child support has always been a system for which the program staff try to assist fathers, but more recently, housing has become the primary issue raised by fathers. Staff are working with dads on homelessness and affordable housing, assisting them with finding stable housing and adequate employment that can sustain adequate housing. This has become a common challenge for fathers across all programs, especially when they're co-parenting and noncustodial parents and maybe have visitation but they are unhoused or where they live is not adequate to have their child stay with them. The coalition's next meeting is scheduled for the end of April.

## **Other Business**

Commissioner Barton Reeves stated that the dates and formats for the remaining 2026 quarterly meetings are as follows:

- June 29, 2026 (in person)
- September 28, 2026 (in person)
- December 14, 2026 (via Teams)

If any Members did not receive the meeting invitation sent by Commissioner Barton Reeves' Executive Assistant, please email Diana ([diana.ditunno@ct.gov](mailto:diana.ditunno@ct.gov)).

Tony provided an update regarding the CFI Dear Dad Tour (DDT). DSS met with American View Productions to begin discussions about the 2026 CFI DDT. The ability to begin to conduct activities as outlined in the contract is unfortunately a bit stalled, as the contract has not been approved by OPM. DSS is working to work out the issues to get the contract executed and the work started. In the meantime, ideas about potential locations for tour stops to occur throughout the year – which runs June through April for this project – were discussed with AVP, along with ideas for the website “refresh”. DSS hopes to be able to provide a project update soon.

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## **Other Business, continued**

Tony also spoke to the Members about the Interagency Memorandum of Understanding (MOU) on Fatherhood (Fatherhood MOU) that includes fifteen of the state level agency partners. The Fatherhood MOU has been executed; this is a large undertaking for which we should be proud, as it is a concrete tool reiterating the collaborative nature of our work together to support Connecticut's fathers and their families. He expressed the importance of taking time to reflect on and celebrate the achievements related to the Fatherhood MOU. He asked Members to consider the June 29 CFI Council meeting, coinciding with Father's Day in the month of June, as an opportunity to highlight the MOU. He proposed the leaders of the fifteen agencies who are parties to the MOU attend the meeting, do a "ceremonial" signing and photo opportunity. Tony mentioned the possibility to create a press release or an op-ed piece as well.

He emphasized this is an opportunity for showcasing the collaboration among agencies to address barriers for fathers and their families and publicizing all CFI partners' efforts and the commitment of impact of the MOU from the state-agency level.

Members approved Tony's proposal. DSS will lead the planning for the June 29 CFI Council meeting and share the plan with the Council Co-Chairs.

Members were asked if they have news/updates regarding fatherhood they would like to share. No updates were noted.

Commissioner Barton Reeves made a motion to adjourn the meeting. Lesly Mara accepted, Tony Judkins seconded.

*Meeting Adjourned at 3:11pm.*



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## **Request for Proposals (RFP): Recommendations for State Agencies**

### ***Connecticut Fatherhood Initiative Overview***

The Connecticut Fatherhood Initiative (CFI), is a statewide multi-agency collaboration, led by the Department of Social Services, working toward a common goal: to support children, mothers and fathers by focusing on the important influence of men who are or will be in fathering roles. CFI partners do this through systems change efforts as well as supporting direct services and programming for fathers, with a commitment to racial equity, gender equity and safe engagement of fathers with their children.

### ***Purpose/Background of this Guide***

This guide for state agencies was drafted through the work of the *Connecticut Fatherhood Initiative* (CFI) Strategic Plan Domain 2 (D2) Committee, *Fathers in healthy relationships with their children, co-parents and significant others*. Strategies under this Domain are broad; therefore, the lead agency for and membership of the D2 Committee changes as the focus shifts. This document resulted from work completed when the D2 Committee’s focus was Child Welfare System reform, and the lead agency was the Department of Children and Families (DCF). The Committee conducted a section by section review of a sample Request for Proposal (RFP) used by the DCF for contracted providers implementing the DCF Quality Parenting Centers (QPC) Program, offering recommendations to ensure father-inclusiveness, particularly for nonresident and noncustodial fathers and paternal kin.

The Committee’s recommendations were then presented to the CFI Council, which requested that the RFP review be transformed into a general “how-to” guide that state agencies may apply to their own RFP templates, to strengthen father-inclusive practice in contracted programs and/or services.

We commend the D2 Committee for their active participation and attention to detail throughout the RFP review, which made the development of this guide possible.

Recognizing that RFPs may vary in structure, heading and subsections, it is our hope that agency staff can use this example to incorporate the recommended father-inclusive practices. This guide is intended to be fluid document, and additional suggestions are welcomed. Please email [diana.ditunno@ct.gov](mailto:diana.ditunno@ct.gov) to share recommended additions for review and approval by the CFI Council.



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## Request for Proposals (RFP): Recommendations for State Agencies

RFP SECTION	RFP SUBSECTION	SUGGESTIONS TO ENSURE FATHER-INCLUSIVENESS
INTRODUCTION	RFP Summary	<ul style="list-style-type: none"> <li>Add definitions for terms such as “parents” and “families” – clearly specifying who is expected to be included in services provision</li> </ul>
PURPOSE OF RFP AND SCOPE OF SERVICES	Agency Overview	<ul style="list-style-type: none"> <li>Include definitions to reinforce that parents/families are defined as nonresidential, residential, kin etc. inclusive of fathers and/or paternal kin</li> </ul>
	Program Overview	<ul style="list-style-type: none"> <li>Ask applicant to describe how non-residential fathers will be included throughout the proposed program</li> <li>If the state agency’s core principles are stated, include a statement that the Department recognizes the important role both parents, whether living together or apart, residing with or without the child, can add to the life of their child</li> </ul>
	Scope Of Service Description  Organizational Requirements  Cultural & Linguistically Competent Care  Service Requirements (target population, capacity, referral process, service components, etc.)	Ask the applicant to <ul style="list-style-type: none"> <li>provide a detailed plan for engaging nonresidential fathers and paternal kin in program services</li> <li>describe strategies for working with nonresidential fathers and/or paternal kin throughout the program, ensuring gender equity in service provision</li> <li>explain how the provider will ensure inclusion of nonresident fathers/parents in services if they live outside service area</li> <li>Provide supportive modeling for nonresident fathers/parents who may have had limited prior engagement. This should include preparing them for “reintroduction” process, recognizing that children may have varying levels of comfort</li> </ul>



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### Request for Proposals (RFP): Recommendations for State Agencies

RFP SECTION	RFP SUBSECTION	SUGGESTIONS TO ENSURE FATHER-INCLUSIVENESS
PURPOSE OF RFP AND SCOPE OF SERVICES  <i>CONTINUED</i>	Scope Of Service Description  Organizational Requirements  Cultural & Linguistically Competent Care  Service Requirements (target population, capacity, referral process, service components, etc.)  <i>CONTINUED</i>	<ul style="list-style-type: none"> <li>• Ensure the physical environment is welcoming and inclusive for all members of the service population. Conduct an environmental scan to confirm that the space reflects diversity among fathers, mothers, children, and other family members</li> </ul>
	Staff Recruitment and Retention	<ul style="list-style-type: none"> <li>• Applicants should demonstrate intentional recruitment and hiring practices to ensure staff composition is representative of the service population, including considerations of diversity, equity and inclusion (DEI) and gender representation.</li> <li>• Recognition that fathers often experience increased comfort and relatability when engaging with the male staff; therefore, incorporating language that emphasis the value of gender responsive staffing can help ensure staff composition aligns with the needs of the service population.</li> </ul>
	Staff Training	<ul style="list-style-type: none"> <li>• Fatherhood and father-engagement training shall be required for staff</li> </ul>



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### Request for Proposals (RFP): Recommendations for State Agencies

RFP SECTION	RFP SUBSECTION	SUGGESTIONS TO ENSURE FATHER-INCLUSIVENESS
PURPOSE OF RFP AND SCOPE OF SERVICES  <i>CONTINUED</i>	Staff Training  CONTINUED	<ul style="list-style-type: none"> <li>• Applicants must outline how ongoing training needs will be met, particularly in response to staff turnover</li> <li>• Required training for staff should include addressing implicit bias from a gender perspective</li> </ul>
	Family Partnerships/ Community Linkages Community Partnerships	<ul style="list-style-type: none"> <li>• Require a description of how the agency provides or partners to offer fatherhood-specific services, with particular attention to nonresident fathers</li> <li>• Require the submission of examples of formal partnership agreements or Memorandum of Understanding (MOUs)</li> </ul>
	Family Partnerships	<ul style="list-style-type: none"> <li>• Describe your agency’s experience engaging families, including effectively involving a youth’s family, parents/caregivers - particularly nonresident fathers and mothers - and/or significant others in the treatment process.</li> </ul>
	Performance Measures, Data & Technology	<ul style="list-style-type: none"> <li>• Ensure your performance measures (qualitative and quantitative measures) include reporting out on both mother and nonresident fathers.</li> <li>• Define how the family is identified, ensuring inclusion of nonresident fathers and other nonresident parents?</li> <li>• Indicate whether the specific relationship between each caregiver and the child is captured</li> </ul> <p>Examples of performance metrics include:</p> <ul style="list-style-type: none"> <li>• for service that includes visits between child and parents: annual number of visits occurring per</li> </ul>



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INITIATIVE

**Request for Proposals (RFP): Recommendations for State Agencies**

RFP SECTION	RFP SUBSECTION	SUGGESTIONS TO ENSURE FATHER-INCLUSIVENESS
		<p>site – specific visits with which parent? Inclusive of fathers, especially when nonresidential?</p> <ul style="list-style-type: none"> <li>• Annual number of families served by program</li> <li>• Number and percentage of families who engaged in program</li> <li>• Number and percentage of families who met treatment goals</li> <li>• For programs in which an increase in parent-child contact is a goal, the number and percentage of families with increased parent-child contact</li> <li>• Race and ethnicity of families, including both residential and nonresidential parents/caregivers</li> <li>• Age of parents, inclusive of nonresident father and/or mother</li> <li>• Number of fathers who participated</li> <li>• Number of fathers who successfully completed services– define what success looks like for completion of a particular service – include a clear definition of what a successful completion entails, including identification of goals and whether they were met, rather than solely confirming attendance and/or number of sessions completed.</li> </ul>

# Data Development

## CT Fatherhood Initiative Council

March 30, 2026



**CONNECTICUT**  
Policy and Management

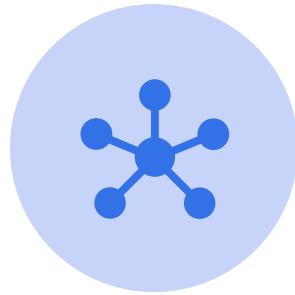
# Agenda

1. Recap prior discussions
2. Proposed Approaches

# Data & Policy Analytics Programs



GIS Office



DataLinkCT



Open Data



Impact &  
Evaluation



State  
Data Plan



# Past Efforts

# September CFI meeting

- “whether parenting programs across the state, especially those contracting with state agencies, are covering co-parenting skills in their curricula”
- “developing 5-6 shared data points to support our collaborative efforts and the Council”

# December CFI meeting

- Discussion of data being collected and shared across agencies
- **“Members agreed that developing 5-6 shared data points** to support our collaborative efforts and the Council, as the body which steers the work of the CFI and our Plan, is the appropriate table to discuss and come to agreement on shared data points”
- **“Members agreed data collection and sharing would be for advocacy** – connection to resources, funding opportunities – and also to see if the systems change we aim for is making an impact”
- **“Members asked if the Opportunity Centers are a potential place where data can be collected.”**

# CFI annual report

## Agency Data Development

- **Growing Capacity:** DSS, DCF, DDS, DOC, and CSCU are building or improving systems to capture father-specific data; DSS is coordinating a cross-agency effort with OPM.
- **Established Systems:** SDE, DMHAS, and Judicial Branch divisions continue using existing data systems to strengthen father engagement and improve services.
- **Barriers & Constraints:** DOH, DVA, and DOL face federal or technical limits on collecting or sharing father-specific data but are exploring options.
- **Collaboration:** New cross-agency partnerships (e.g., OEC, DCF, DOC, and community providers) aim to align and combine data to better understand impact.

\* AI-generated summary

# High-value data inventory

Connecticut SharePoint Search this list Zaldonis, Pauli

+ New Edit in grid view Share Export Automate Integrate ... All Items

HVDI ☆

ID ↑	Year	Inventory ID	Agency	Business Functi...	Data Asset Name	Data Asset Des...	GIS or Non-GIS	Data Asset Stru...
1	2022	DECD016	DECD	Office of Fiscal Administration	Nortridge Loan System	Used for loan management, accounts receivable information, invoicing, reporting	Non-GIS	Non-GIS: Structured (Machine Readable)
2	2022	DECD017	DECD	Office of Television and Film within Business Development	Reel Scout	Used to allow clients to apply and track and research resources and licensing requirements if production houses wants film	Non-GIS	Non-GIS: Structured (Machine Readable)
3	2022	DECD018	DECD	Office of Fiscal Review and Compliance	Regional Economic Models, Inc.	Used for economic modelling and to project economic impact of potential funding arrangements	Non-GIS	Non-GIS: Structured (Machine Readable)
4	2022	DECD019	DECD	Historic Preservation	Retail Management System	Point-of-sale system used for museum operations	Non-GIS	Non-GIS: Structured (Machine Readable)

A white topographic map with contour lines is overlaid on the left side of a solid blue background. A thin white vertical line is positioned to the left of the text.

# Proposed Approaches

# 1. Program inventory

- List programs provided by CFI Council members
- Determine data dictionaries and where collection can be modified for CFI
- **Pros:** Easy to do, builds on data development and collaboration goals of CFI
- **Cons:** Prior efforts in this area

## 2. 'Dads Count' type report

- Develop report to highlight work of CFI agencies, support advocacy, outreach
- Collect high-level stats / facts ('5 -6 data points') from CFI Council members, other sources (ex. Census)
- **Pros:** no privacy concerns
- **Cons:** requires editor, marketing / communications oversight

# 3. Service integration

- Pilot sharing data for a service or collaboration that is a CFI priority
- Ex. December discussed Opportunity Centers, Reentry Centers
- **Pros:** helps on service coordination goals for CFI
- **Cons:** involves more lengthy process to develop legal agreements, share individual data

Questions?