

Empowering Fathers, Thriving Children:

A Citywide Fatherhood Plan



NYC Children's
Cabinet

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Letters from the Mayor and Deputy Mayor



Letter from the Mayor

To my fellow New Yorkers,

We are dedicated to keeping New York City the best place to raise a family. I've been a police officer, a state senator, borough president and mayor, but the best job I have is being a father. The joy and responsibility of raising my son Jordan has made me better in everything I do.

In New York City, we know it takes a supportive community to raise a child. We want more fathers to experience the joy of fatherhood, to feel like they have a positive role in their child's life and that they have the supports that they need to be present and connect with their kids.

Fatherhood is more than a role—it is a cornerstone of our children's futures, our families' well-being, and the strength of our communities.

Fatherhood is more than a role—it is a cornerstone of our children's futures, our families' well-being, and the strength of our communities. Yet, across our city and nation, too many children are growing up without the consistent presence of father figures. This absence carries profound consequences—not just for the children, but for mothers, fathers, and the broader community.

That is why we have asked our agencies to look at all the work they do to be more inclusive of fathers. Additionally, we will focus on vulnerable populations, like younger fathers and criminal legal system-involved fathers. We are helping fathers with free parenting programs, mediation, and mentorship, and ensure our children can thrive while having both parents present in a positive way.

Parenting isn't easy, and no father and mother is perfect. This is why we must invest in fatherhood. It's not just about supporting men—it's about supporting families and, by extension, our entire community. Programs that encourage and facilitate father involvement are crucial. These initiatives provide fathers with the tools and support they need to be present, engaged, and active in their children's lives. Together we can continue to make New York City the best place to raise a family.



Eric Adams
Mayor of the City of New York

Letter from Deputy Mayor for Strategic Initiatives

To my fellow New Yorkers,

I grew up in a neighborhood where money was scarce, but community ran deep. Families were large, and the streets and schoolyards overflowed with laughter, resilience, and hope. We all agree that we were rich, the only thing we lacked was money.

Despite the challenges we faced, many of us grew into adults committed to nurturing the next generation. One of the biggest reasons for that sense of care and continuity? Fathers—and the men who stepped into that vital role.

Whether married, separated, or raising children alone, these fathers and father figures showed up—for school meetings, sports games, and everyday moments. Their presence offered stability, pride, and protection. That steady, caring influence helped shape who we became.

I say this not only from observation but from personal experience. I had the great privilege of being raised by the best father in the world. He is the reason I am who I am today. He taught me discipline, nurtured my optimism, and instilled in me a love for humanity. He's the foundation of my work ethic and the reason I believe so deeply in the power of community and caregiving.

Yet today, far too many children in New York City and across the country are growing up without that kind of presence. According to the U.S. Census, nearly one in four children nationwide—17.6 million—live without a father in the home.¹ Here in our city, the numbers reflect that same reality. While we uplift the tireless efforts of mothers, we must also recognize that children do best when supported by a dependable village—one that includes strong, supportive fathers.

We see the consequences when that support is missing: higher poverty rates, lower academic achievement, housing instability, and mental health challenges.⁵ These aren't just statistics—they're lived experiences that deserve our attention and action.

This document represents that response.

When fathers and father figures are engaged, children do better in every measurable way.

It is not a document of despair—it is a declaration of hope. When fathers and father figures are engaged, children do better in every measurable way.² They thrive emotionally, avoid high-risk behaviors, and imagine a future full of possibility.³ Mothers gain partners.⁴ Fathers gain purpose.³ Families—and our city—grow stronger.

Supporting fathers is both a smart policy and a moral responsibility.

Thank you for your partnership, your vision, and your belief in the power of fatherhood.

With commitment and determination,



Ana J. Almanzar
Deputy Mayor for Strategic Initiatives

Executive Summary



Research shows that children with engaged fathers are more likely to thrive emotionally, academically, and economically.

The Adams' Administration recognizes that supporting fathers is a vital investment in the well-being of children and the strength of families. Research shows that children with engaged fathers are more likely to thrive emotionally, academically, and economically.³ Fathers also benefit from active parenting through improved health, stability, and stronger family bonds.³ As parenting roles evolve, government policies must keep pace to support all fathers—including non-resident dads, stepfathers, and single fathers. The Citywide Fatherhood Plan proposes equitable, inclusive policies that empower fathers to play meaningful roles in their children's lives; strengthening families and communities across the city.

Citywide Fatherhood Plan Summary

- 1. Father friendly City** – Conduct a comprehensive review of New York City programs and policies to assess father-friendliness and expand their reach.
- 2. Focus on Young Fathers:** Empower young fathers through educational and economic workforce support.
- 3. Focus on Criminal Legal system involved Fathers:** support positive parenting and reintegration of criminal legal system involved fathers.
- 4. City's Workforce and training:** Increase workforce diversity and father involvement within childcare and education.
- 5. Build a network of Fathers for community building support:** Support network of fathers for mentorship and support in parenting.
- 6. Improve Father related Data:** Improve data collection on fathers and their impact on children at all levels of government
- 7. Education and University Changes:** Seek to equip health and human service providers to include father-friendly practices for a wholistic family approach.
- 8. Legal System suggestions:** Reduce structural racism within child support and make court practices more father friendly.
- 9. State Government:** Create a fatherhood commission to review state policies and programs.
- 10. Private Sector:** Consider father friendly practices such as paternity leave and flexible schedules.

Why Fatherhood?



The Adams Administration understands that supporting fathers is a crucial upstream investment in the well-being and future of our children. Research shows that when fathers are actively involved in the lives of their children in a healthy way, children face lower risks of poverty, are more likely to remain in school, exhibit fewer behavioral challenges, and are less likely to be involved in the criminal justice system.⁶

Engaged fathers also benefit mothers by sharing parenting responsibilities, reducing stress, and enhancing the family's economic stability.⁴ Men who actively participate in the lives of their children experience greater happiness, improved physical and mental health, higher self-esteem, and longer lifespans.³ Additionally, involved fathers tend to find more stable and secure jobs, become financially stable, reduce alcohol and substance use, and foster stronger family bonds.⁷ By equipping fathers with resources to play active roles in their children's lives, we foster healthier families and stronger communities.

Societal Norms around Parental Engagement is changing and government needs to catch-up

Parenting roles and expectations have evolved. More fathers want to be actively present, yet many policies fail to support father's attempts to engage in their children's lives, whether they reside in or outside of the home.⁸ Research shows that non-resident father status does not predict father non-involvement.⁹ Additionally, diverse family dynamics—including stepfathers, social fathers, and “fun uncles”—must be included in any fatherhood initiative. Finally, the number of single-father households is increasing, and these families often face higher rates of poverty and difficulties accessing social services.¹⁰

Supporting Fathers to Be “Present, Not Just Providers”

To ensure children benefit from the involvement of all available parental figures, we must implement equitable policies that encourage both mothers and fathers to engage in their children's upbringing. The Citywide Fatherhood Plan aims to provide comprehensive support, ensuring every child, regardless of background, has the opportunities they need to thrive. Together, we can build a holistic, and resilient city for all.

Citywide Fatherhood Plan for Child Well-Being



By making these programs inclusive and responsive to fathers' needs, we aim to create a more equitable and supportive environment for all families.

- 1. NYC will be a Father-Friendly City:** NYC should conduct a comprehensive review of all its programs and policies to assess their Father Friendliness and work to expand and establish supportive initiatives. This effort will include all agencies that reach children and their families such as NYC Public Schools (NYCPS), the NYC Human Resources Administration (HRA), NYC Department of Homeless Services (DHS) Administrative for Children Services (ACS) and the Department for Youth and Community Development (DYCD). By making these programs inclusive and responsive to fathers' needs, we aim to create a more equitable and supportive environment for all families.
- 2. NYC will support Young Fathers for a Brighter Future:** Young fathers (24 and under) often face economic instability, limited access to higher education, and the pressures of parenthood.¹¹ By investing in these initiatives, we aim to empower young fathers to build stable futures for themselves and their families. NYC has several educational and vocational training programs, such as the CUNY Fatherhood Academy, and programs at Administration for Children Services (formerly foster youth as well as youth in detention centers) and New York City Public Schools, which provide employment, as well as parenting and mental health support. Additionally, we hope to continue expanding access for young parents with resources and benefits through HRA's Office of Child Support Services (OCSS), which supports fathers and families to have the foundational support needed to fulfill their parental roles. These efforts promote family stability, reduce poverty, and contribute to healthier, more resilient communities.
- 3. NYC will Support Criminal Legal System-involved Fathers/ Incarcerated Fathers:** City agencies including DYCD, the Department of Corrections (DOC), the Mayor's Office Criminal Justice (MOCJ), the Department of Probation (DOP), Administration for Children's Services collaborate and have programs that are paving the way for positive parenting and reintegration of incarcerated fathers. We will continue to support and expand positive parenting programs for criminal legal system involved fathers.
- 4. NYC will invest in Fatherhood Mentorship and Community Building:** Mentorship initiatives offer fathers, particularly those facing economic or social challenges, the guidance, resources, and support needed to become more engaged and effective parents. This fosters healthier child development, reduces youth delinquency, and strengthens communities. By investing in

fatherhood mentorship, the city can help break generational cycles of hardship and create more equitable opportunities for family well-being. Navigators and credible messengers would build trust and serve as a bridge between reluctant fathers and government services. By building trust and helping men navigate through complex systems, the goals of the fatherhood plan are more likely to be realized.

- 5. NYC will invest in Father Friendly Workforce Recruitment to Expand the Number of Men in Female-Dominated Sectors:** The city should strive to make its workforce recruitment programs more father-friendly particularly in sectors that are more traditional female dominated, such as education and early childhood. By increasing diversity within childcare and education, we can create a more inclusive environment for fathers and emphasize the importance of positive male role models in these fields. Additionally, we can support non-resident fathers in accessing workforce opportunities, acknowledging the unique challenges they face and providing resources to empower them to contribute positively to their families and communities. Together, these efforts promote equity and strengthen support systems for all parents.
- 6. NYC Will Support Improved Data Collection on Fathers and Their Impact on Children at All Levels of Government:** Better data will lead to stronger, evidence-based fatherhood policies in order to effectively engage and support fathers and their children. Currently, there is a significant gap in information on fathers at the local, state, and federal levels, making it difficult to assess father engagement and programmatic impact.¹² City agencies are evaluating their processes and available data to gain a more holistic understanding of their clients, including parental status and family relationships. Expanding the collected data will provide valuable insights into fathers' roles in child development, improve outcome measurements and equip policymakers with the information needed to enhance family well-being. In addition, there are data sets at the state and federal level that should also be expanded to include fathers. One example is the CDC's Pregnancy Risk Assessment Monitoring System (PRAMS), which currently focuses on maternal and infant health with minimal father-related data. Statewide pilots of "PRAMS for Dads" have successfully incorporated public health metrics on fathers, including mental and physical health, healthcare engagement, employment, substance use, reproductive health, parental involvement, and attitudes toward breastfeeding and safe sleep.

Fathers play a crucial role in child development and family dynamics, yet they are often not engaged as an integral part of family-centered services and interventions.

7. **NYC Encourages Universities and Colleges to Consider Father-Inclusive Training:** Fathers play a crucial role in child development and family dynamics, yet they are often not engaged as an integral part of family-centered services and interventions.¹³ By equipping future health and human service providers, such as social workers, physicians, and psychologists, with the skills to engage and include fathers meaningfully, professionals can provide more comprehensive and effective support to families. A great example is the [Fatherhood Curriculum](#) developed by HRA in collaboration with Hunter College's Silberman School of Social Work. Inclusive training helps break down stereotypes, address biases, and ensure that fathers are seen as valuable contributors to their children's well-being. This approach ultimately strengthens a child's outcomes and fosters a balanced understanding of parental roles.
8. **NYC Encourages Courts to Become More Father Friendly:** NYC encourages the court system to adopt a more father-friendly approach by developing and expanding programs and policies aimed at reducing structural racism within child support processes. Additionally, we support increasing the use of pre-court appearance agreements that are less adversarial and promote cooperative relationships between parents. These measures foster a more equitable and supportive environment for fathers and families, ultimately benefiting children and communities. Research shows that non-resident fathers with positive co-parenting relationships are more involved in their children's lives, and children who grew up with more involved fathers have fewer psychological problems as young adults.¹⁴
9. **NYC Encourages the State to Consider a Statewide Fatherhood Commission:** State and city legislation and policies significantly impact families, particularly affecting fathers and their relationships with their children. Existing frameworks may unintentionally create barriers that limit fathers' involvement. There is a need for broader systemic changes to ensure policies benefit all family members. NYC calls on the State to create a NY State Fatherhood Commission. The commission should review how father-friendly their programs are and seek comprehensive approaches to support family well-being and equitable parental involvement. Areas to explore include supporting more holistic engagement on child rearing and assessing parenting time during and outside of custody discussions, passing on all child support income for current and former Cash Assistance clients, and eliminating child support debt and interest for low-income and incarcerated fathers.

10. NYC Encourages the Private Sector to Adopt More Father-Friendly Workplace Policies:

We recognize the positive impact on families, employee well-being, and productivity when workplace policies support parental leave. Research from Ohio State University shows that longer paternity leave improves co-parenting by reducing maternal resistance to father involvement.¹⁵ Findings from a systemic review of empirical literature showed that paternal leave policies were associated with improved infant and child health including reduced infant mortality.¹⁶ Finally, the National League of Cities found that parental leave policies also offer economic benefits as they improve financial security and improve private sector worker productivity and retention. Offering flexible scheduling and robust paternity leave enables fathers to play a greater role in early parenting, promotes a more inclusive work environment, and leads to healthier families, more engaged employees, and stronger organizations.



Empowering Fathers, Thriving Children:

A Citywide Fatherhood Plan for Child Well-Being

Mayoral Policy Symposium on Fatherhood Agenda



As part of the Cabinet's effort to make NYC more father friendly, we partnered with DYCD to host a Policy Symposium on Fatherhood. The Symposium brought together over 200 stakeholders—including representatives from City agencies, researchers, advocates, community-based organizations, philanthropists, academics and others—whose insights informed our ongoing work.

The event was opened by Mayor Eric Adams and Deputy Mayor Ana Almanzar. The keynote address was delivered by Richard Buery of Robin Hood, who spoke about the vital role fathers play in building strong families and communities.

The Symposium featured two engaging panel discussions. The first brought in national experts to explore the challenges and opportunities in supporting fathers to promote child well-being. The second panel gathered agency leaders to discuss strategies to make New York City more father friendly. Following the panels, participants took part in interactive table discussions, fostering dialogue and collaboration. The event was filled with enthusiasm and broad support, highlighting a shared commitment to strengthening families through inclusive, father-centered policies and practices.



Father Friendly Work by Agencies



The Children's Cabinet, in collaboration with NYC's agencies, has begun an exciting and ongoing effort to make City programs more father friendly. Across the City, agencies are actively evaluating and enhancing their services to be more inclusive of fathers and father figures, while also working to provide more targeted referrals and support. Below is a list highlighting some of the meaningful work each agency is doing to support children and fathers.

Administration for Children's Services (ACS)

- The Office of Equity Strategies in collaboration with the ACS Fatherhood Working Group is working to develop an Office of Fatherhood Engagement. This office will be an agency resource for divisions that provide services, referrals, and other resources for fathers engaged with the child welfare and juvenile justice system. In addition, ACS is in the midst of offering training to staff on engagement strategies for fathers.
- In the Division of Family Permanency Services, the Office of Older Youth Development Services the Teen Specialist Unit works closely with the Expectant and Parenting Youth (EPY) in providing the fathers with incentives to provide for their children. This unit also provides round table conversations and forums for father's that touch upon mental health, wellness, employment, and education. The Office also provides group and 1:1 support to the young fathers.
- The Division of Youth and Family Justice contracts with Inwood House to offer parenting and healthy relationship services to youth who are expectant and parenting across DYFJ's continuum of care and works with all youth to engage them in a curriculum focusing on reproductive health and intimate relationships.
- The Division of Child and Family Well-Being has three offices that engage in/initiate/support fatherhood work in different capacities: the Office of Community Engagement and Partnerships, the Office of Strategy, Research and Provider Partnerships, and the Office of Child Safety and Injury Prevention.
- Child Protection - *The Manhattan Men's Collective* was developed to allow a safe space for the male staff of DCP to collaborate and partner to enhance the work experience and develop ideas to improve casework practice involving fathers and father figures. *Men of Excellence* in Bronx North and South provides mentorship and leadership training, both internally and in targeted workshop opportunities in the community. Brooklyn

East's *Brother-to-Brother* also has fatherhood engagement support groups, in addition to joining forces with city agencies such as the Brooklyn District Attorney's Office to locate assistance outlets for males that come to the attention of the borough office.

- DCP maintains and distributes annually a *Fathers Resource Guide* that provides staff with information on a wide array of citywide programs and services available specifically to fathers and young males.

Department of Correction (DOC)

- **Fatherhood Initiative Pilot Program:**

- In April 2024, the New York City Department of Correction (DOC) and Department of Youth & Community Development (DYCD) partnered with SCO Family of Services to launch the Fatherhood Initiative pilot at the Robert N. Davoren Center on Rikers Island. The initiative offers 12 weeks of programming aimed at assisting young fathers in custody with maintaining a healthy and positive relationship with their children and co-parents, culminating in a family engagement celebration.

- **Children's Museum of Manhattan Partnership:**

- In October 2022, DOC [resumed its partnership with the Children's Museum of Manhattan](#) to facilitate off-island visits for incarcerated parents and their children. This initiative provides families with an opportunity to connect through facilitated programming in a supportive, non-institutional setting.
- Additionally, in 2024, DOC and the Children's Museum of Manhattan launched visit hubs in two facilities on Rikers Island with interactive exhibits to promote playful interactions and bonding between incarcerated parents and their children.

- **The Fatherhood Club:**

- The Fatherhood Club is a six-week program created by DOC to strengthen the bond between fathers and their children as well as provide a space for men to learn from one another as peers. Upon completion, participants celebrate with a "Fatherhood Club Ceremony" alongside their children. DOC partners with 100 Suits for donations of tailored suits that fathers wear on the day of the event. DOC also partners with Children of Promise who provide informational resources to families.

Department of Health and Human Hygiene (DOHMH)

New Family Home Visits Initiative: The New Family Home Visits (NFHV) Initiative screens families through the first citywide Coordinated Intake and Referral System and partners with Agency and external home visiting program to deliver high quality home visiting programs to pregnant and parenting families. Trained health workers connect eligible families with community support, services and referrals. All NFHV Initiative programs are available regardless of immigration status, age or gender identity and are free of charge. Other eligibility criteria differ by program.

Newborn Home Visiting Program: The program offers post-partum home visits to families with an infant up to 3 months old to facilitate the adjustment to parenthood, assure a safe living environment for families, provide topic-specific education, and identify health and social issues that require referral to community-based services. Families are visited by a public health professional; however the program has a multi-disciplinary team including nurses, social workers and certified lactation counselors to support clients' needs identified during. Support and screening areas include child development, adjusting to parenthood, breastfeeding support, infant safe sleep education, mental health and chronic illness education. The program also distributes cribs and other essential item. The NHVP is available to:

- First-time parents with a baby up to 3 months old who live in certain TRIE neighborhoods
 - All families, regardless of how many children they have, who have a baby up to 3 months old and are NYCHA residents in a TRIE neighborhood, engaged with the Administration for Children's Services or living in a Department of Homeless Services shelter
 - To view the list of TRIE neighborhoods and check whether you are eligible, visit nyc.gov/health and search for newborn home visiting program.
- All programs engage Father's when present for visits and refer to community partners as needed.

Department of Parks

- Father Friendly City: NYC Parks offers an array of family-centered recreation, aquatics, and outdoor education programs that are father-friendly, potentially providing a recreational outlet for fathers and their children. Recreation runs inter-generational sports and arts programs at our recreation centers and parks citywide. Also, Aquatics leads toddler Learn to Swim programs, where children are accompanied by their parent or guardian to learn critical swimming skills. [NYC Parks Recreation Center Memberships](#) are required for most programs at our recreation centers. Membership is free for those who are 24 years old and younger. Additionally, the Urban Park Rangers offer a variety of free outdoor recreation and educational programs year-round in all five boroughs. Programs include, but are not limited to, archery, fishing, canoeing, hiking, art, history, nature exploration, and camping, and all necessary equipment is provided. Some of the programs mentioned above require selection through a lottery system in order to participate. You can find out more about upcoming special events and programs by visiting nyc.gov/parks.
- Workforce and Training: NYC Parks provides career development and training opportunities through Media Education programming, including resume review sessions and [TechOpps](#). TechOpps allows participants to obtain official certifications from Microsoft and Adobe, becoming Microsoft Office Specialists and Adobe Certified Associates. This program requires pre-registration, and you must have a [NYC Parks Recreation Center Membership](#) to participate. These types of programs support career advancement opportunities for everyone, including fathers. The programs described above are not offered at every recreation center media lab. To learn more about Media Education programs and find a recreation center media lab near you, you can visit the [NYC Parks website](#).

Department of Probation (DOP)

The New York City Department of Probation (DOP) supports individuals reentering their communities, including fathers, through personalized, one-on-one engagement. Probation officers assess each client's needs—particularly around family dynamics—and connect them to external services such as DYCD's Fatherhood Initiative, mentoring programs, job opportunities, and parenting classes.

DOP also runs two key initiatives:

- **Arches**, a mentoring program for young adults up to age 24, emphasizes personal development. If the client is a father, mentors offer guidance to help strengthen family roles.
- **NeON Works** focuses on job readiness, equipping clients with skills for employment—a crucial factor in supporting their families.

Through these tailored supports, DOP helps fathers rebuild their lives by fostering stronger family ties, financial stability, and personal growth.

Department of Youth and Community Development (DYCD)

Since 2002, DYCD has been committed to enhancing children's development through programs that encourage fathers to become personally involved with their children and relate to their co-parents. DYCD's Fatherhood Initiative helps fathers reconnect with their children and develop essential parenting skills by helping each participant

1. Increase engagement and responsibility in his relationship with his child/children
2. Provide material and financial support to his child/children
3. Assist fathers in attaining needed benefits and services.

DYCD has two program options to address the particular needs of the target populations: non-custodial fathers 18 years and over and fathers with prior involvement in the criminal justice system. Programs help fathers by providing them and their children with up to six months of case management, with follow-up services as needed for up to one year, and service plans that address five core areas: parenting skills development, effective co-parenting with the child's guardian; employment/education; child support; child visitation/placement.

Program services include: parenting skills classes, individual and family counseling, assistance with child support and arranging child visitation, mediation and conflict resolution training, educational and employment counseling and referrals; HSE and ESOL referrals, father-to-father mentoring, and family budgeting and consumer education.

DYCD's Fatherhood Initiative partners with the NYC fatherhood working group, five borough Responsible Fatherhood Coalition and – for the past several years – has coordinated Dads Take Your Child to School Day, Mother's Day Recognition, and Father's Day events

Program Methodology: Programs conduct a ten-week parenting course. Program Goals of the Fatherhood Initiative:

1. Improve father's relationship with child(ren) Increase father's financial and material support for his child(ren).
2. Assist fathers in attaining needed benefits and services.

Courses addresses six core areas: parenting skills development, effective co-parenting with the child's guardian, employment and education, child support, child education and well-being, visitation and placement.

Courses are conducted in collaboration with an evidence-based curriculum 24/7 Dads AM and PM editions. This curriculum serves as a foundation on how Fatherhood classes are prescribed and taught across the five boroughs of New York City.

Health + Hospitals (H+H)

NYC Health + Hospitals supports fathers and families through comprehensive programs that include pediatric social work for families with complex medical and social needs, specialized prenatal care via the Maternal Medical Home, and enhanced pediatric primary care services such as the Pediatric Community Health Workers program, HealthySteps, PlayReadVIP, and Reach Out and Read. Additionally, through its partnerships—including the Prevention Pathways Partnership with NYC Administration for Children's Services- and participation in the Children's Cabinet Fatherhood Working Group, the health system connects families to vital community resources and actively promotes father inclusivity and family well-being.

- **PlayReadVIP:** PlayReadVIP is a relationship-based, individualized parent-child intervention that is administered to families with children age 0-5 years in the context of pediatric primary care. A session is delivered by a certified PlayReadVIP Coach (typically with a bachelor's level degree) utilizing a curriculum focused on supporting interactions in the context of pretend play, shared reading and daily routines; all shown to enhance child development and school readiness.

- **Reach Out and Read:** is an evidence-based literacy intervention that leverages the well-child visit, using books and shared reading to support caregivers in fostering early literacy and healthy relationships.
- **Prevention Pathways Partnership:** NYC Health + Hospitals is in a partnership with NYC Administration for Children's Services, Division of Prevention Services to increase patient referrals to ACS prevention programs. Prevention programs, delivered by community-based organizations, strengthen families and promote family safety and wellbeing.

Human Resource Administration (HRA)

HRA's Office of Child Support Services is piloting an alternative way to better serve young adult parents, most of whom have very young children (under the age of 5). The youth model, referred to as the OCSS Young Parent Initiative (YPI), takes a two generational approach to reducing poverty. By working with both mothers and fathers, YPI identifies parents between the ages of 18-24 as part of the intake process, and incorporates youth principles, recognizing the strengths of custodial and noncustodial parents and supporting their long-term development as parents. The model assigns those who agree to participate with a navigator for each parent to help guide them through the process of establishing an order; It also completes an assessment to identify the service needs of the family to support both parents in their effort to parent their child. The goal is to provide an overall experience that results in more young custodial parents receiving consistent child support payments, child support orders better aligned with young noncustodial parents' (NCP) incomes, fewer young NCPs accumulating child support debt, and ultimately better outcomes for children.

Parent Success Program

- HRA OCSS launched a second offering through the Parent Success Program, a debt reduction opportunity designed to assist noncustodial parents (NCPs) in reducing up to \$7,500 in child support-related arrears owed to the New York City Department of Social Services (DSS). The program now includes two offerings for eligible NCPs to reduce permanently assigned arrears through either participation in a certified drug treatment program (previously established) or engagement in employment or job training activities (new).

- **Parent Success for Drug Treatment:**

This component allows eligible NCPs to eliminate up to \$7,500 in permanently assigned arrears upon successful completion of a drug treatment program certified by the New York State Office of Addiction Services and Supports.

- **Parent Success for Employment:**

This pathway is available to NCPs with permanently assigned arrears owed to DSS who enroll in a qualified DSS employment or job training program, begin a new job through the program, and make at least 90 days of income withholding payments through an employer.

Mayor's Office to End Domestic and Gender-based Violence (ENDGBV)

- **Family Justice Centers**

Each borough's Family Justice Center provides one-stop support for survivors of domestic and gender-based violence—including case management, safety planning, legal help, housing assistance, referrals, economic empowerment, counseling, and more—all under one roof. Services are free and open to everyone, regardless of language, income, gender identity, or immigration status, with interpretation services available at every location.

- Family Justice Centers serve fathers who are survivors of domestic and gender-based violence.

Crime Victim Assistance Program (CVAP)

- CVAP stations a crime victim or domestic violence advocate in all NYC police precincts. CVAP advocates provide information about the criminal justice process, supportive counseling, connections to individual or group therapy, and help navigate the legal and financial challenges that can emerge after reporting a crime

Supervised Visitation Program

- Support and facilitate safe visitation between children and non-custodial parents and provide the court with reports on the families' participation

Family Court and Criminal Court Programs

- Safe areas to wait for court hearings, safety planning, crisis intervention, help navigating the court processes, and advocacy services are available to survivors of domestic and gender-based violence in the Family Court programs. Safe Horizon operates the Family Court program in all five boroughs in NYC and collaborates with Family Legal Care to provide legal information and support to all families navigating the Family Court. Legal information, resources, and referrals related to family court proceedings are available to fathers who are not survivors of crime or abuse in all five boroughs. These services are provided by Family Legal Care, a subcontractor of Safe Horizon.

Respect and Responsibility

- A free, non-mandated, citywide Abusive Partner Intervention Program for adults who have caused harm, have been abusive, or are abusive in their relationship(s). We utilize a curriculum rooted in trauma-informed healing, reflection, and accountability. The program includes multiweek intervention and individualized assessments, case management, counseling, and other supportive services for program participants.

New York City Housing Authority (NYCHA)

- The Healthy Start @ NYCHA program provides safer homes and connections to supportive resources to expectant families. The program helps members of growing families, including fathers, access available support through virtual and in-person activities and events, including community and father-inclusive baby shower events.

New York City Public Schools (NYCPS)

New York City Public Schools is committed to empowering every family and ensuring that all our events are fully inclusive. We carefully design activities so that no household feels excluded and that all families can participate. Fathers and father-figures are encouraged to participate in our Family Connectors program.

- **Family Connectors** is a citywide, interagency effort to help families get connected to City resources while also helping to remove barriers to learning. Part of the larger NYCPS Cares initiative, this program will train trusted community members, or Family Connectors, to provide City public school families with information, resources, and even referrals to other City agencies and local community organizations.
- **Early Childhood Education:**
 - Created the first Head Start Dad's Hub, which meets virtually and in-person and offers the ability to be supported, connect with other fathers, share experiences and learn more about resources
 - Launched the inaugural Head Start Family and Fatherhood Engagement Forum. Encouraged programs to elect fathers and father figures to their Delegate Agency Policy Council. As a result, multiple fathers were elected, and some were subsequently elected to the Citywide Policy Council.
 - Head Start team meets monthly with DYCD and the Children's Cabinet to further their fatherhood initiatives and collaboration.
 - LYFE program provides a two-generational model to support student parents, including fathers. Parents are enrolled as students and also receive childcare.
 - Webinar series called Connections that shares resources and information with the early childhood program community, including topics related to fatherhood.

Young Men's Initiative (YMI)

CUNY Fatherhood Academy (CFA)

- The CUNY Fatherhood Academy is a free program designed to promote being a great dad and provides support to unemployed and underemployed dads with their educational goals and getting new and better jobs. The program serves dads ages 18-30, through education, employment, and personal development. CFA provides a variety of academic and personal supports including GED preparation classes, tutoring, individualized counseling, parenting seminars, financial incentives, and job preparation.

CFA offers two program tracks: HSE Prep and College Prep. Additionally, college and career readiness workshops are offered to prepare dads for college enrollment and identify a career path. Attaining a High School Equivalency (HSE) diploma, enrolling into college, increased family time, and getting a new or better job are all essential goals for the dads enrolled in the CFA.

NYC Men Teach

- NYC Men Teach is a teacher recruitment and retention initiative that aims to increase the number of qualified male teachers of color within NYC Public Schools. Men Teach provides academic and financial supports to participants so they can enter the NYC teaching workforce. Program participants may receive monthly metro cards, free certification exam practice tests and other financial incentives, as well as access to a dedicated program counselor who will help with advisement and academic supports. Participants also convene for a seminar focused on culturally responsive education.

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