

**Date:** June 19, 2018

**To:** Honorable Mayor Robert Garcia and Members of the City Council

**From:** Vice Mayor Rex Richardson, Ninth District *RR*  
Councilmember Daryl Supernaw, Fourth District *DS*  
Councilmember Dee Andrews, Sixth District *DA*  
Councilmember Roberto Uranga, Seventh District *RU*

**Subject:** **Father-Friendly Long Beach**

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**RECOMMENDATION:**

Respectfully request the City Manager to:

- Receive and file a report from the Long Beach Health and Human Services Department on the Father-Friendly Initiative;
- Formally endorse the nine Father-Friendly Principles outlined in the Father-Friendly Initiative; and
- Create a plan to retrofit all existing public-facing city government buildings to be equipped with at least one safe, sanitary, and convenient, baby changing station, available to both men and women.

**Discussion**

In the city of Long Beach, we recognize that Fathers play a critical role in their child's life. When fathers are present and involved in their child's life, children have improved health outcomes, higher measures of cognitive functioning, are twice as likely to enter college or find stable employment after high school, and are 75% less likely to have a teen birth. Children with active fathers are also less likely to engage in risky adolescent behavior, and are 43 percent more likely to excel academically.

Recognizing the significant positive impacts of an involved father, on February 12, 2018, the City of Long Beach's Health and Human Services Department launched the Father-Friendly Long Beach Campaign as a part of an ongoing effort to support fathers and their families who live, work, and play in Long Beach.

Developed and supported by the Father-Friendly Advisory Committee, the campaign seeks to transform Long Beach into a father-friendly environment by encouraging local



businesses, agencies, and organizations to implement Father-Friendly Principles (see attachment), and adopt the following father-friendly guidelines:

1. Professional staff development on father-friendly practices;
2. Displaying positive and diverse images of fathers playing active role in their child's life; and
3. Ensuring men's restrooms and family/gender-neutral restrooms contain changing stations for fathers.

Recent Federal and State legislation has worked to create more equitable child-rearing practices. For example, in 2016, President Obama signed the Bathrooms Accessible in Every Situation (BABIES) Act into law, that requires a baby changing station in both women's and men's restroom in federal buildings open for public use. Additionally, effective January 1, 2018, California State Assembly Bill 1127 (AB 1127) requires that at least one diaper changing station be available to both men and women in all newly constructed or renovated state and local government buildings, entertainment arenas, large retail buildings over 25,000 sq. ft., and restaurants with an occupancy of at least 60 people.

While recent legislative action taken at both the Federal and State level is working to address parenting parity, Long Beach has a responsibility to do more.

Long Beach is home to single fathers, gay fathers, and fathers who do their fair share of diaper duty. Every parent needs space to care for his or her children, but currently, less than half of those needs are being met. The majority of public men's restrooms are not equipped with a table for a father or male caregiver to change their child's diaper. Not only does this make caring for children more difficult for millions of fathers, but it reinforces gender stereotypes that women are the only caregivers in a household with children. When environments are father-friendly, it strengthens families and children citywide.

Today, the Long Beach City Council can take several steps to demonstrate our commitment to fathers and fatherhood by (1) formally endorsing the nine Father-Friendly Principles laid out in the Father-Friendly Initiative, and by (2) requiring all existing public-facing local government buildings be equipped with changing tables that are available to both men & women.

### **Fiscal Impact**

To be determined. Based on number of facilities that would be subject to retrofitting. Cost of a wall mounted baby changing table ranges from \$100-\$200 plus the cost of installation.

# City of Long Beach Father-Friendly Principles

1. Long Beach recognizes that fathers are leaders in our community and works to value and celebrate their unique contributions to raising children.
2. Long Beach knows that policies that make places and spaces better for fathers, also make places and spaces better for the entire family.
3. Long Beach embraces the diversity of fathers in our community in regards to race, ethnicity, sexual orientation, gender identity, language, ability and family formation.
4. Long Beach agencies, organizations and businesses intentionally provide space for fathers to care for their children (i.e. changing tables in all restrooms (male, female, family and gender-neutral restrooms)).
5. All Long Beach educational spaces value and promote the role and engagement of the father.
6. Long Beach agencies, organizations and businesses celebrate fatherhood with diverse visual representations of fathers playing an active role in their child's life.
7. Long Beach agencies, organizations and businesses provide professional development for all staff on the importance of engaging with fathers.
8. Long Beach agencies, organizations and businesses consider father-friendly employment practices in policies and hiring.
9. Long Beach agencies, organizations and businesses offer father-specific services and programs that work to specifically engage and incorporate fathers.