



## Test to tell if a public policy measure is father-inclusive

Each component of a public policy measure needs to be closely examined to check if it is inclusive of fathers and their realities. To help, RVP created this test, which takes you through **4 steps** to check if the measure is inclusive and make any necessary changes!

### STEP 1 the language

**Is the language inclusive of fathers?**

First, you need to check if the words used are inclusive of fathers. Is the word “fathers” used? Is the word “mothers” used? If neutral words such as “parents” are used, are they effective at including fathers?

#### Words to look for:

Father ☐ Fatherhood ☐ Paternal ☐  
Mother ☐ Motherhood ☐ Maternal ☐  
Parents ☐ Family ☐  
Co-parenting ☐

Analyze whether the language is inclusive of fathers

### STEP 2 the objectives

**Do the objectives incorporate fathers?**

Il faut ensuite regarder si les objectifs sont inclusifs des pères. Font-ils référence à tous les parents? Intègrent-ils des concepts qui témoignent de l'intention de tenir compte des réalités des pères?

#### Concepts to look for:

Fathers' realities ☐ Support for father involvement ☐ Co-parenting ☐  
Gender issues ☐ Parents ☐ Families ☐

Analyze whether the objectives include fathers

### STEP 3 the methods

**Do the implementation methods include fathers?**

Measures that do not incorporate fathers in how they are implemented are not inclusive. Does the framework incorporate fathers' realities? Do parent forms have space for the father's name

#### Implementation methods to look at:

Registration form ☐ Framework ☐  
Guide ☐ Logic model ☐  
Training booklet ☐ Reports ☐  
Performance indicators ☐

Analyze whether the implementation methods include fathers

### STEP 4 the impact

**Does the measure reach fathers?**

You also need to gauge the impact on fathers to determine whether it is inclusive. Does the measure reach enough fathers in keeping with its objectives? Are the impacts on fathers documented and satisfactory?

#### Impacts to examine:

Percentage of the public reached that are fathers: \_\_\_ %  
Observed impacts on fathers in keeping with objectives

Analyze whether the measure reaches fathers and has the desired impact

**In order for a public policy measure to be inclusive of fathers' realities, it must include fathers: 1) in its language, 2) in its objectives, 3) in its implementation methods, and 4) in its impact.**