

Infant and Early Childhood Mental Health Consultation Equity Chats



● *Racial Equity and the Consultative Stance*

April 19, 2021

2:00pm – 4:00pm ET



1

1

CoE IECMHC



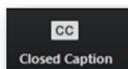
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Development

2

2

Webinar Housekeeping



Closed captioning is available during today's webinar. Please click the Closed Caption icon and select subtitles for a separate page of live captioning.

If you are joining by web browser or call-in by phone, **some interactive features (ex. polling) may not be accessible**. Please use the Zoom hosting platform or mobile application in order to participate in these activities.



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Use the **Q&A feature** to ask questions to the presenters. You may also chime in and answer questions that have been shared with the group!



A recording of the webinar will be posted on iecmhc.org and e-mailed to all registrants at the end of this week. Thank you!

3

Center of Excellence for Infant and Early Childhood Mental Health Consultation (IECMHC)

Mission and Vision

The Center aims to grow, advance, and impact the field of IECMHC

Areas of Focus:

Technical Assistance
Professional Development
Clearinghouse

www.iecmhc.org

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4

Equity Chat Facilitators: Children's Equity Project



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Indigo Cultural Center

5

5

Children's Equity Project

- A multi-university initiative, housed at Arizona State University and led in partnership with experts at 15 universities and organizations across the country.
- We work at the intersection of research-policy-practice
- Our mission is to close opportunity gaps and ensure that all children, regardless of race, ethnicity, income, home language, and/or ability, reach their full potential.

6

6

Equity Chat Series

The Equity Chat Series is designed to provide a forum to further dialogue on equity topics in order to support more equitable systems and strengthen culturally responsive IECMHC practices to reduce disparities and improve child outcomes.

7

7

Holding a Reflective Space



- Maintain a reflective and learning stance.
- Learn and speak your truth and how your truth affects your work in IECMHC.
- Expect and accept non-closure.

8

8

Who's in the Zoom? What is your role?

- A. Mental Health Consultant
- B. Mental Health Program Director or Supervisor
- C. Mental Health Systems Leader
- D. ECE Practitioner
- E. ECE Program Director
- F. ECE Trainer or Coach
- G. ECE System Leader or Policy Maker
- H. Funder
- I. Researcher/Evaluator
- J. Other

9

9

Today's Session Goals

1. Learn how and why the foundational framework of the Consultative Stance became integrated with racial equity efforts in IECMHC.
2. Explore examples of how the 10 Elements of the Consultative Stance intersect with racial equity and can show up in the work of mental health consultants and reflective supervisors.
3. Learn about other tools and resources that can deepen awareness and practice of integrating racial equity into IECMHC work.

10

10

Backdrop for Today's Equity Chat

Background Assumptions

Mechanisms of Change



11

11

Objective #1: How did the Consultative Stance evolve to integrate racial equity?

Harnessing the power of narrative in our work



12

12

Reflect Write Share

- Please take a moment to **reflect** on the moment or moments when you recognized that your work of IECMHC could be an equity practice?
- **Write** it down
- Who would like to **share** their story with us?

13

13

Objective #2: Exploring the Intersection of the Elements of the Consultative Stance and Racial Equity



14

14

Addressing Inequities

- Awareness of the problem is an essential initial but insufficient step
- Solutions exist at the structural, program interpersonal and individual level
- Effective interventions are aimed at institutions and adults not children



15

The Consultative Stance as a Disrupter of Bias:

- | | |
|------------------------------------|------------------------------------|
| ▪ Parallel Process | ▪ Centrality of Relationships |
| ▪ Mutuality of Endeavor | ▪ Avoiding Position of Sole Expert |
| ▪ Consider All Levels of Influence | ▪ Hear & Represent All Voices |
| ▪ Attend to Subjective Experience | ▪ Practice Patience |
| ▪ Wondering Instead of Knowing | ▪ Holding Hope |

The Consultative Stance; Johnston & Brinamen, 2006

16

Parallel Process

A posture of mutuality, reciprocity and positive regard, creates an intersubjective space for critical reflection, uncomfortable conversations and tolerance for the vulnerability essential to examining bias.



17

Consider All Levels of Influence

- Socio –Political
- Racism & other forms of systemic oppression
- Cultural
- Interpersonal
- Intrapsychic



18

Attend to Subjective Experience

- Attune to the consultee's attributions and projections , particularly racialized meaning making and othering
- Acknowledging distortions or bias is not synonymous with acceptance
- Identifying bias is the first step to irradicating it.



19

Wondering Instead of Knowing

- Encourage reflective capacity - in the service of unearthing the basis for beliefs & biases that lead to distortions
- Elicits providers ideas about why a child is behaving as they are, and suggests that multiply or alternate views exist and can be entertained.



20

Encourage Empathy

- Express understanding of the provider's experience
- Identify and accentuate shared values, goals and analogous experiences
- Usefully distill information about the child's experience - family circumstances & trauma



21

Promote Perspective Taking

- Expect and Elicit Different Points of View
- Create Agreements related to addressing racism and other systems of oppression that harm children & around how to handle different perspectives
- Demonstrate that various views can be held and heard equally.



22

Patience

- Internal change and systemic shifts take time
- A future orientation is at times necessary, focus on the children to come, not only on the children currently in the program.



23

Hold Hope

- The ability to step out of the seemingly static system allows the consultant to see possibilities.
- The consultant must maintain her belief in change



24

Objective #3: Sharing Resources: What's Moving You In Your Work These Days?

Multiple "Ways of Knowing"



25

25

What's Inspiring Us? Resources From 'The Field'

- Diversity-Informed Tenets for Work with Infants, Children and Families (Harris Foundation)
- Don't Look Away: Embracing Anti-Bias Classrooms (Iruka, Curenton, & Durden)
- COE Foundational Module: Equity
- COE for IECMHC Consultation Competencies
- Facilitating Attuned Interactions (FAN) (Erikson Institute L. Gilkerson)
- Husband, T. 2012. "I Don't See Color': Challenging Assumptions about Discussing Race with Young Children." *Early Childhood Education Journal* 39 (6): 365–71.



26

26

What's Inspiring Us? Resources That Transcend Boundaries

- Inner Work of Social Justice: Healing Ourselves and Transforming Our Communities Through Mindfulness (Dr. Rhonda V. Magee)
- My Grandmother's Hands: Racialized trauma & the pathway to mending our hearts and bodies (Resmaa Menaken)
- Emergent Strategy (Adrienne Maree Brown)
- Why Are All the Black Kids Sitting Together in the Cafeteria?: And Other Conversations About Race. (Tatum)
- This Book is Anti-Racist: 20 Lessons on How to Wake Up, Take Action and Do The Work," (Tiffany Jewell) chapter "Choosing my Path: Calling In and Calling Out."



27

Reflect Write

- Please **reflect** on what other resources you have found useful for your work with the intersection of IECMHC and equity
- **Write** it down.

28

28

Not everything that is faced can be changed, but nothing can be changed until it is faced.

- James Baldwin



29

Let's Chat...



30

Wrap up!



What will you take with you from today's chat?

31

Resources and Upcoming Events



Center of Excellence for Infant & Early Childhood Mental Health Consultation

<https://www.iecmhc.org/>

- 5/26: Equity in IECMHC for Asian American & Pacific Islander Children & Families



The Children's Equity Project

<https://thesanfordschool.asu.edu/cep>

- *Start with Equity: From the Early Years to the Early Grades* report

32

32

Don't Forget!



How to use a QR Code:

- Open your camera on your SmartPhone or Tablet.
- Point your camera at the code as if you were going to take a picture (but don't snap a picture).
- Once your camera is able to focus on the image, it will prompt the associated content on the top of the phone which you can then tap.

Please complete the survey at the end of this session.

33

33

**THANK YOU!
CONNECT WITH US!**

**www.iecmhc.org
IECMHC@Georgetown.edu**

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34

34