

Infant and Early Childhood Mental Health Consultation Equity Chats

Unpacking the Revised IECMHC Competencies:
Competency 8 Systems-wide Orientation

March 23, 2022

IECMHC Virtual Conference



Facilitators



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Equity Chat Series



... provide a forum to further dialogue on equity topics to **support more equitable systems** and **strengthen culturally responsive IECMHC practices** in order to reduce disparities and improve child outcomes.

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.

Agenda



- Framing our dialogue around a shared understanding on issues of equity.
- Exploring “the why?” behind the revision of the IECHMC competences and introducing Competences 8.
- Example in practice
- Sharing resources to support the work of equity in IECMHC

Framing Our Dialogue



Structural and Systemic Racism

THE GROUNDWATER APPROACH:

building a practical understanding
of structural racism

Equitable Learning Environments...

... provide equitable **access** to resources and opportunities, equitable **experiences** to children and families, and result in **outcomes** that are not associated with children's demographic characteristics. They actively and continuously identify and intentionally eliminate manifestations of systemic racism and other forms of oppression.

The Children's Equity Project



**Why were the
competencies
revised?**

**Center of
Excellence for Infant and Early
Childhood Mental Health
Consultation Competencies**

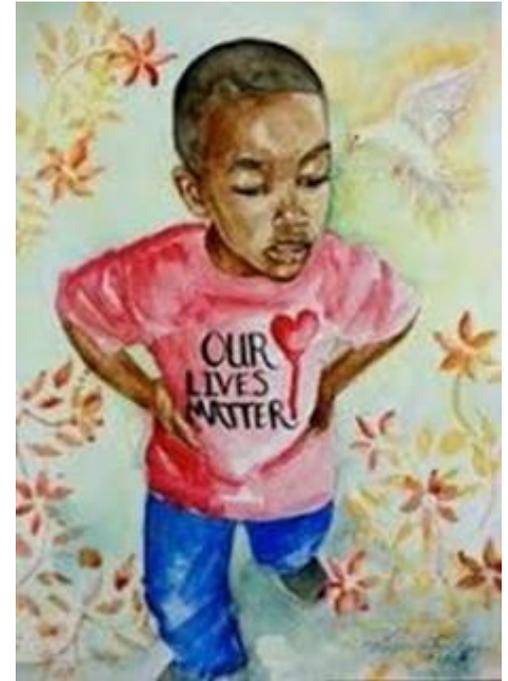


CENTER OF EXCELLENCE FOR
Infant & Early Childhood
Mental Health Consultation
Growth. Advancement. Impact.

IECMHC Competencies Elevate Equity

Recognize that.....

- Principles of equity and antiracism should be integrated not an add on.
- IECMHC is well positioned to disrupt racism, bias, and other forms of marginalization in the settings in which we consult.
- Research shows that IECMHC can reduce racial and gender disparities, by supporting the adults and systems that make decisions about children (Shivers, Farago, & Gal-Szabo 2021).

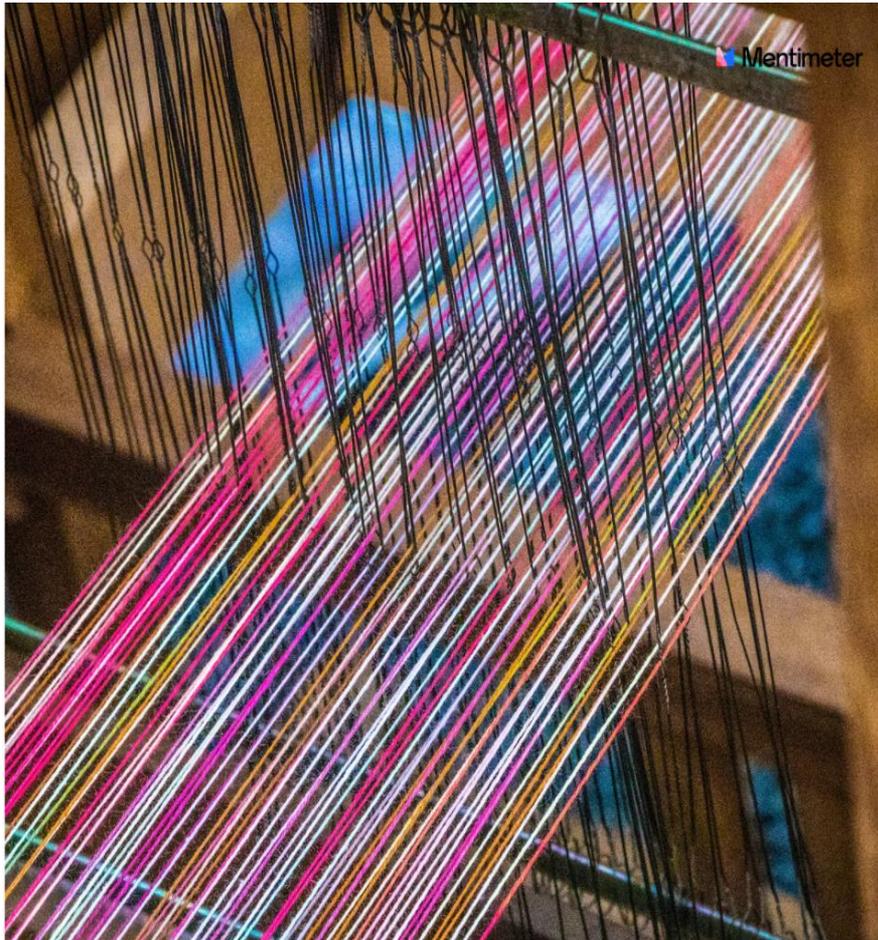


Competency 8

Center of Excellence for Infant and Early Childhood Mental Health Consultation Competencies



What is one word that you would use to describe or define a “system”?

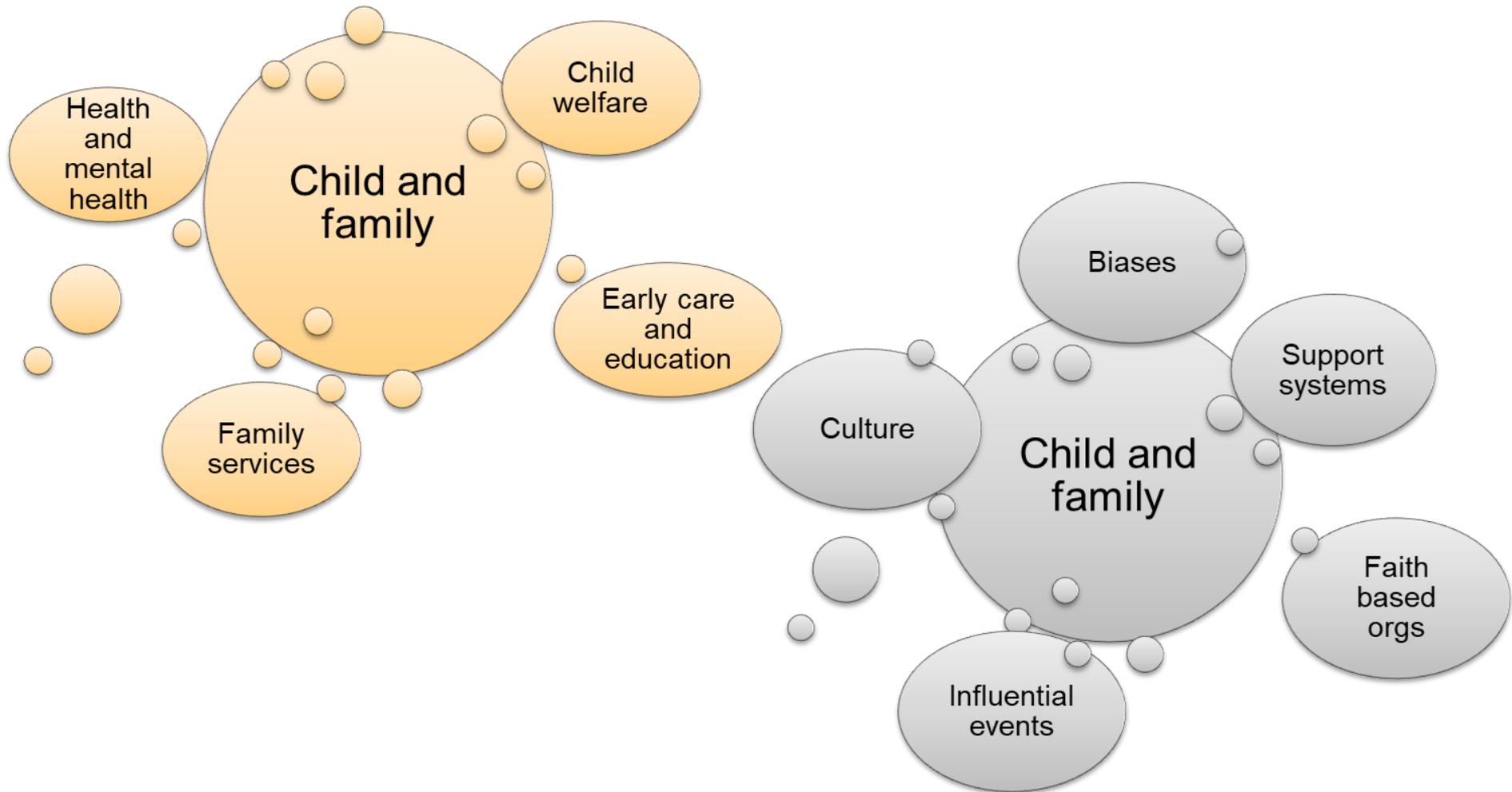


How to use a QR Code:

- 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 which you can then tap.



What are Systems?





8. SYSTEMS-WIDE ORIENTATION

Works within and across systems, integrating mental health concepts and supports into environments where infants and young children spend time in ways that respect their cultures. Maintains awareness of inequities within the systems in which IECMHC occurs, and considers these contexts when seeking to understand factors that promote or hinder the process of change. For a more in-depth discussion of systems, please see the Systems section of the website.

Areas of Competency 8



- 8A.** Evaluates the complexity of working within multiple systems
- 8B.** Bridges services to promote cohesion for infants, young children, and families
- 8C.** Promotes mental health and social and emotional well-being
- 8D.** Understands inequities across systems and how to dismantle them through policy

8A. Evaluates the complexity of working within multiple systems



8A.5.

Demonstrates awareness of and sensitivity toward attitudes and strengths of community members (e.g., community leaders, agencies, service providers).



8A.6. Understands systemic racism, how it manifests within and across systems, and how it affects infants, young children, and families. Understands how infants', young children's, and families' intersecting identities and interactions across systems can compound disadvantage.



8B. Bridges services to promote cohesion for infants, young children, and families

8B.2. Maintains up-to-date information about community resources. Limits unnecessary barriers that prevent families from accessing services by making effective referrals.



8C. Promotes mental health and social and emotional well-being

8C.1. Promotes healthy social and emotional development through the creation and/or distribution of culturally and linguistically responsive informational materials and resources that can be disseminated to a range of audiences.



8D. Understands inequities across systems and how to dismantle them through policy



Workplace Bias
Criminal Justice
SYSTEMIC
RACISM
Political Power
Institutions Schools
Wealth Gap Hate
Subtle Practices

8D.1. Understands historical and current inequitable distribution of opportunities and resources across systems and how such inequities affect families.

8D.2. Understands the role of history and policy in systemic and institutionalized racism and how to advocate for systemic change to create more equitable systems serving infants, young children, and families.

Scenario in Action



Systems Approach to Reducing Inequities



Program created due to:

- Systemic inequities in access to affordable quality child care
- Failure of system to assist parents in navigating the early childhood education system
- Desire to bring together multiple sources of support for children and families

Program Components



- Funded by city government
- Parents access through public school enrollment portal
- Awarded contract to local resource and referral agency
- Recruited quality early childhood programs to participate
- Partnerships created with mental health consultation, community non-profit, evaluators, and social work

Connections through Consultation

Early Education

- Observe and model in classrooms
- Support caregivers
- Provide professional development

Early Intervention

- Assist in screening efforts
- Support in making referrals

Community Mental Health

- Collaborate with social workers

Higher Education

- Interface with program evaluators

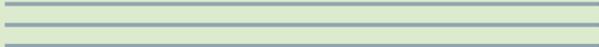
Reflections

How can working across systems...

...produce better outcomes for vulnerable populations and address equity?

...help historically underserved populations access a continuum of appropriate supports and services?

...more efficiently allocate resources?



Resources to Support Equity in IECMHC



Resources



COE Resources:

- Equity Webinar Series
- Equity Chat Series
- IECMHC Racial Equity Tool Kit
- Searchable Evidence Database for IECMHC

CHILDREN'S EQUITY PROJECT

CEP Resources:

- Start with Equity: From the Early Years to the Early Grades Data, Research, and an Actionable Child Equity Policy Agenda
- Start with Equity: 14 Priorities to Dismantle Systemic Racism in Early Care and Education

Resources (cont.)



Publications/Resources:

- Overview of the IECMHC Approach within the Early Childhood System - <https://www.samhsa.gov/sites/default/files/overview-iecmhc-approach-within-early-childhood-system.pdf>
- Building Cross-System Efforts During a Public Health Crisis - <https://ncsacw.acf.hhs.gov/files/tip-1-cross-system-efforts.pdf>
- Cross-System Collaboration: A Fresh Look at Working Together - <https://www.acf.hhs.gov/sites/default/files/documents/occ/crosssystemcollaboration.pdf>
- US Department of Education Policy Statement on Suspension and Expulsion Policies in Early Childhood Settings - <https://www2.ed.gov/policy/gen/guid/school-discipline/policy-statement-ece-expulsions-suspensions.pdf>

THANK YOU!
CONNECT WITH US!



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