

THE CONSULTATIVE STANCE AS PORTAL:

Transforming practice and advancing equity





Introductions

- Who are we, the panel members ?
- How will we spend our time together ?

Consultative Stance



Georgia O'Keeffe

- Based on practices historically held by communities and cultures worldwide
- Conceptualization rooted in Western ideology passed to me, and through me, by my mentor
- Foundation for and power of our practice
- How we comport ourselves ; view and value our consultees matters to the effectiveness of IECMHC
- Can expand IECMHC's transformative power by more deeply honoring and further incorporating diverse worldviews

Consultative Stance Associated with Transformation

Quality of the consultant-staff relationship is the
single most salient predictor of perceived efficacy
Especially for children of color



(Davis, 2018; Duran et al., 2009; Green et. al ,2006, Johnston & Brinamen, 2006; Shivers, Farago, & Gal-Szabo 2021 ;Virmani, 2009; Virmani & Ontai, 2010)

Consultative Stance

10 Elements

- Parallel Process
- Mutuality of Endeavor
- Avoiding Position of Sole Expert
- Attend to Subjective Experience
- Wondering Instead of Knowing
- Consider All Levels of Influence
- Centrality of Relationships
- Hearing and Representing All Voices
- Practice Patience
- Holding Hope

Johnston & Brinamen, 2006



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CONSULTATIVE STANCE A PORTAL



Remembrance

Recognizes

Reclaims

Suzy González

Co-
Creating
a
Narrative
from the
Margins





Centering Equity

Multiple Narratives

Collective Aspirations



Mutuality

Wondering

Honoring
Subjective
Experience

Honoring
all Voices

Integrative



HONORS ALL RELATIONSHIPS

CENTERS COMMUNITY

BELIEFS, VALUES, AND HISTORICAL CONTEXT

Stance

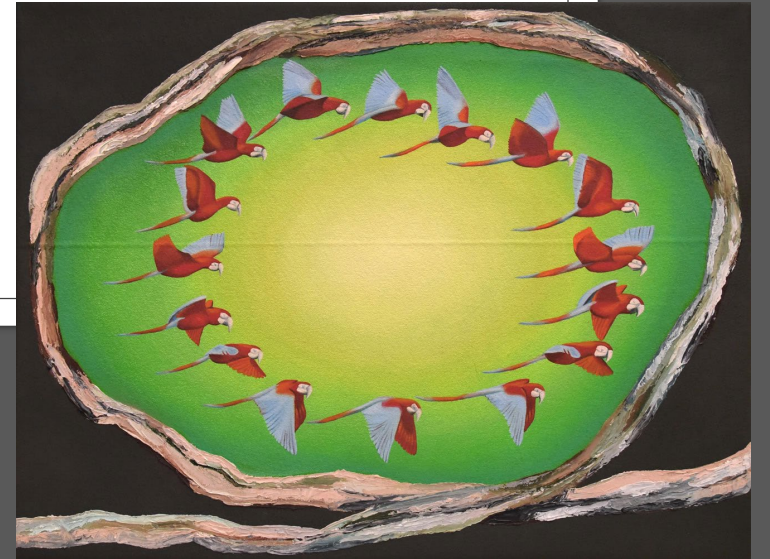
A resting place

Safe Harbor

A firm place to stand
to reflect on Multiple
Perspectives



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THE CONDITIONS NEEDED TO SUPPORT THE CONSULTATIVE STANCE AS A TOOL OF EQUITY

What's needed for centering humanity?

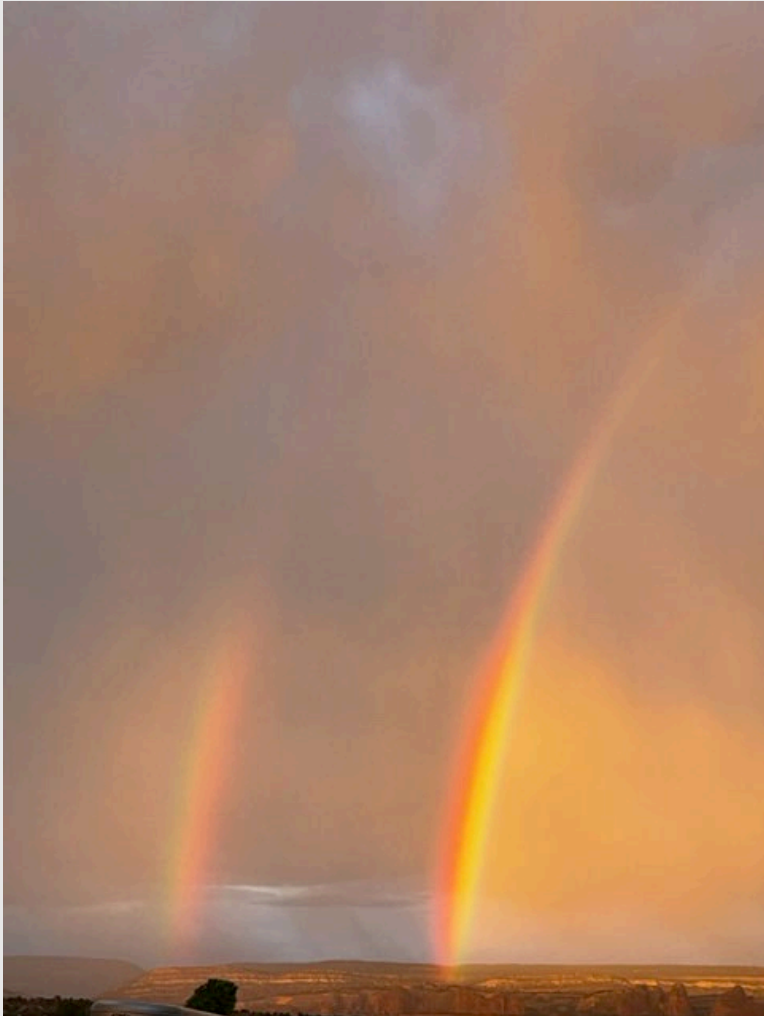


Photo: D. A. Yazzie

- Unconditional acceptance of consultee showing up in a sacred space to build a relationship. Allows for open/honest reflections.
- Consultant brings humility and genuine self to the relationship, acceptance of where consultees are at.
- Openness to how consultee is, in all their biases, judgements, subject experiences.
- Consultant knowing your own story, entirety, beauty, challenges, in it' subjectivity, so that consultants can better listen to, hear and hold others' stories in its' beauty, challenges, subjectivity.



Photo: D. Yazzie

What opens up?

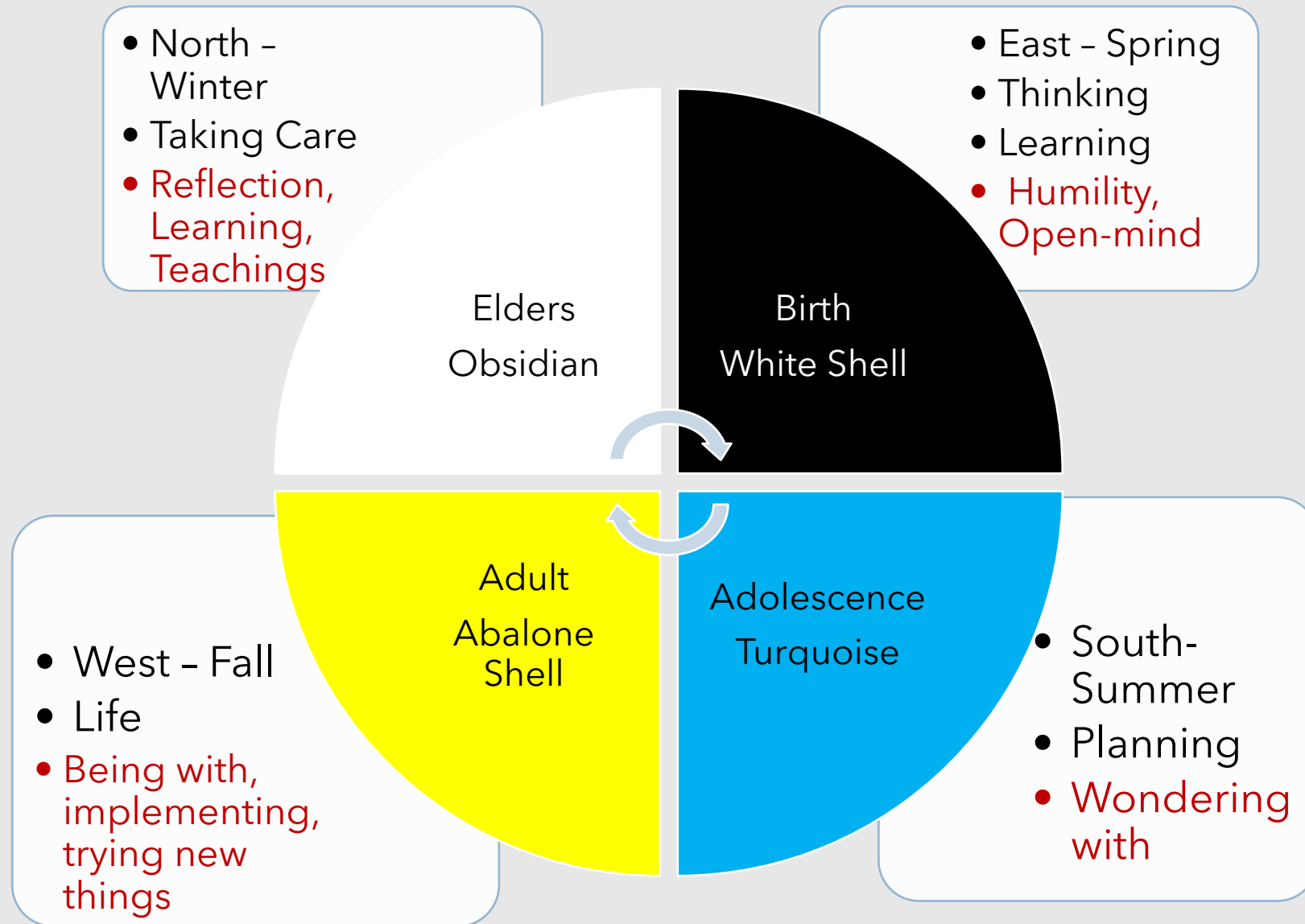
Safety of space

Time for reflection, slowing down

Relationship between consultant and consultee

Slow down to look at self, others, situations, 'all levels of influence'

Sa'ah Naaghai Bik'eh Hozhoon



Consultative Stance in IECMHC

A way of being

10 Stances :

1. Mutuality of Endeavor
2. Avoiding position of sole expert
3. Wondering instead of knowing
4. Understanding another's subjective experience
5. Considering all levels of influence
6. All voices, especially child's voice
7. The centrality of relationships
8. Parallel process as an organizing principle
9. Patience
10. Holding hope

Similar Traditional Navajo Stance/Beliefs :

1. Ahilth kaa' iijee'
2. Adaa aholyah, doo adaadzoodlii da
3. Doo adaadzoodlii da, Saad adaa aholyah
4. Yik'itdiitih doo hajooba'
5. T'aa althtsoh hazho'oh baa akoniidzin
6. All voices, especially child's voice
7. K'eh hwiindzinigii, k'eh bee go
8. Parallel process as an organizing principle
9. Patience
10. Hozho Nahasdlii'

Translated by D. Yazzie



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EXAMPLES OF HOW THE CONSULTATIVE STANCE CAN BE EXPANDED TO BETTER ADVANCE EQUITY

Study Methodology

- Decolonizing our approach to IECMHC evaluation by uplifting the voices and stories of people closest to the work.
- Informed by BIPOC IECMHC consultants and reflective supervisors.
- States and communities represented:
 - AZ
 - CA (Bay Area)
 - MI
 - Navajo Nation
 - NY
- Data collection spans 2015-2022



Research Questions

1. Using lenses of diversity-informed practice, decolonization, and anti-racism, how can we understand the evolution of IECMHC by tracking the evolution of the CS? (historical descriptive)
2. How have IECMHC practitioners (both MHCs and RSs) brought IECMHC (via the CS) into the cultural spaces of child care that is embedded in marginalized communities? (current descriptive)
3. How can IECMHC practitioners deepen their commitment to liberation, diversity informed practices, and decolonization through the embodiment of the CS and beyond? (aspirational descriptive)

Highlighted Findings

Reflections on how practitioners integrate racial equity and the Consultative Stance in their day-to-day IECMHC work



Most Salient CS Elements Represented: Focus Group Themes

- **Centrality of Relationships = 8**
- **Considering All Levels of Influence = 8**
- **Parallel Process = 6**
- **Avoiding the Position of Sole Expert = 6**
- Understanding Another's Subjective Experience = 5
- Wondering Instead of Knowing = 5
- Patience = 2
- Holding Hope = 2
- Mutuality of Endeavor = 1
- Hearing and Representing All Voices = 1

Centrality of Relationships

“...there's certain kinds of values that we have [in our agency] that are kind of cultural values. And one of them is this concept of In lak'ech (La Kesh), which really means "you're my other self," but it just doesn't translate well into English.

But I've been thinking a lot about that, because we did the training for new consultants in San Francisco on Monday, and we're talking about this concept of In lak'ech. And how it speaks to investing in the other. Yes.

And it's grounded in the idea that, you know, I will invest in you and recognize the other without othering. That's a very complex statement, right? I can't even translate with that means. So, there's- and I do feel like it's part of the consultative stance, if I boiled it down to it. It's that I am investing in you without othering you and seeing you, right?

~White IECMHC Reflective Supervisor / Bay Area

Considering All Levels of Influence

“And the more I learned about infant mental health early in my career, you know, a lot of the symbolism and you know, that's what I called it at the time, and I looked at Navajo culture and it really fit it really made sense when you're looking at all levels of influence. And with that, I include culture, you know, the spirituality, the sun, the moon, the stars, locations, places, land, family, multi-generational trauma, yes, and resilience, but also multi-generational spiritual aspects as well.”

~Navajo Mental Health Consultant / Navajo Nation

Parallel Process

“I think you're also speaking to the parallel process part, right? Like, if our systems and colleague relationships don't hold the importance of ourselves, our stories, our histories, how can we do that with our consultees?”

~African American IECMHC Reflective Supervisor from New York

Avoiding Position of Sole Expert

“So, I would say being very intentional and not assuming that because we are of the same cultural background, that we are going to do and see things the same way.

I think a lot of times assumptions are made – even by us– that all Latino or Hispanic families are the same. And so, a lot of times, I have to go back to being very intentional about asking questions like, ‘Do you really think that all Latino families are the same?’ ‘Do you really think that they discipline the same?’

We must really be intentional about those questions, because one of the things that I learned was that a lot of times we come, again, from our lens and our experience, but we don’t really think about things like the level of acculturation.”

~Latina Mental Health Consultant / Arizona

Understanding Another's Subjective Experience

“So, you know, every other week, one of the consultants would present. And on that template, we, I have consultants indicate the demographics of the teacher, the student, as well as themselves.

And then look at what the parallels and differences were highlighting, you know, what you don't know about the other person? And why is it that you don't know it? Right, and what it might mean to begin to explicitly explore that with whether it's the teacher about themselves for about one of the students?

And so that was a really great way for us to uncover all the subtleties and nuances that folks are talking about, by starting with location of self alongside looking at what's happening with the other folks in in that consultative relationship.”

~African American IECMHC Reflective Supervisor / New York

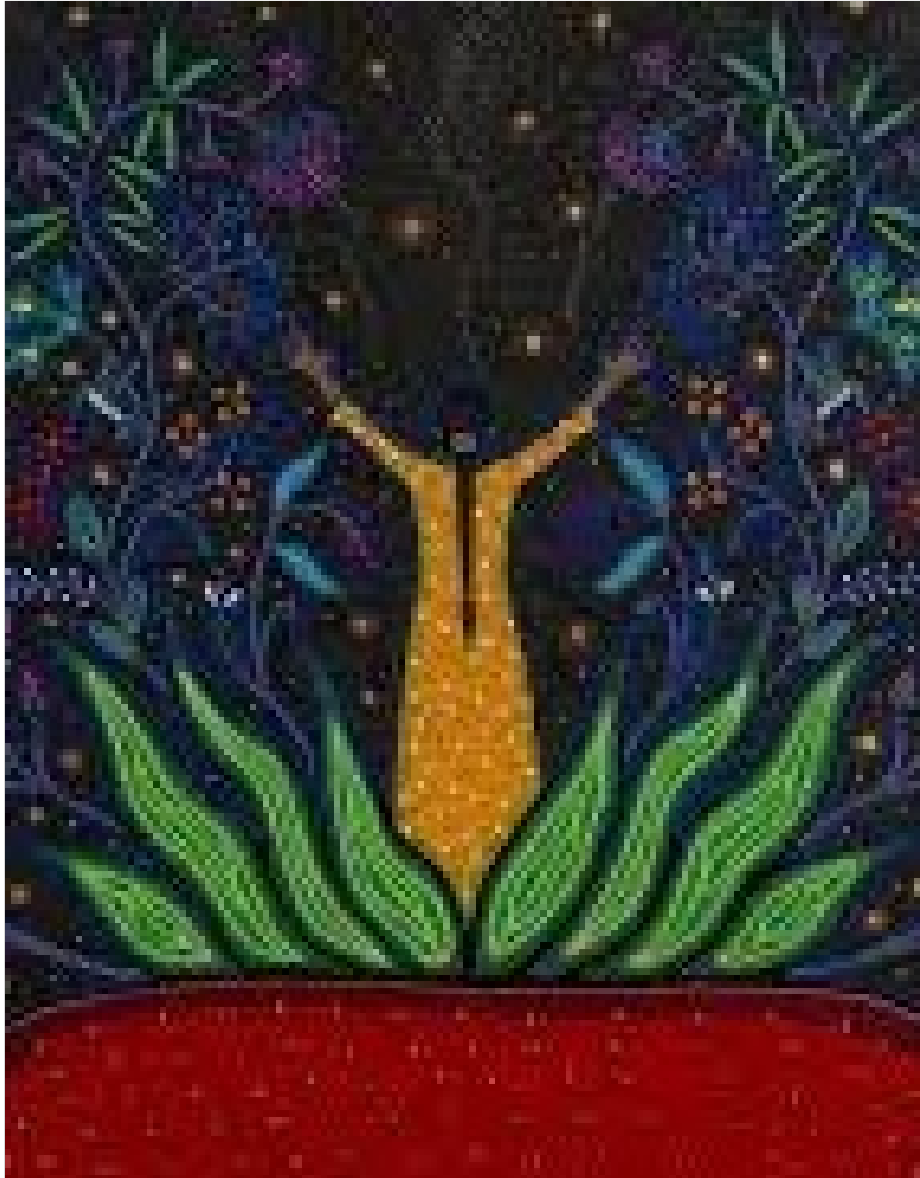


What are the conditions necessary to support this level of equity integration?

- Reflective Supervision
- Training / PD
- Peer Support
- Organizational / Programmatic Climate
- Leadership Commitment



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THANK YOU

Metis artists Christi Belcourt & Isaac Murdoch

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