



Infusing a DEIB Lens: Growth Edges and Celebrations

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Introductions

Maggie Mosca

Maggie Mosca is a Licensed Clinical Social Worker who holds her credential in Infant and Early Childhood Mental Health Consultation. Maggie is the Director of Infant Mental Health for Caregiver Connections with Chaddock. Maggie has provided early childhood mental health consultation services and training to child care providers in the state of IL for over 10 years. Maggie is currently a registered facilitator in Circle of Security Parenting Model and has trained on a variety of topics including social-emotional development, attachment, trauma, co-regulation and challenging behaviors. Maggie has also served children aged birth to three as a therapist in Early Intervention. Maggie feels passionate about supporting the reflective capacity of early care and education professionals to meet the social emotional needs of children and families.

Karen Robbins

Karen Robbins is an Associate Director of Program Development with Caregiver Connections, prior to joining Caregiver Connections Karen worked as a I/ECMHC in Cook County, IL with Illinois Action for Children, servicing South Chicago in Cook County, IL. She is an alumnae of Erikson Institute's Master of Social Work program and have worked as a clinical therapist in foster care residential placement, with Barr Harris Children's Grief Center, and in Early Childhood Education with Chicago Public Schools Head Start Program. Karen is currently a registered facilitator in Circle of Security Parenting and Classroom Models and has trained on a variety of topics in early childhood development and infant mental health. Karen feels passionate about infusing a DEIB lens into I/ECMHC services and broadening mental health access to at-risk communities.

Learning Objectives:

- ❑ In this presentation participants will be able to learn from the experiences and lessons of Caregiver Connections in building and strengthening their programmatic infrastructure with a DEIB lens, as evidenced by small group discussion of how this journey connects with their own journey.
- ❑ In this training participants will be able to Identify their own growth areas and celebrate successes in implementing a DEIB lens to their program structure, as evidenced by the use of a continuum to help measure their current practices and opportunity for growth.
- ❑ In this training participants will review Caregiver Connections goals for growth and have an opportunity to explore goals to lay the foundation to build their own action plan, as evidenced by the completion of an action plan document.

Our Shared Agreements:

- ❑ Take Care of Ourselves and our Shared Space
- ❑ Be a Learning Community
- ❑ Actively Participate

The background image is a landscape photograph. It shows a dirt road or path that curves through a field of tall, dry grass. In the distance, a bright sun is rising over a range of hills or mountains, creating a golden glow across the sky and the landscape. The foreground is a dark, muddy dirt patch with some puddles reflecting the light. A black rectangular box is overlaid on the middle of the image, containing the quote in white text. Below the quote, there is a small red rectangular box with the name 'Matt Maher' in white. At the bottom right, there is a white rectangular box with a black border containing a short paragraph of text.

In order to move forward,
you have to look back.

Matt Maher

The image on the page is a dirt patch off the side of a mountainous road overlooking a golden sunrise.

Our History:



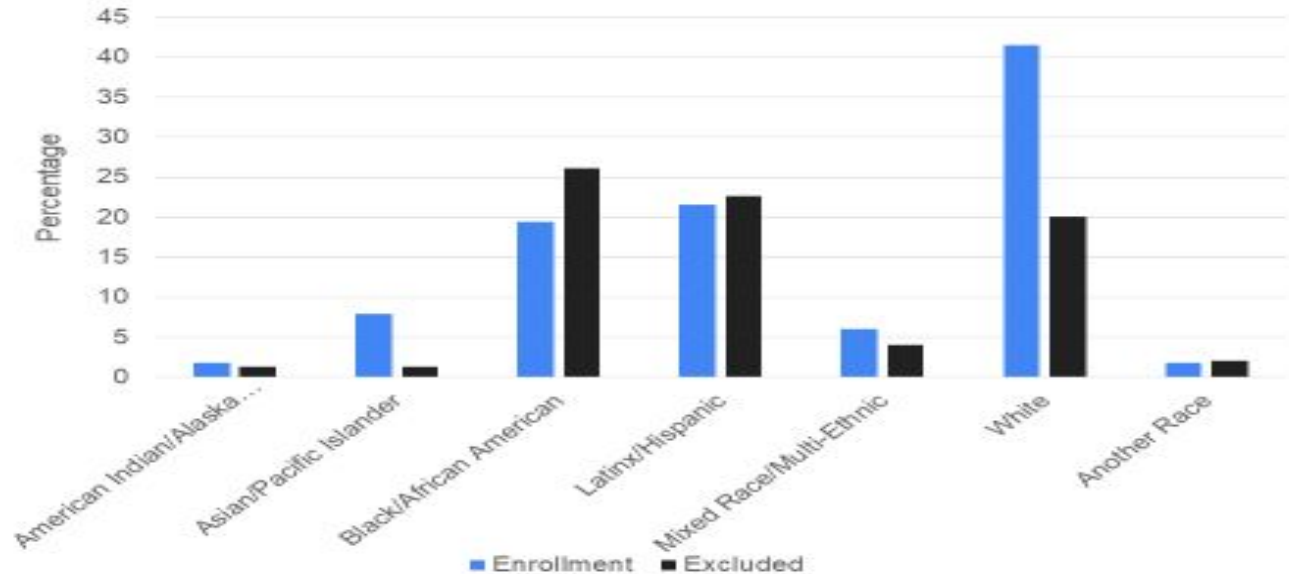
The image is the logo of the program (Caregiver Connections) with words in red and black and the outline of the state of

IL

What is Happening in IL?

The image is a bar graph with blue and black bars outlining the incidence of expulsion in early childhood by Race

Exclusions by Child Race/Ethnicity



Who is Excluded?

Walter Gilliam, PhD - Early Suspension & Expulsion:

Harms children now...

- ❑ Denies access to early education
- ❑ Undermines child/family relationship with schools/education
- ❑ Obscures root causes that should be addressed
- ❑ Further calcifies biases regarding whom we serve and whom we exclude

Harms children later...

- ❑ Academic failure and disengagement
- ❑ School dropout
- ❑ Increased rates of law enforcement contact and later incarceration

Influences for Change

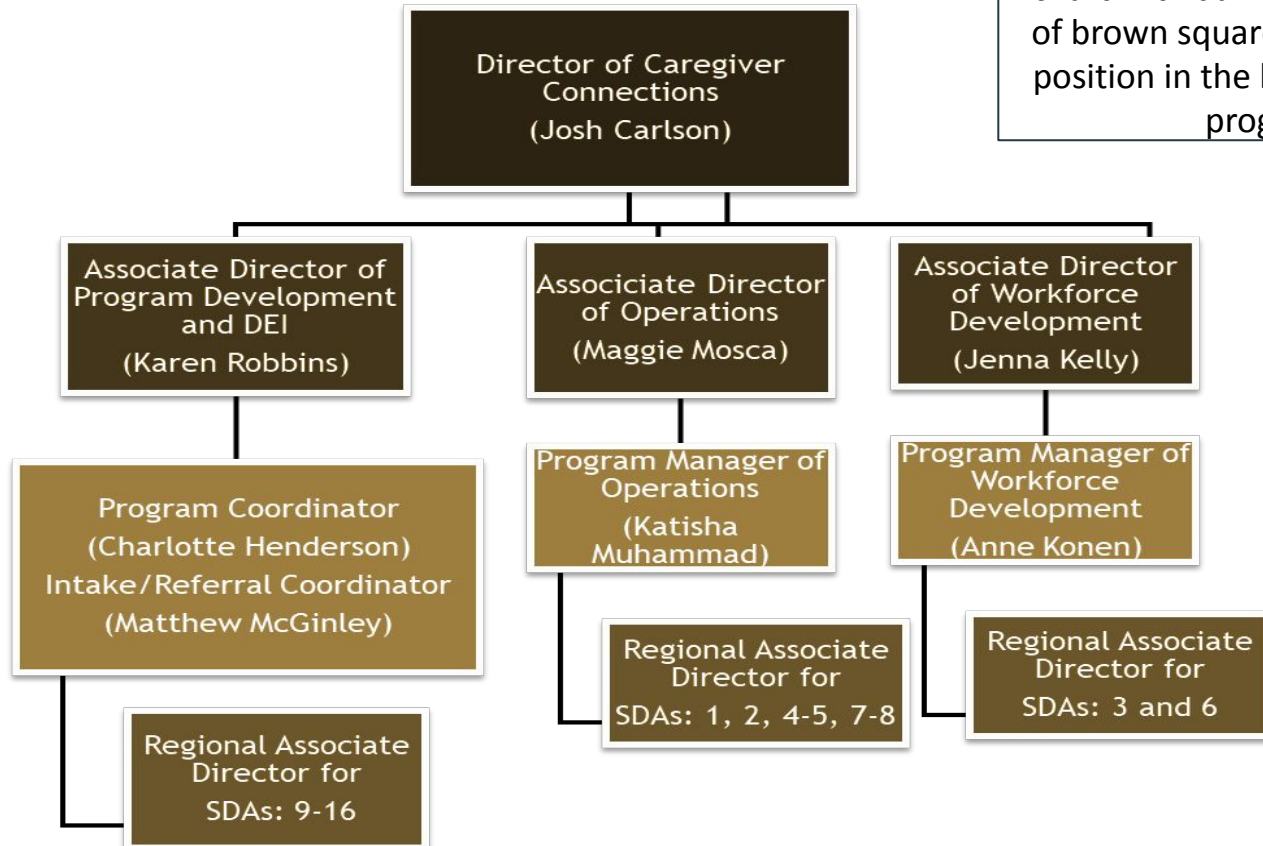
- Social Unrest
- Covid 19 Pandemic
- Preschool to Prison Pipeline



The image on the screen is vibrantly colored orange and blue memorial of George Floyd. The memorial has flowers and letters in front of it.

Caregiver Connections Expansion:

The image on the screen is flow chart with dark and light shades of brown squares outlining each position in the leadership of the program.



Our Program Development/DEIB Evolution:

- ❑ Brave I.D.E.A.- 2020
- ❑ Associate Director of Program Development/DEIB Role - 2022
- ❑ Leadership and Brave I.D.E.A. team Consultation – (*The Indigo Cultural Center, Inc.*) 2022 - 2023
- ❑ Global Diversity & Inclusion Benchmarks – Standards for Organizations Around the World (*The Centre for Global Inclusion*) - 2022
- ❑ Logic Model for Program Development and DEIB - 2023
- ❑ Employee Engagement Survey - 2023

Brave I.D.E.A. – Inclusion, Diversity, Equity & Awareness

The **Brave I.D.E.A.** team has existed within the larger Caregiver Connections team since October of 2020, as a peer-led team that focuses on professional development around Diversity, Equity, Inclusion, Belonging (DEIB), Race and Cultural Competence. The Brave I.D.E.A. team members have volunteered their participation on the team to deepen the lens in which we provide I/ECMHC and broaden personal reflection around the significance of Race and Cultural Awareness when working with children and families.

We periodically host activities at our monthly team meetings and quarterly statewide team meetings. We also often hold discussions in Affinity Groups, during many of our activities, as a designated “*safe space*,” where everyone in the group shares a particular racial identity and participants feel comfortable sharing “lived experiences” relative to their racial identity.

Consultant DEIB Survey

In May of 2023, Caregiver Connections administered our first Consultant DEIB Survey with the following goals:

- ❑ Inform leadership on ways to improve DEIB practices and policies.
- ❑ To foster a positive work environment for staff to feel welcome and included.
- ❑ To create a sense of belonging and psychological safety.

Growth Opportunities:

- ❑ Post Consultation Service Survey
- ❑ Annual Provider Survey
- ❑ Avenues to share with Stakeholders
- ❑ Bi-annual MHC DEIB Survey



The image on the screen is a white road sign shaped as an arrow with the word growth written in silver

What We've Learned...

Change Takes Time

- ❑ DEIB Work is siloed on a Statewide and National basis
- ❑ Lack of State or National Leaders
- ❑ Lack of Assessment Tools for Measuring Program Effectiveness/Outcomes



The image on the screen is of multiple clocks in a variety of shapes, sizes and variations of brown and white

Pair and Share: DEIB Lens Journey

- ❑ What parts, if any, of our journey up to this point, resonate with you?
- ❑ Where do you recognize opportunities for growth edges or celebrations in your own (or your program's) journey?



The image on the screen is a white 3D human figure next to an orange question mark

What's Next???



- Reflection of action, then reflection in action
- SMART Goals (specific, measurable, attainable, relevant & time based)
- Things to consider: your own journey, workforce
- development, program's mission, values, policies and procedures, program operations

The image on the screen is the word smart spelled out in black text, with each letter being capitalized. Each letter has a ribbon underneath it explaining what the acronym stands with a shape. S has the word specific with a target, M has a graph chart with the word measurable, A has a graph chart with an arrow and the word attainable, R has 2 circles intertwined and the word Relevant and the T has a clock and the words time sensitive.

FY-24 Strategic DEIB Plan

Service Type	Area of Focus	Goal	Objective	Strategies	Due Date
I/ECMHC	Building Community	Growing Professionals	Develop and implement a plan to build the capacity within I/ECMHC to be able to engage in conversations around the topics of DEIB through intentional training and consultation	Develop community-based trainings for child care providers on DEIB topics	12/24

FY-24 Strategic DEIB Plan

Quarter 1: FY-24 Goal

Objective: Develop and implement a plan to build the capacity within I/ECMHC to be able to engage in conversations around the topics of DEIB through intentional training and consultation.

Strategy	Progress	Projected Timeline
Develop community- based trainings for child care providers on DEIB topics.	Analyzing current training library for previous trainings available for use.	10/31

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- ❑ Caregiver Connections www.caregiverconnections.org
- ❑ Continuum on Becoming an Anti-Racist, Multicultural Institution www.racc.org
- ❑ Gilliam, Walter, PhD, “Covid-19 Stress and Trauma, Racial Aggression, Bias and Why IECMHC is Needed
- ❑ Global Diversity & Inclusion Benchmarks: GDIB-Overview www.forumworkplaceinclusion.org
- ❑ Global Diversity & Inclusion Benchmarks: Standards for Organizations Around the World
www.centreforglobalinclusion.org
- ❑ “More Now than Ever”, Yale School of Medicine, March, 2022.
- ❑ Walter Gilliam, PhD, Front Porch Series “Preschool Expulsions and Suspension and Why Should We Care, February 2017, ECLKC)
- ❑ Zinser, Kate, Evaluating the Implementation of the IL Expulsion Law 2017-2020
[1a138e 7429c8dboa8a41799479d074499655bd.pdf \(setllab.com\)](https://setllab.com/1a138e7429c8dboa8a41799479d074499655bd.pdf)

Thank-you for Your Participation!



The image on the screen is word cloud with blue grey and black words outlining words like variety, diversity, race, culture politics

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