

# Unveiling the Essential IECMHC Activities for Promoting Equity and Relationships: Results of Consensus-Building Research

Workshop presented at the Center of Excellence for Infant and Early Childhood Mental Health Consultation Conference: Equity from the Start on November 8th, 2023

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# Purpose of the Study

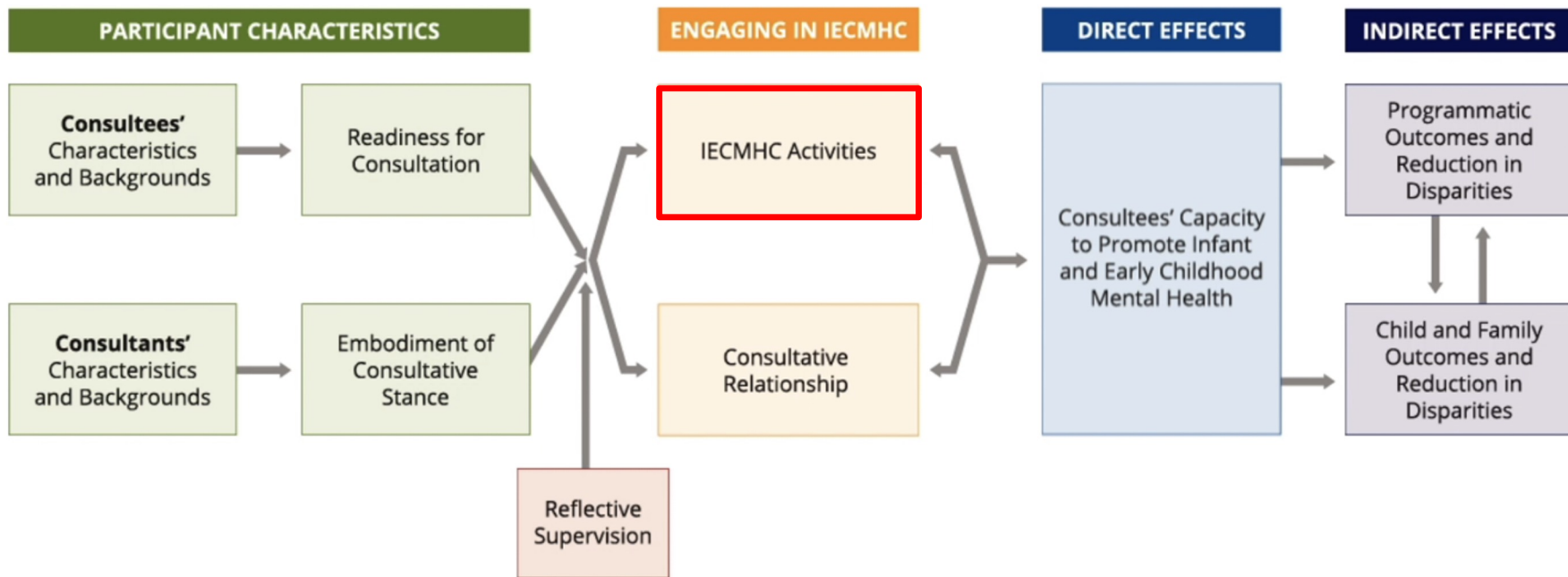
- To articulate the essential activities of IECMHC across settings
  - centering relationships and equity

# Acknowledgements

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# Theory of Change for IECMHC

(Center of Excellence for IECMHC, 2021)

# Why define the activities?

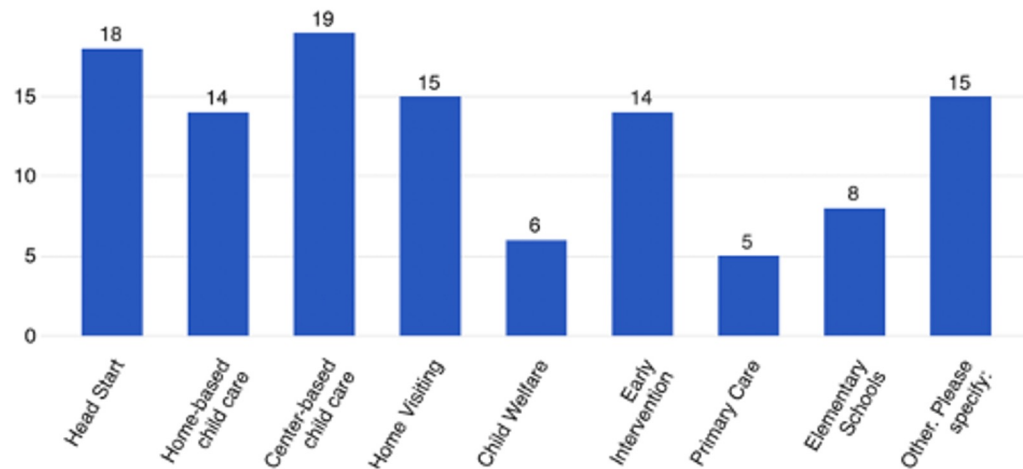
- Training
- Consistency & Quality
- Evaluation
- Clear Communication

# What is a “Delphi”?

- Consensus-building exercise
- Panel of experts
- Multiple rounds of data collection and analysis

# Expert Panel (n=30)

- Gender: 29 female
- Race: (20) White, (5) Multi-racial/bi-racial (3) African-American/Black, (1) Asian, (1) Latinx
- 5 provide consultation to tribal communities
- Years of experience as a consultant: Range= 1-31 years, Mean = 12.1 years



Fall 2021  
Recruitment

Winter 2021-22  
Survey #1

Spring 2022  
Survey #2

Summer 2022  
Survey #3

## Recruitment

- Application distributed via listserv
- De-identified applications reviewed by research team
- Notification of selection sent to 30 applicants, all confirmed participation

## Survey 1

- Drafted by research team
- Distributed to 30 participants, 28 responses
- Multiple iterative rounds of coding resulting in list of 5 elements and 27 activities

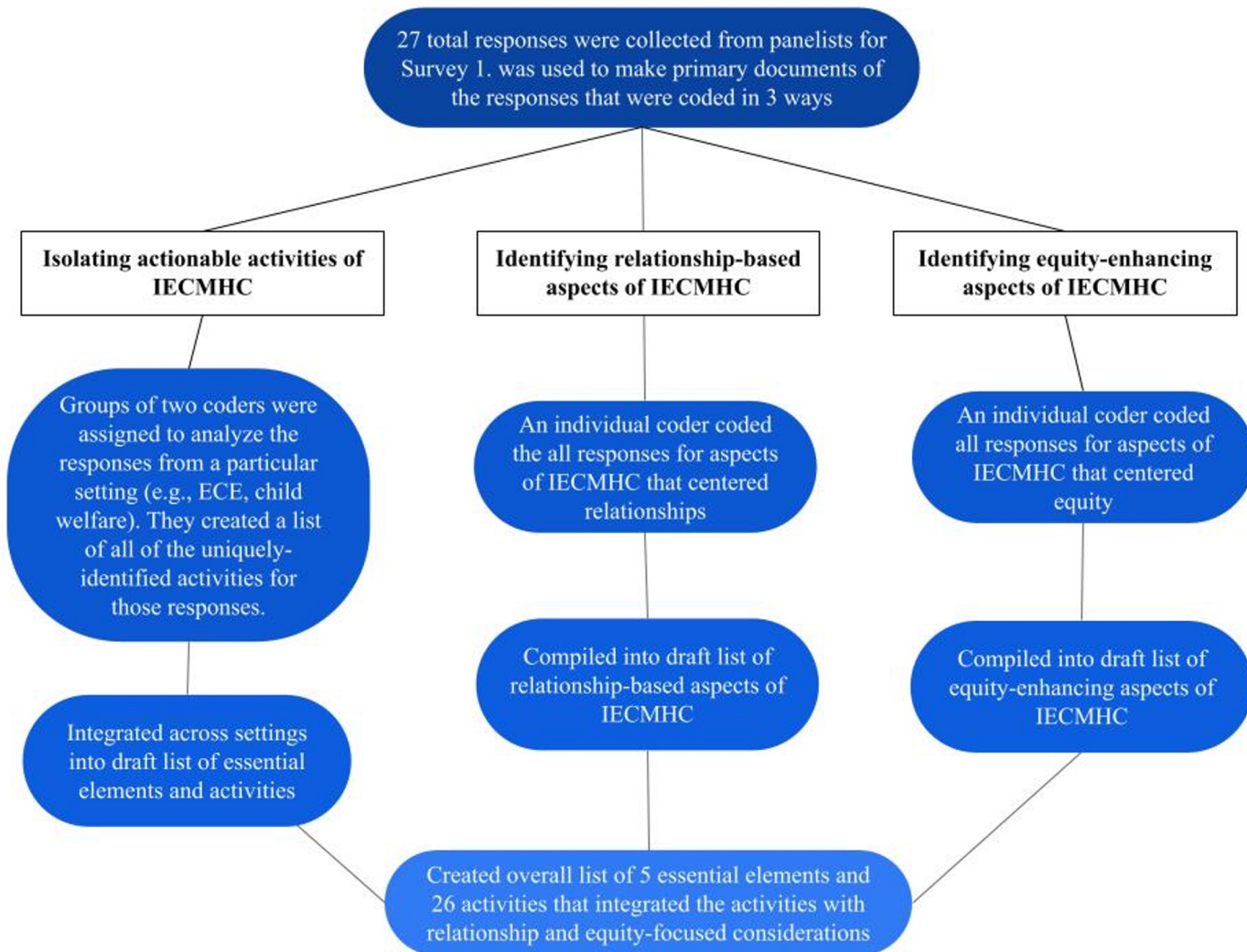
## Survey 2

- Drafted by research team
- Distributed to 30 participants, 26 responses
- Research team calculated consensus and drafted replacements for the 4 items that did not reach consensus

## Survey 3

- Drafted by research team
- Distributed to 30 participants, 28 responses
- Final consensus list created based on results with 5 elements and 26 activities

# Study Timeline



# Results



# Essential Elements

- Structure the process for consultation (8 activities)
- Build and nurture strong, equitable consultative relationships that foster readiness for and commitment to consultation (5 activities)
- Optimize consultee capacity to support IECMH through new ways of thinking and acting (5 activities)
- Empower consultees to enhance equity in their roles (4 activities)
- Attend to consultant professional skills, self-awareness, and self-care (4 activities)

# Element 1: Structure the process for consultation

- **Activities**

- Begin consultation: Clarify role and orient to consultation Identify the central issue(s) or challenge(s) to be addressed in consultation and decide which individuals to engage in consultation based on their spheres of influence\*
- Initially, and repeatedly, gather information and explore context to develop shared understanding
- Collaboratively develop a shared vision and plan for consultation
- Support consultees as they implement the vision/plan
- Recommend and/or facilitate linkages for children, families, and/or consultees to supplemental services or supports that are contextually, culturally, and linguistically appropriate whenever possible\*
- Monitor progress, make adjustments, and address new issues as needed
- Support and empower consultees through staff transitions, shifts in the focus of consultation, or case closures (in time-limited consultation).\*

*\*indicates revised item*

# Element 2: Build and nurture strong, equitable consultative relationships that foster readiness for and commitment to consultation

- **Activities**

- Establish and maintain rapport, trust, and respect
- Communicate using best practice interpersonal skills, both verbal and nonverbal
- Create a sense and an expectation of belonging and inclusion
- Share power, value mutual expertise, and allow consultees to lead in goal-setting and decision making
- Attend to consultees' personal wellbeing while maintaining boundaries of consultant role

# Element 3: Optimize consultee capacity to support IECMH through new ways of thinking and acting

- **Activities**

- Share knowledge to enhance consultees' understanding of IECMH and how to support it
- Promote strategies that will strengthen consultee capacity to foster healthy, equitable, responsive relationships and environments
- Strengthen interpersonal relationships and communication between and among consultees, families, and others who directly or indirectly care for children
- Foster consultees' ability and inclination to reflect

# Element 4: Empower consultees to enhance equity in their roles

- **Activities**

- Discuss interpersonal dynamics related to culture, bias, and discrimination within the consultative relationship
- Provide information and perspectives on critical equity topics
- Facilitate consultee reflection on systemic equity issues and how they affect the consultee and children/families
- Collaboratively develop strategies to address identified concerns and areas for improvement around equity

# Element 5: Attend to consultant skills, self-care, and self-awareness

- **Activities**

- Actively engage in consultant self-care
- Actively engage in consultant capacity-building
- Continuously build consultant cultural humility, awareness of their own cultural identity and how it may affect consultation, and ability to engage in potentially challenging conversations
- Exemplify desirable skills and behaviors for consultees to adopt

# Sample Equity Actions

- Facilitate perspective-taking
- Help consultee consider cultural and contextual influences
- Normalize and validate emotions
- Work to address policies that perpetuate inequities
- Incorporate family's spiritual beliefs and practices into consultation plan
- Acknowledge cultural differences between consultant and consultee
- Provide tools/resources that are explicitly multicultural or culturally relevant

# Activity

## *Discussion Question:*

*Based on factors such as role or context, what are some potential barriers or challenges to engaging in the essential elements when working with low-resource programs, historically marginalized staff and children?*

- Breakout rooms by essential element
  - **Room 1:** Structure the process for consultation
  - **Room 2:** Build and nurture strong, equitable consultative relationships that foster readiness for and commitment to consultation
  - **Room 3:** Optimize consultee capacity to support IECMH through new ways of thinking and acting
  - **Room 4:** Empower consultees to enhance equity in their roles
  - **Room 5:** Attend to consultant skills, self-care, and self-awareness

## Connect with us!

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