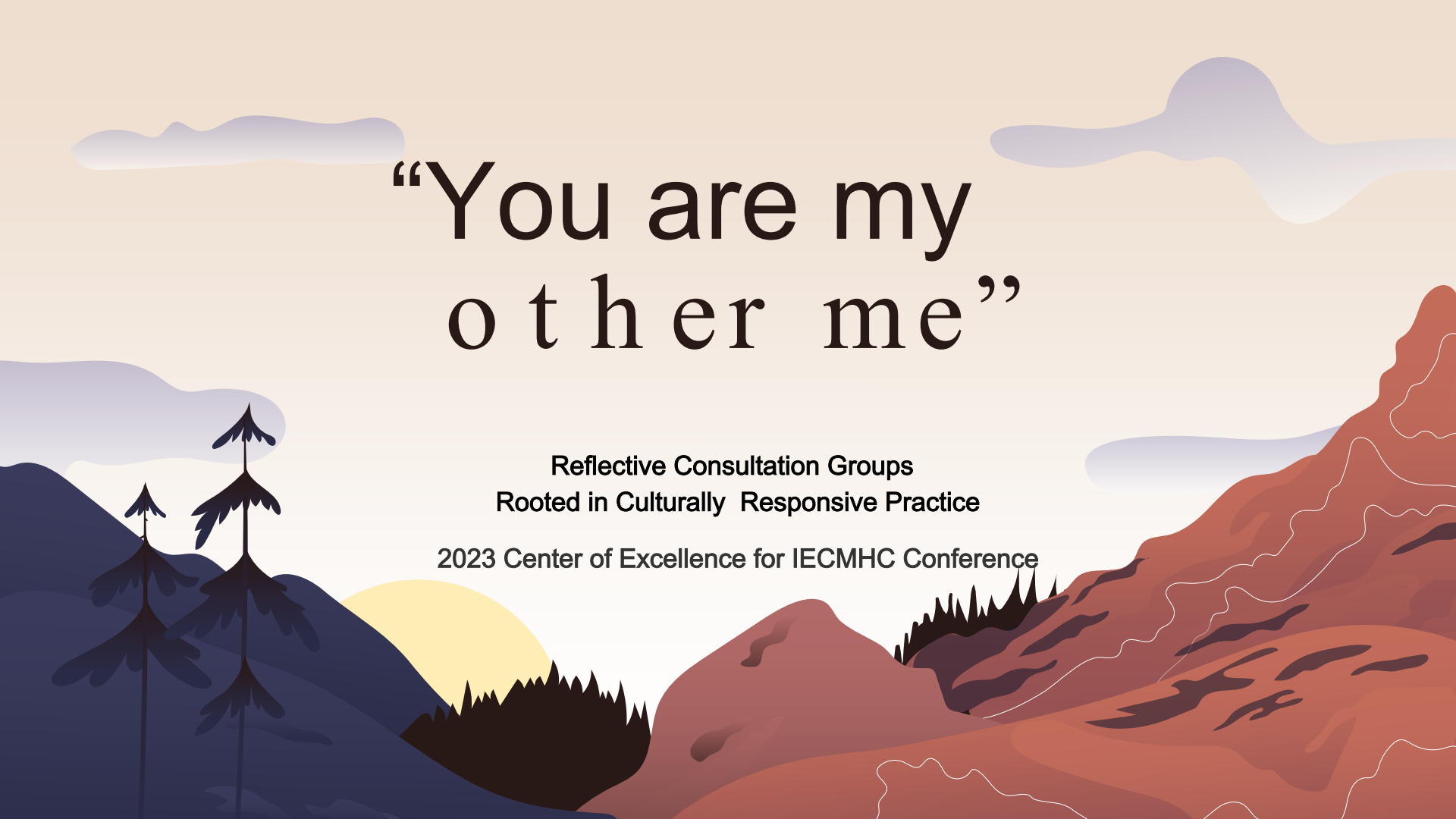


A stylized landscape illustration featuring a blue mountain range on the left with three dark evergreen trees. A yellow sun is partially obscured by a dark silhouette of a forest. To the right, there are reddish-brown mountains with white outlines. The sky is a light beige color with soft, purple and blue clouds.

“You are my o t h e r m e”

Reflective Consultation Groups
Rooted in Culturally Responsive Practice

2023 Center of Excellence for IECMHC Conference

Pause With Us

Breathe & Acknowledge our Land.



Jen n y Lo pez

She, Her, Ella
LCSW, IFECMHS



Sunny Cho

She, Her, 그녀
LMFT, IFECMHS

The Journey Ahead

01

Basecamp

Our Root Story - How it all began & 10 Elements of Consultative Stance

The Sierra

03

Thorns - Brave Conversations as IECMH Consultants

Wondering

05

Where we are Now & Reflections Together (Q&A)

02

The Ascent

Roses- The Growth Roses of our Reflective Groups in Diverse Settings

The Descent

04

Buds - Encouragements & Offerings from our Reflections

Collective Rest

06

"You Are My Other Me" & Call for Collective Rest

Learning Objectives

Our intentions - To share on wisdom gained, connecting & leaning into community knowledge

Learning Objective 1

Participants will journey with the presenters as they hear of the design, implementation, and evaluation process of reflective groups throughout diverse settings.

Learning Objective 2

Participants will witness the evolution of reflective groups through stories of our own growth in Consultative Stance and anecdotes of the parallel process experienced by the group participants in their own DEI growth.

Learning Objective 3

Participants will be encouraged to integrate collective care and co-facilitation in consultation to promote workforce development and sustainability - to cultivate a culture of wellness, rooted in "You are my other me"

The background is a stylized landscape. At the top, there are soft, purple and blue clouds. In the center, a large yellow circle contains the number '01'. Below this, the title 'Base Camp' is written in a large, dark red serif font. Underneath the title, the subtitle 'Our Root Story' is written in a smaller, dark grey sans-serif font. The bottom of the image features dark blue and black silhouettes of jagged mountains on the left and right. On the right side, there are three dark blue evergreen trees of varying heights. The overall color palette is muted and earthy, with a warm, slightly hazy atmosphere.

01

Base Camp

Our Root Story

The background of the slide features a stylized landscape. At the top, there are soft, purple, cloud-like shapes against a light beige background. Below these, the title 'How It All Began' is centered in a large, dark brown, sans-serif font. The main body of the slide is white, containing three paragraphs of text. At the bottom, there is a dark blue silhouette of a jagged mountain range on the left. To its right is a large, bright yellow sun. Further right are more mountains in shades of red and orange, with several dark blue evergreen trees of varying heights. The overall aesthetic is clean and modern with a natural theme.

How It All Began

One day, we received a phone call from our colleague, Sara Parnass. After catching up briefly, she casually asked, “Do you want to be an Infant Early Childhood Mental Health Consultant?”

We replied, “What do you have to do?”

To which she responded, “You just have to be you.”

Our journey as IECMH Consultants was sparked by a trusting **RELATIONSHIP**, and continues to be fueled by collective **RELATIONSHIPS**.

A dense, black and white collage of various images and text snippets. It includes a portrait of a woman with headphones and the text "BLACK LIVES MATTER", a group of people in a field, a man with glasses and the text "PARASITE", a man in a suit, a man with a halo, a man with wings, a kangaroo, a sign that says "STAY SAFE", and a sign that says "I CAN'T BREATHE".

- Covid- 19 global pandemic
- The killing of George Floyd & civic/global unrest protests
- Climate disruptions - record-breaking wildfires
- Political tension from the 2020 presidential election
- Deaths of influential and public figures such as Justice Ruth Bader Ginsburg, Kobe Bryant, and John Lewis

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Reflective Groups

Serving Diverse Communities for a
Community - Centered Response

Oct. 2020 to May 2023

San Fernando Valley- Los Angeles, Southern California

Bay Area- Fremont, Northern California



Introduction to the 10 Elements of Consultative Stance

The Centrality
of Relationship



Parallel process as
an organizing
principle

Avoiding the
Position as the
expert



Mutuality of
endeavor

Understanding
another's
subjective
Experience



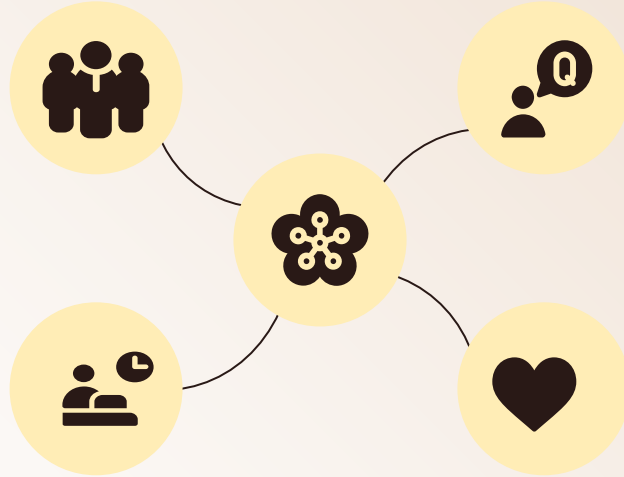
Considering
all levels of
influence



Consultative Stance

- C o n t .

Hearing and
representing
all voices



Wondering
instead of
knowing

patience

Holding hope

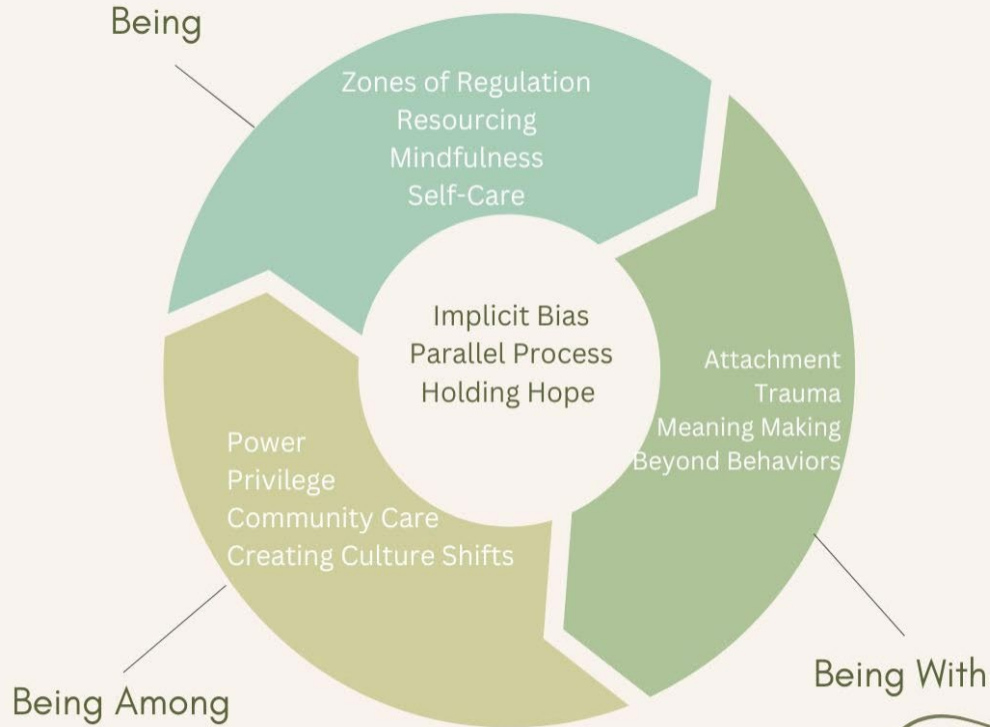
A stylized landscape illustration featuring a large yellow sun in the upper left, three purple clouds in the sky, and a foreground with a reddish-brown hill on the left containing two dark blue evergreen trees. To the right is a dark blue mountain range with a black silhouette of a forest at its base. The background is a light beige color.

02

The Ascent

Our Growth Story & Roses Gathered Along the Way

REFLECTIVE SUPPORT



*Credit: Sara Parnass, LMFT, for the image

Attuned Design

Centrality of Relationships
Meeting People where they are
Co-Creating by Surrendering “Expert” Position

Hallmarks of implementation

● Consistent Session Flow

- Welcome
- Collective Mindfulness Practice
- Individual Check-ins & Group Pulse Checks
- Identifying Topic/Theme of Reflection Together
- Summary of Collective Reflections
- Identifying Potential Action Items

● Acknowledging diverse participation

Early Childhood educators, home visitors, Center Directors, Regional Coordinators

● Consistency

Weekly, bi-weekly
Seasonal Transitions & Breaks



Implementation & Themes

Across diverse settings

Milestones	Touchpoints
2020	Permission to Pivot & Evolve through Trial & Error for Improved Reflective Group Attunement
2021	Wellness “First-Aid” for Early Childhood Frontline Workers: Leveraging Co-Regulation
2022	Cultivating Healthy Mental Health Climates: Rooted in Experiential Social & Emotional Learning
2023	In Relationships we Trust- Empowering a Culture of Wellness & Collective Care

Developmental Touchpoints



The Centrality of Relationship

Experiencing healthy relationships where we feel “felt, heard & seen” as critical to our psychological wellness & socio emotional development



Parallel Process as an organizing Principle

If we are to “understand another’s subjective experience” we are also to improve understanding & extend compassion for our own human experience

Developmental Touchpoints



Avoiding the Position As the expert

Dominant paradigm shift to one rooted in trust, collaboration & co-creation



Mutuality of Endeavor

Consultee & Community-centered; Consultees as experts in their lived experiences



Understanding another's subjective experiences

Commitment to repair relational ruptures, as the basis for improving understanding of others' individual interpretations

Evaluation

for sustainability

& to promote a culture of wellness

Connection

New friendships &
support from colleagues

Call to action

Sparking a spirit of
advocacy

Trust

Rooted in “showing up”
for deeper relationship-
building

Safe space

To share one’s genuine
feelings and thoughts
(roses, buds, thorns)

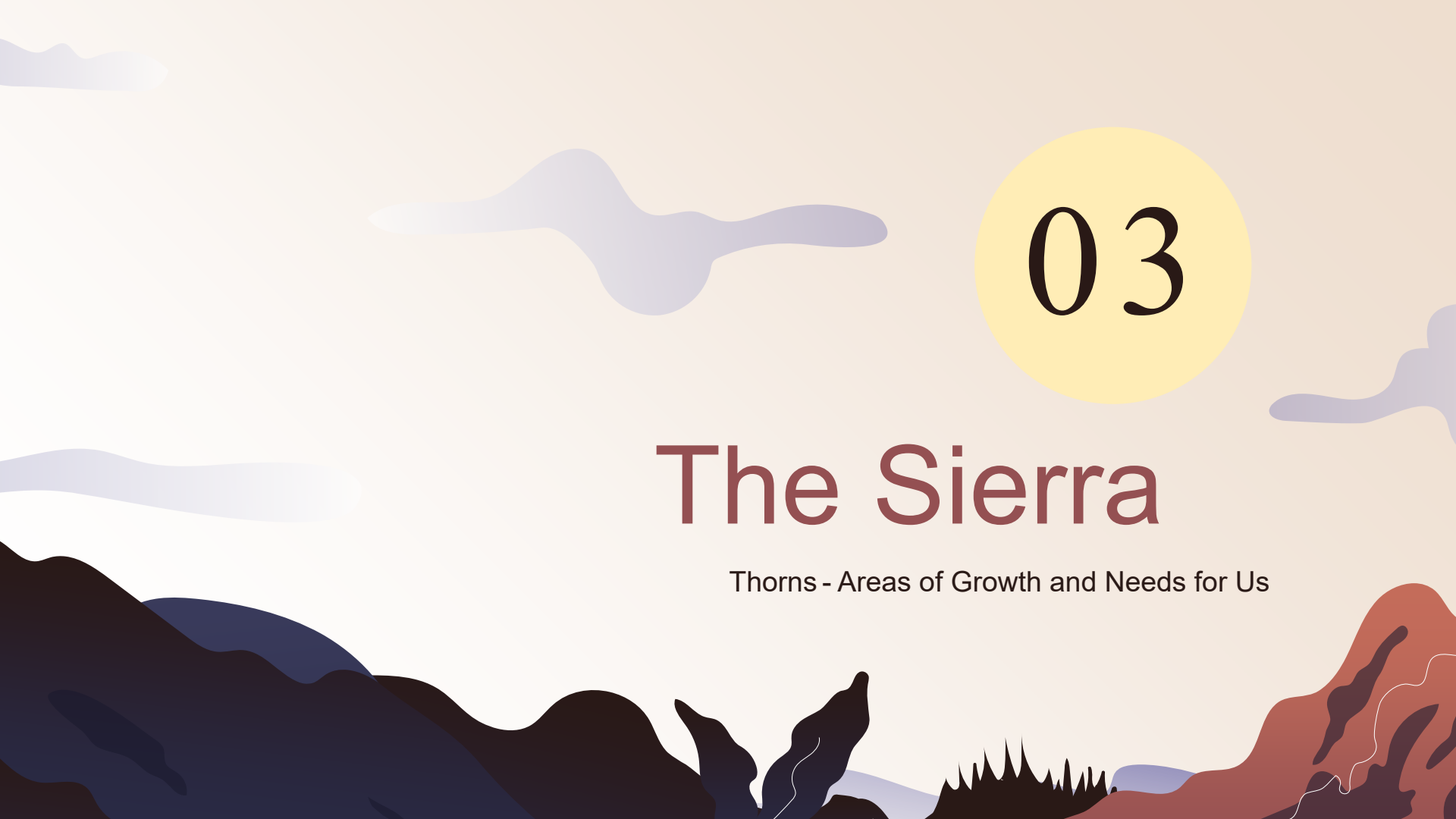
Brave space

To be one’s authentic
self & engage in deeper
dialogue

Respite

Via collective
mindfulness practice





03

The Sierra

Thorns - Areas of Growth and Needs for Us

Key Sore points



Ruptures in Relationships

As ruptures are normal and expected, we hoped for more opportunities of repair in relationships



Transitions

Transitions in relationships
Transitions with groups -
Transitions in needs/expectations



Maneuvering through roles as contractors

Employees vs. Contractors-
Unclear expectations at times
Part of the group at times,
isolated at other times

Key Sore points



Opportunities for better measure of outcomes

Family Outcomes,
Program Outcomes,
Quantitative & Qualitative



Sustainability

Administrative support,
Capacity & deeper
relationship building with
others,
Encouragement to be
creative
Financial compensation



Holding Hope in Community

Opportunities of connecting
to a larger community of
consultants,
Even more reflective spaces,
as our containers, to hone in
on skills

A stylized landscape illustration featuring a large yellow circle on the left containing the number '04'. To the right of the circle is the title 'The Descent' in a large, dark red serif font. Below the title is the subtitle 'Buds - Our Reflections and Offerings to Community as Food For Thought' in a smaller, dark brown serif font. The background is a light beige color with horizontal, wavy bands of light blue and purple. In the foreground, there are dark blue and black silhouettes of jagged, mountain-like shapes. To the right, there are more jagged shapes in shades of red and orange, with white outlines. The overall style is modern and artistic.

04

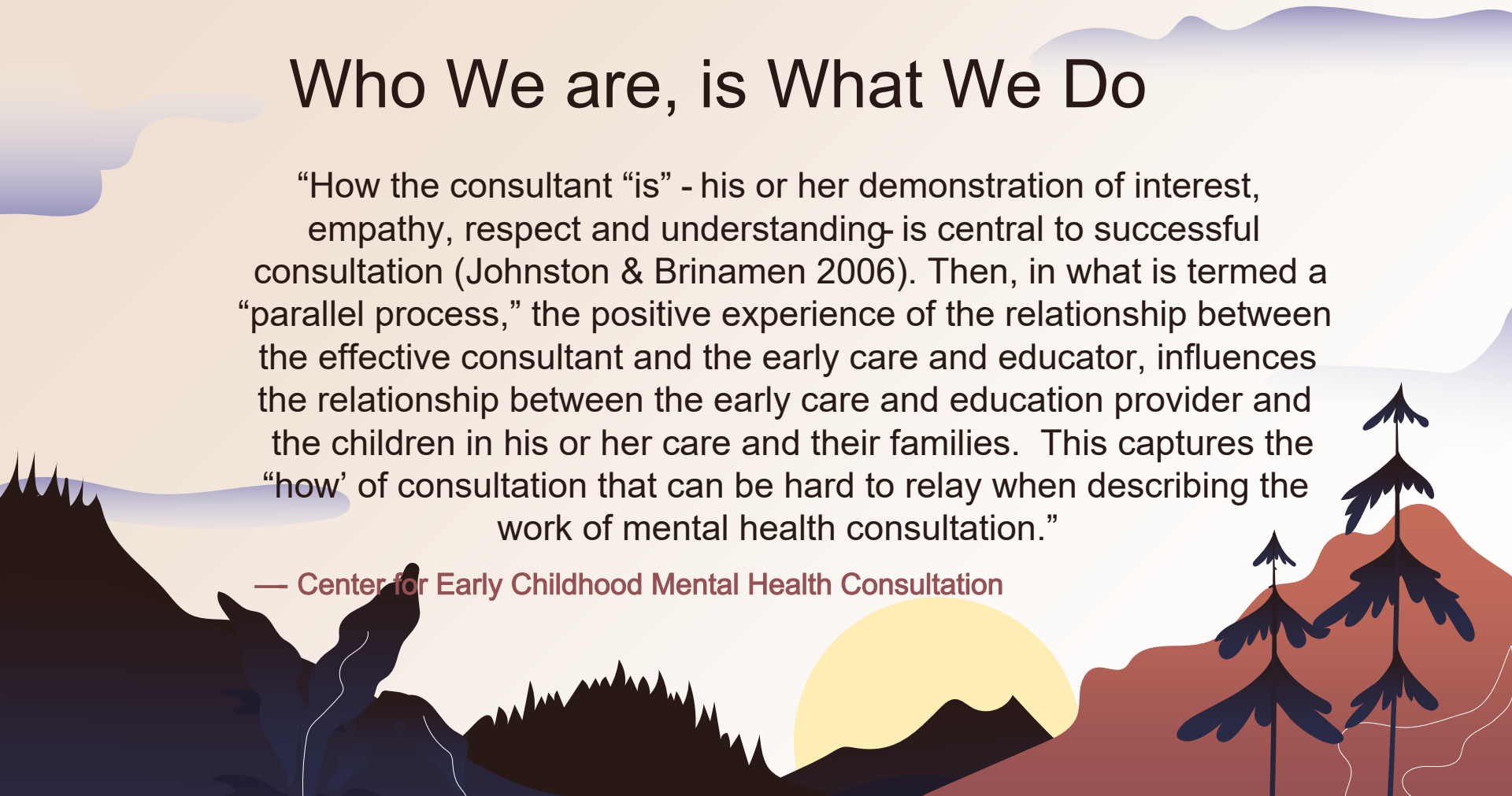
The Descent

Buds - Our Reflections and Offerings to Community as Food For Thought

Who We are, is What We Do

“How the consultant “is” - his or her demonstration of interest, empathy, respect and understanding- is central to successful consultation (Johnston & Brinamen 2006). Then, in what is termed a “parallel process,” the positive experience of the relationship between the effective consultant and the early care and educator, influences the relationship between the early care and education provider and the children in his or her care and their families. This captures the “how’ of consultation that can be hard to relay when describing the work of mental health consultation.”

— Center for Early Childhood Mental Health Consultation



Ingredients that helped us grow

- Relationships based on trust
- Access to training
- Supervisors who are culturally affirming, who also gave us trust and flexibility
- Work from home - telehealth
- Regular reflective space
- **Patience & grace as it's been a journey to understand-who we are is what we do.**

Co -Facilitation for Collective Care

- Diverse perspectives
- Balanced workload
- Modeling healthy relationships and co-regulation
- Increased felt safety for group
- Crisis management
- Expanded skill set for our professional growth and development
- Reduced bias and countertransference
- Diverse cultural competence
- Increased feedback and support



Reflexivity to Cultural Responsiveness

Reflexivity leading us to cultural responsiveness-

“Culturally competent [responsive] mental health consultants are aware and respectful of the importance of the values, beliefs, traditions, customs, and caregiving styles of the families and providers they serve. They are also aware of the impact of their own culture on the collaborative consultative relationship, and take all of these factors into account when planning and delivering consultation services to staff and families of young children.”

- Center of Excellence for Infant & Early Childhood Mental Health Consultation

Wondering

Current Project - Taking “You Are My Other Me” Outside, in Nature!

05



Where We Are Now

- Through relationships, we are sharing the good news of Infant and Early Childhood Mental Health Consultation concepts and the power of group learning to other spheres of healing to support helpers in diverse settings -
 - Be Well In Nature
 - Current Project - Supporting and training Nature Outing Facilitators to hold a Social-Emotional Learning (SEL) Lens and to encourage Being as Doing during nature outings for youth, families and the larger community

You Are My Other Me

In Lak Ech

Tú eres mi otro yo.

Si te hago daño a ti

Me hago daño a mi mismo.

Si te amo y respeto,

Me amo y respeto yo.

/ (Mayan Greeting)

/ *You are my other me.*

/ *If I do harm to you,*

/ *I do harm to myself.*

/ *If I love and respect you,*

/ *I love and respect myself.*

– From Luis Valdez’s “Pensamiento Serpentino (Serpentine Thought)”



The background features a stylized landscape with dark blue and red mountains at the bottom, a large yellow sun in the upper left, and soft purple clouds scattered across a light beige sky.

06

Collective Rest

Encouragement to Pause and Rest
Throughout the Conference

May you Slow down,
Rest & fill your cup
in community today.



THANKS

To you all,
Our California community,
Colleagues at Kidango, El Centro de Amistad, Volunteers of America
Content Mentor Dawn Yazzle
Center of Excellence for Infant & Early Childhood Mental Health Consultation

Do you have any questions?

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