

Infant and Early Childhood Mental Health Consultation Equity Chats

The IECMHC Racial Equity Toolkit

March 8, 2021

2:00pm – 4:00pm ET



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

CoE IECMHC



Krystle Canare

Program Specialist

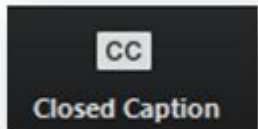
Center of Excellence for Infant and Early

Childhood Mental Health Consultation

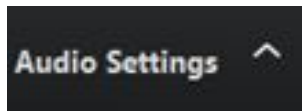
Georgetown University's Center for Child &

Human Development

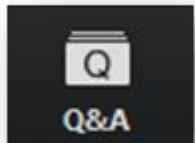
Webinar Housekeeping



Closed captioning is available during today's webinar. Please click the Closed Caption icon and select subtitles for a separate page of live captioning. .



If you are having audio issues with your computer internet connection, we advise that you call-in using a telephone. Use the **Audio Settings feature which can be found by clicking the up arrow next to the microphone** to identify the call-in number for your local area.



Use the **Q&A feature** to ask questions to the presenters. You may also chime in and answer questions that have been shared with the group!

We will not be offering CEUs or certificates of participation for today's webinar.

A recording of the webinar will be posted on iecmhc.org and e-mailed to all registrants at the end of this week. Thank you!



Center of Excellence for Infant and Early Childhood Mental Health Consultation (IECMHC)

Mission and Vision



The Center aims to grow, advance, and impact the field of IECMHC

Areas of Focus:

Technical Assistance
Professional Development
Clearinghouse

www.iecmhc.org

Equity Chat Facilitators: Children's Equity Project



Dr. Shantel Meek
Founding Director
Children's Equity Project (CEP)
Arizona State University



Dr. Eva Marie Shivers
CEP Partner
Institute for Child Development
Research & Social Change
Indigo Cultural Center

Children's Equity Project

A small orange circle is positioned on a horizontal line that spans the width of the slide, centered below the title.

- A multi-university initiative, housed at Arizona State University and led in partnership with experts at 15 universities and organizations across the country.
- We work at the intersection of research-policy-practice
- Our mission is to close opportunity gaps and ensure that all children, regardless of race, ethnicity, income, home language, and/or ability, reach their full potential.

Equity Chat Series



The Equity Chat Series are designed to provide a forum to further dialogue on equity topics in order to support more equitable systems and strengthen culturally responsive IECMHC practices to reduce disparities and improve child outcomes.

Today's Session Goals



- Learn about disparities in the experiences of young children of color and children from other marginalized communities in early childhood settings.
- Explore the role of the consultant in supporting equity in IECMHC.
- Explore how to use the Equity Toolkit individually and with colleagues in order to understand how to support more equitable systems and strengthen culturally responsive IECMHC practices 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.

Rationale for an Equity Toolkit



- Racial disparities in exclusionary disciplinary practices.
- Emerging evidence that IECMHC is a promising disrupter of racial bias.
- Reflective and consultative stance in IECMHC supports same mechanisms as reducing bias via healing justice frameworks.
- Accountability: strengthening the capacity of the IECMHC workforce to intentionally address equity

What's in the Equity Toolkit?



- Collection of articles, reports, videos, tools, and other resources
- 2 parts:
 - 'Start Here'
 - 'Digging Deeper'
- Accompanying discussion questions to guide reflection of the central equity issues.

How to use the Equity Toolkit

Georgetown University Center for Child and Human Development Georgetown University



[NEW: IECMHC Racial Equity Toolkit](#)

[COVID-19 and Infant and Early Childhood Mental Health Consultation: How to Provide Services When Everything is Different](#)

[HOME](#) [ABOUT](#) [RESOURCES](#) [TECHNICAL ASSISTANCE](#) [CONNECT](#) [VIRTUAL TRAININGS](#) [NEWS](#)

Resources Overview

Resources for Mental Health Consultants

Resources for IECMHC Program Managers and Policy Makers:

Equity

Workforce

Policy and Financing

Research and Evaluation

Programs and Models



EQUITY

Learn about disparities in the experiences of young children of color and children from other marginalized communities in early childhood settings; discover strategies for IECMHC to impact early childhood professionals' beliefs, attitudes, and practices to support more effective caregiving for all children, regardless of race, ethnicity, gender, class, or a myriad of demographic characteristics; and better understand policies and procedures, including data collection and analysis procedures, to bridge disparities.

Trainings

IECMHC Racial Equity Toolkit

The new IECMHC Racial Equity Toolkit is a collection of videos, tools, and resources that can help consultation systems leaders and all IECMHC practitioners build capacity in understanding race and systemic racism, bias, and culturally responsive practice and meaningfully embed equity in their programs and practice.



Discussion



Why an Equity Toolkit?

Exploring our current understanding...

- 
- What do we understand about racial disparities in exclusionary disciplinary practices?
 - What have you heard about the emerging evidence that IECMHC is a promising disrupter of racial bias?
 - What is our understanding about WHY IECMHC is a promising disrupter of racial bias?
 - How can we hold ourselves and one another accountable for moving the equity needle?

Multi-State IECMHC Workforce Equity Survey Findings

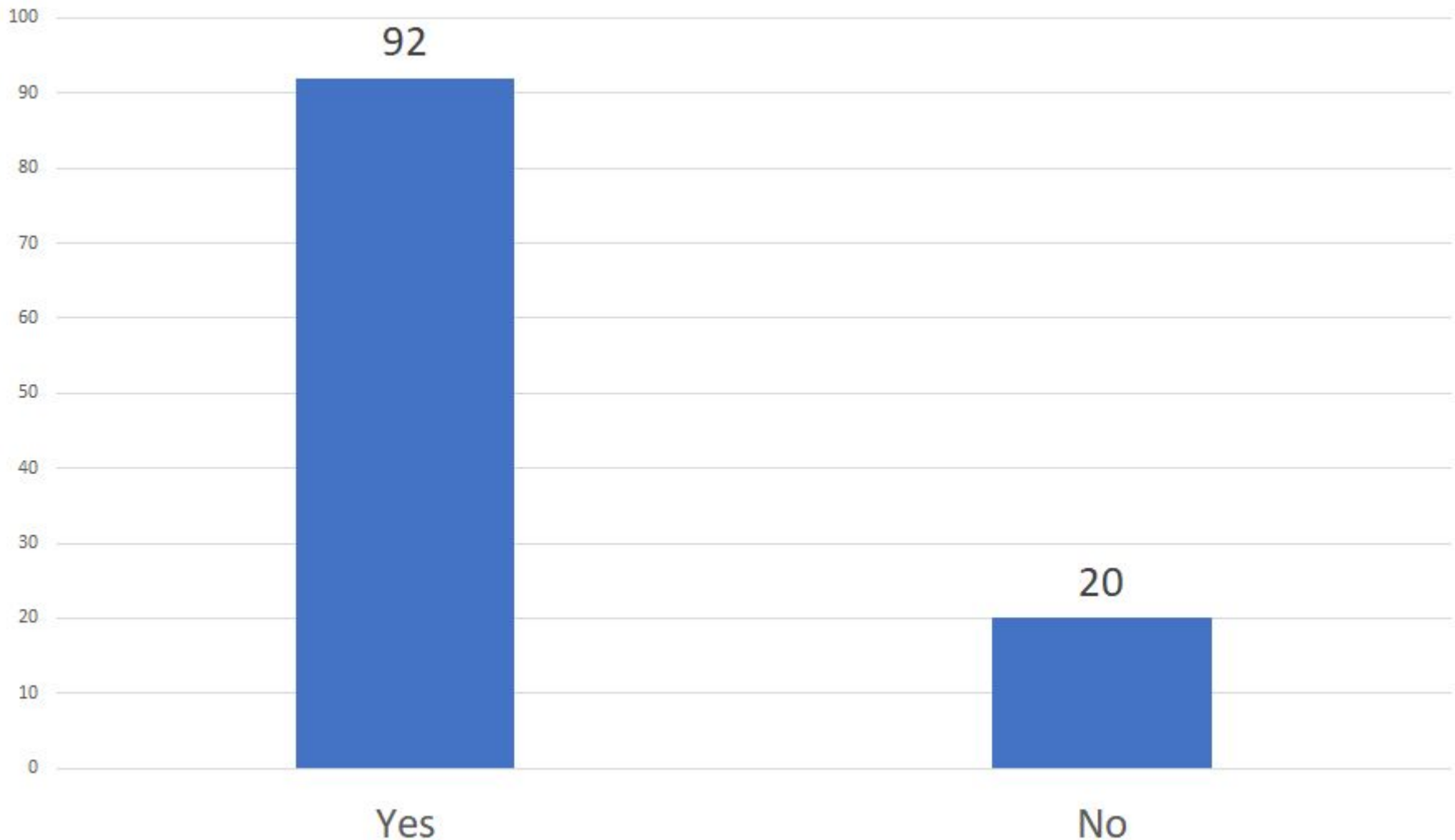


AZ n = 47

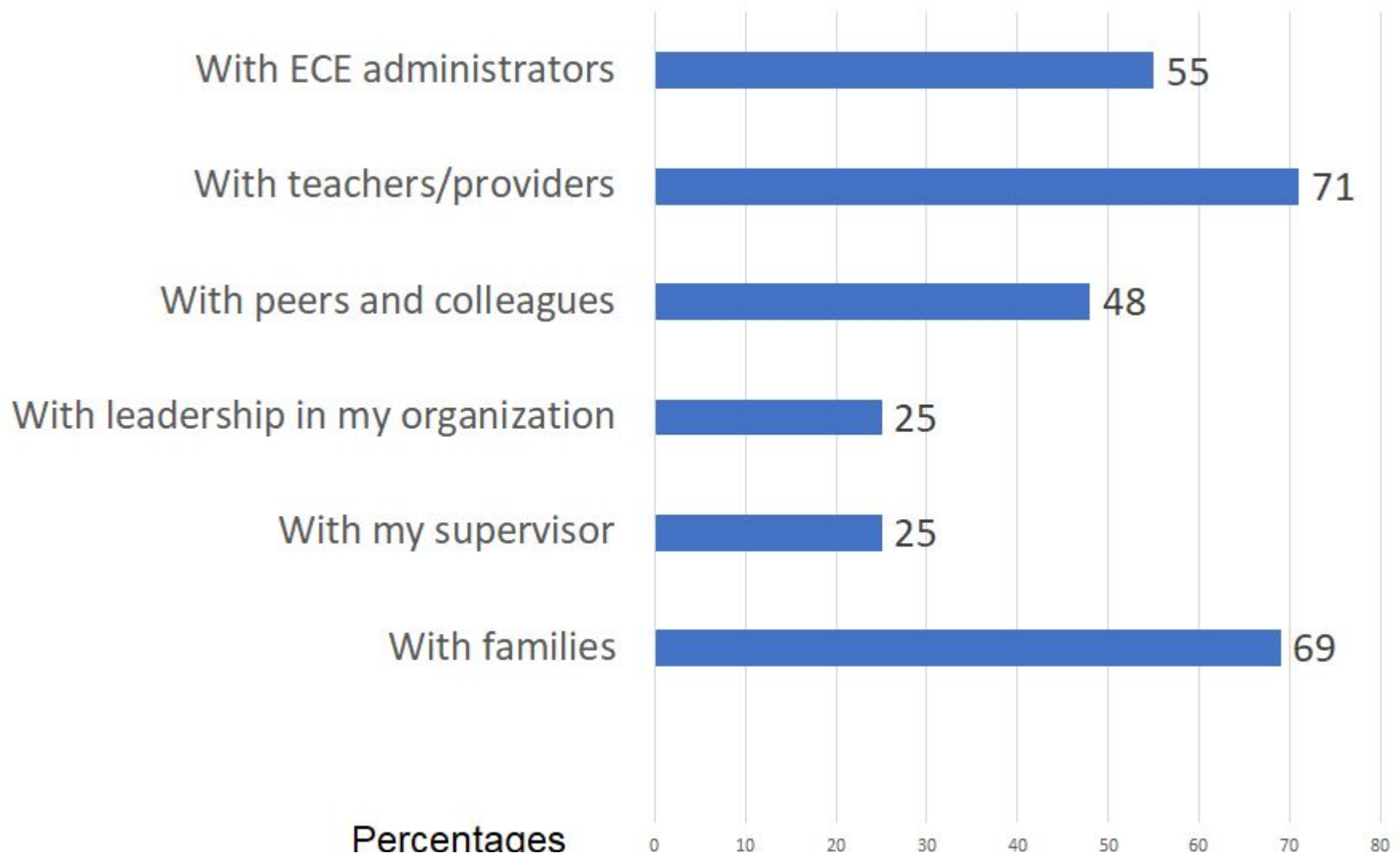
IL n = 85

MI n = 11

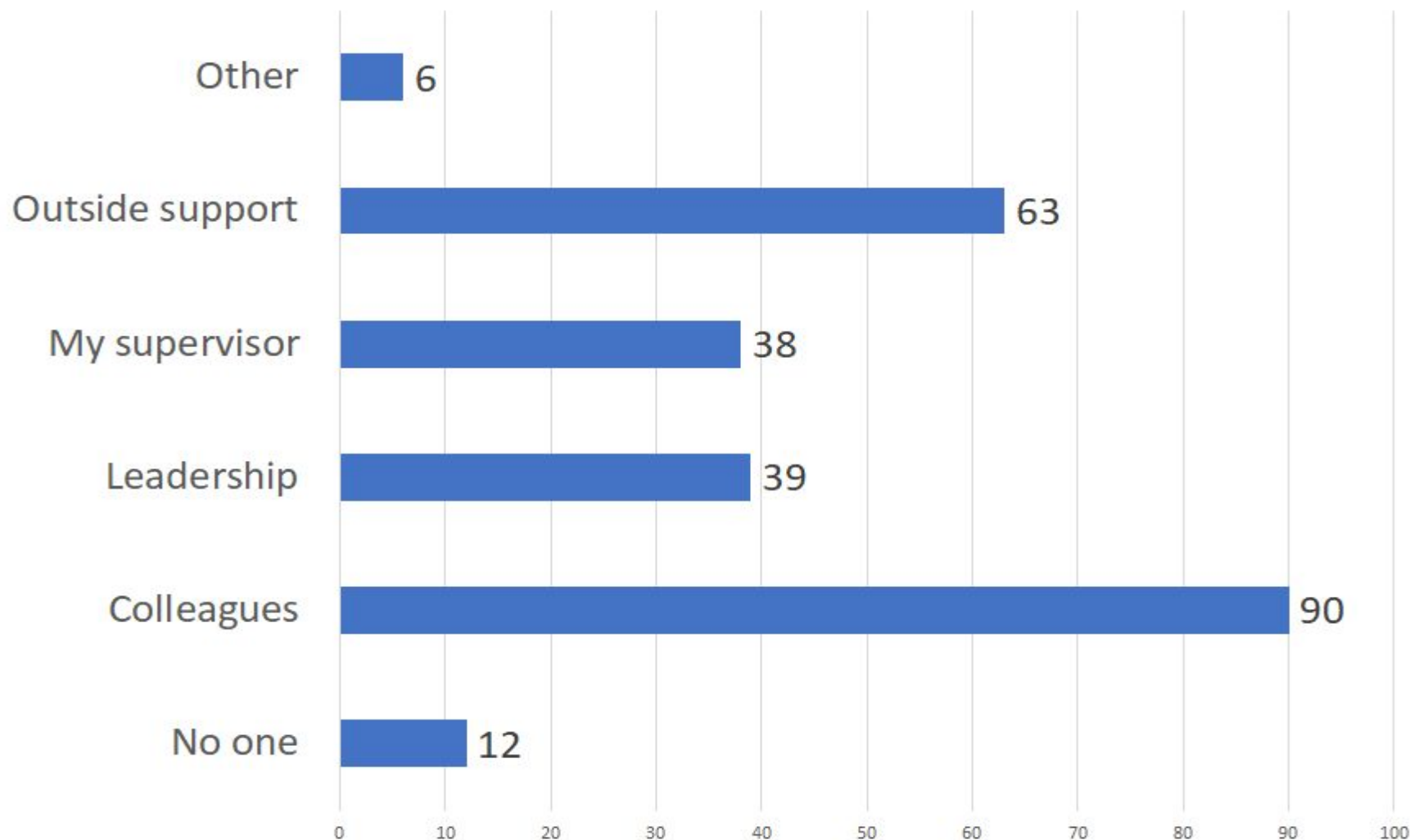
Do issues around race, culture, bias, etc. come up in your work as a mental health consultant?



With whom are you most likely to encounter racial equity issues? (Mark all that apply.)



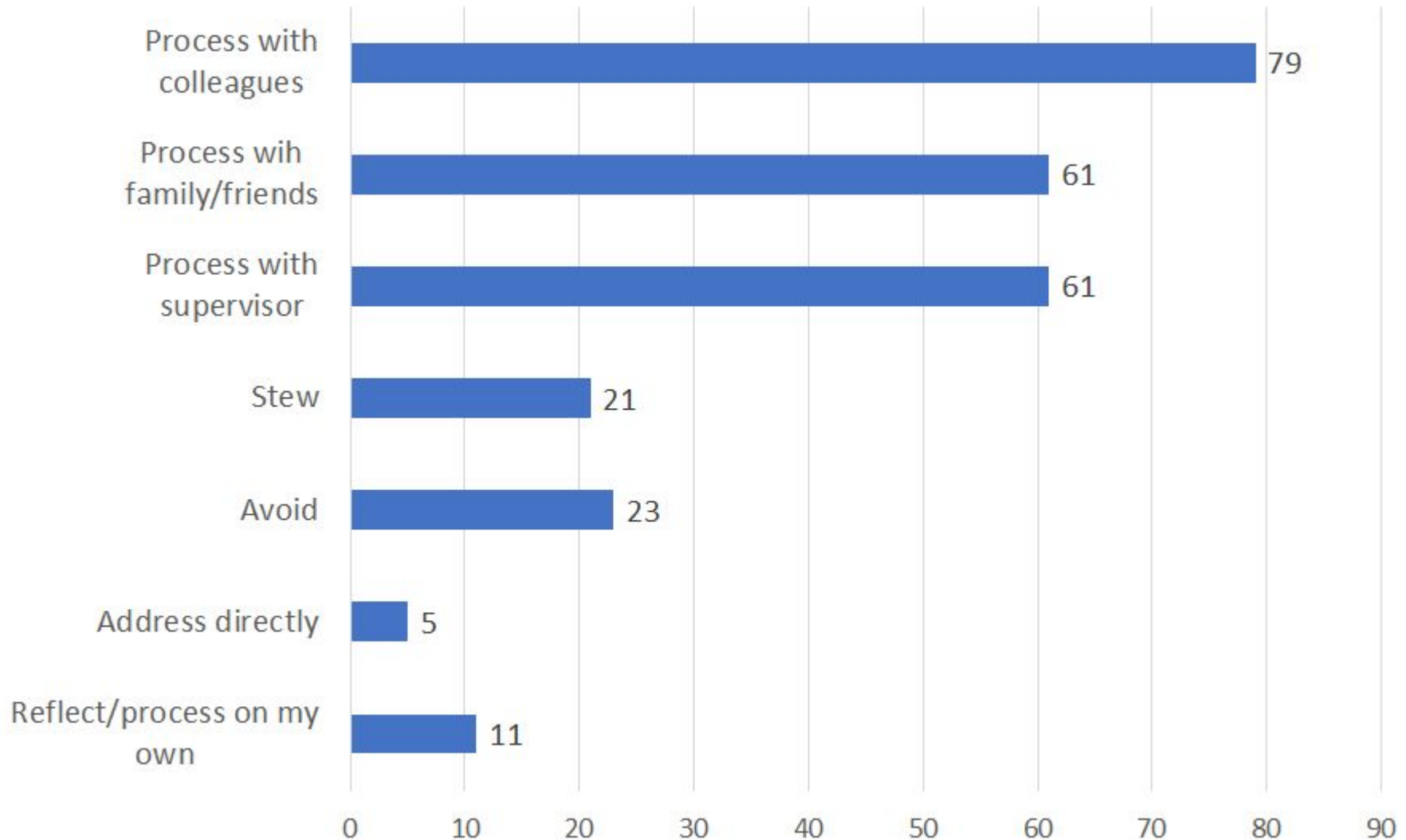
With whom do you talk/process when racialized issues come up in your work? (Make all that apply)



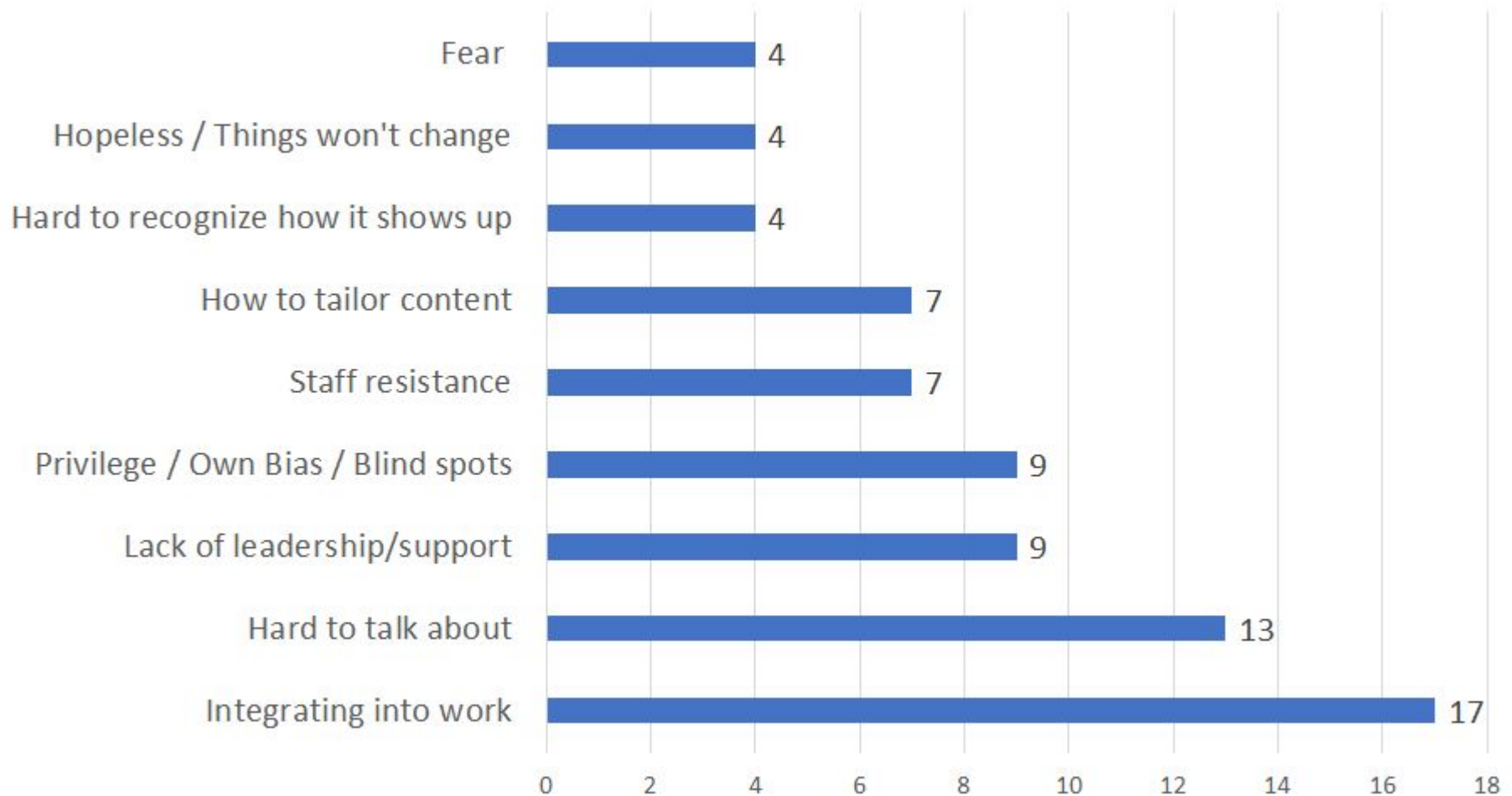
Which topics/situations cause you the most discomfort/dysregulation at work?



How do you respond/react when you become dysregulated?



What are the biggest challenges to implementation after racial equity trainings and PD?



Reflections on workforce development to integrate racial equity principles



What do you think are the biggest challenges to integrating more intentional focus on equity in our IECMHC work?

(Barbara Love's Liberatory Framework)

- Awareness
- Analysis
- Action / Allyness
- Accountability

Wrap up!



What is one thing that you will take with you from today's chat?

Resources and Upcoming Events



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

<https://www.iecmhc.org/>

- 3/12: Equity in Reflective Supervision
IECMHC Community of Practice -
Applications Due
- 3/23: Equity in IECMHC Webinar for
Latino Children & Families
- 4/20: Equity Chat on Systemic Racism and
the Consultative Stance

The Children's Equity Project

<https://thesanfordschool.asu.edu/cep>

- *Start with Equity: From the Early Years
to the Early Grades* report



Don't Forget!



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 on the top of the phone which you can then tap.

**Please complete the survey that will pop-up at the end of this webinar.
Thank you!**

THANK YOU!
CONNECT WITH US!

www.iecmhc.org
IECMHC@Georgetown.edu

Follow us on social media:

