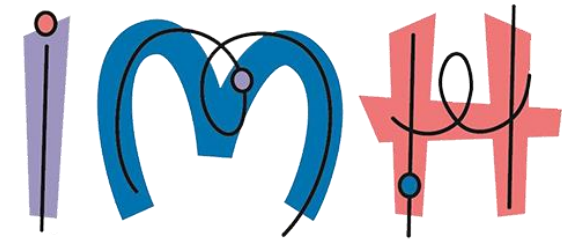


# The Tale of Three AIMHs

The Essential Role of Peer Support in  
Embedding Equity, Systems-Building, and  
Workforce Development Efforts



Wisconsin Alliance for  
Infant Mental Health



# Meet the Presenters



Ashley Bowers

Infant Early Childhood Mental Health  
Director  
Wisconsin Alliance for Infant Mental Health



Kelli Celsor

IECMH Consultation Coordinator  
Association of Infant Mental Health in  
Tennessee



Erin Henderson Lacerdo

Executive Director  
Association of Infant Mental Health in  
Hawai'i

# Learning Objectives

01

Understand the role of AIMHs as the professional development home for the allied infant and early childhood mental health workforce, including IECMH Consultants

02

Gain a greater understanding of the relationship and role of endorsement with IECMHC and how it can support equity in workforce development

03

Discuss lessons learned in engaging stakeholders while developing a consultation system

# Poll

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Who is in the room today?

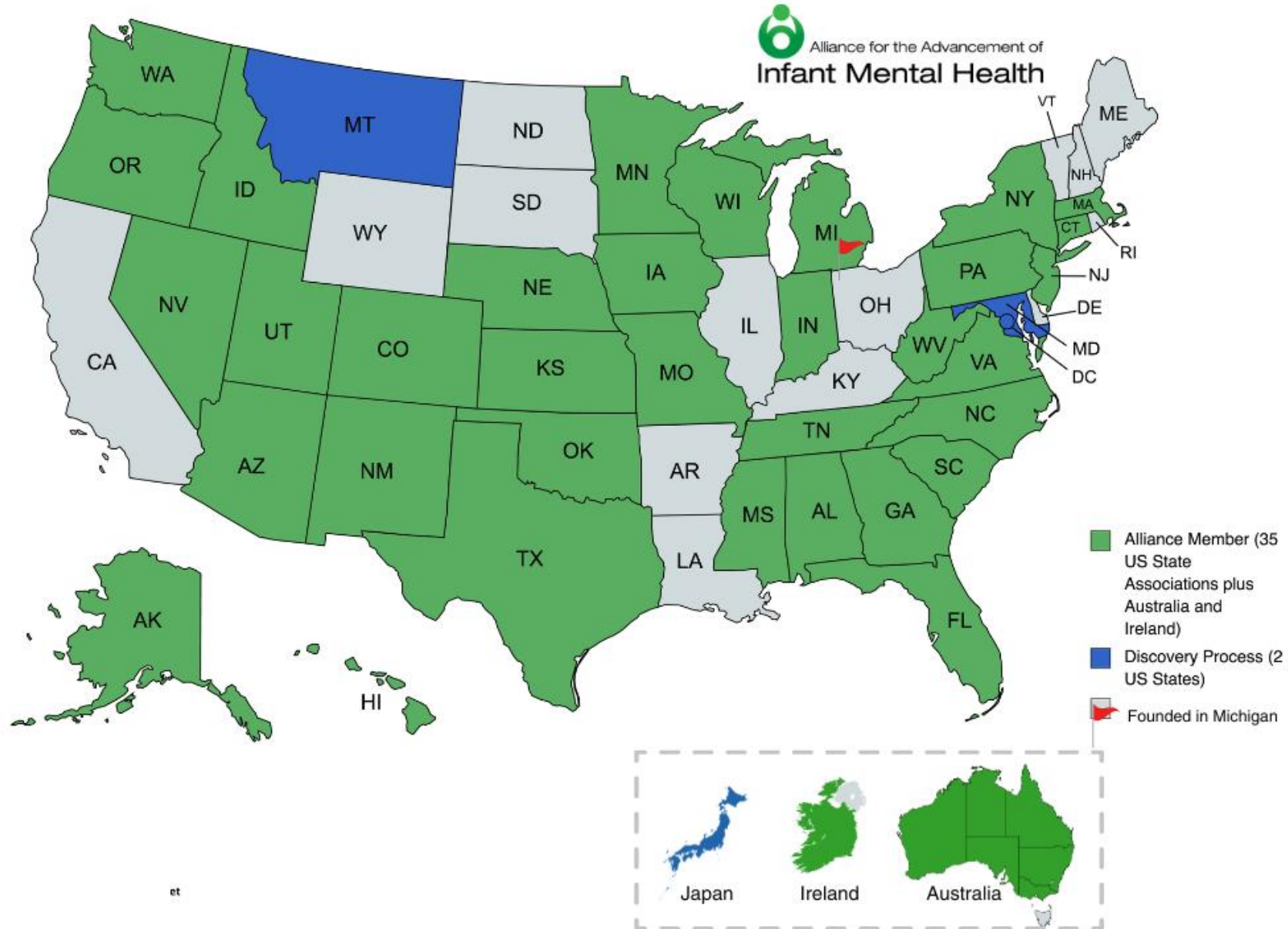
How familiar are you with Infant  
Early Childhood Mental Health  
(I/ECMH) Endorsement®?





# Associations of Infant Mental Health

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# The Endorsement<sup>®</sup> for Culturally Sensitive, Relationship Focused Practice Promoting Infant and Early Childhood Mental Health (I/ECMH-E<sup>®</sup>)

## Promotion

- Family Associate

## Prevention/Early Intervention

- Family Specialist
- Family Reflective Supervisor

## Clinical Intervention/Treatment

- Mentor Health Specialist

## Macro

- Mental Health Mentor

# Why Endorsement?

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Knowing



Doing



Being

# Wisconsin Alliance for Infant Mental Health (WIAIMH)

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- Established in 2001
- Non-profit (501c) organization
- Grown from a 2-person agency to an agency of 22 professionals in varying roles working to advance and promote initiatives that support Infant and Early Childhood Mental Health statewide
- Programs and efforts include:
  - Wisconsin Pyramid Model
  - Healthy Minds Healthy Children. Visit HMHC website at: <https://www.healthymindswi.org/about-us/>
  - The Power of Connection. Visit Power of Connection website at: <https://the-power-of-connection.org/>
  - Reflective Supervision Learning Collaborative
  - Annual Wisconsin Infant and Early Childhood Mental Health Conference







Your partner in infant &  
early childhood mental  
health consultation

## Wisconsin's Infant and Early Childhood Mental Health Consultation Program

- Funded through American Rescue Plan Act (ARPA) grant awarded to WIAIMH by Wisconsin's Department of Children and Families
- Grant cycle January 2023 – June 2024
- Initial focus is Early Care and Education sector; goal is to scale up to a statewide universal system
- Provide consultation through a combination of staff and sub-contracted positions
- Emphasis on professional development and workforce development including use of mentors and reflective supervision
- For more information, visit the Healthy Minds Healthy Children website at: <https://www.healthymindswi.org/>

# Association for Infant Mental Health in Hawai'i

- The Association for Infant Mental Health in Hawai'i (AIMH HI) is a 501(c)3 headquartered in Honolulu, Hawai'i and serves the entire island state. Our mission is to be the go-to resource for sharing expertise and advancing practices to ensure Hawai'i's keiki (children) grow up health and emotionally resilient.
- We seek to develop and support a high-quality, competency-based infant and early childhood workforce through professional development, infant and early childhood mental health consultation, reflective consultation, and systems integration.
- We are building a "neighborhood" of professionals by being an organization who holds the hands that hold the hands of babies.



Association for Infant Mental Health in Hawai'i



# Crosswalk of Competencies



Alliance for the Advancement of  
Infant Mental Health



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

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## Crosswalk Homepage

1. Role of the IECMHC Consultant
2. Foundational Knowledge
3. Equity and Inclusion
4. Reflective Practice
5. Child-and-Family-Focused Consultation
6. Classroom-and-Home-Focused Consultation
7. Programmatic Consultation
8. Systems-Wide Orientation



## CROSSWALK

Babies, children, caregivers, and families deserve high-quality services from professionals who are informed by infant and early childhood mental health principles and have a relationship-focused approach. This crosswalk is a helpful tool to identify the knowledge, skills, and experiences that lead providers to feel competent and well prepared to meet the complex relational needs of infants, young children, caregivers, and families.

[Download a PDF of the entire crosswalk](#)

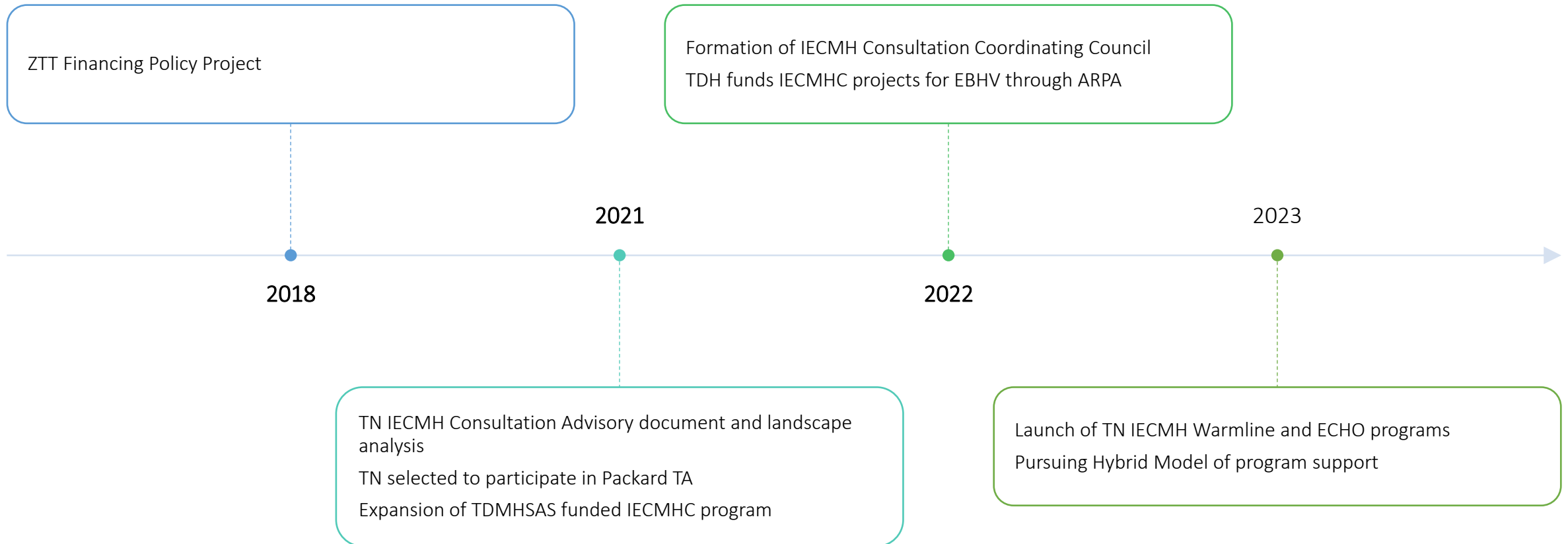






AIMHiTN supports professionals through training, resources, and advocacy to foster the early relational health of infants, young children, and families.

# IECMHC in TN



# Connection Points



ALLIANCE



TECHNICAL ASSISTANCE



INTERSTATE  
COLLABORATION



# IECMHC Workforce Development - Challenges

## Mental Health Licensure

- Availability of workforce

## Diversity

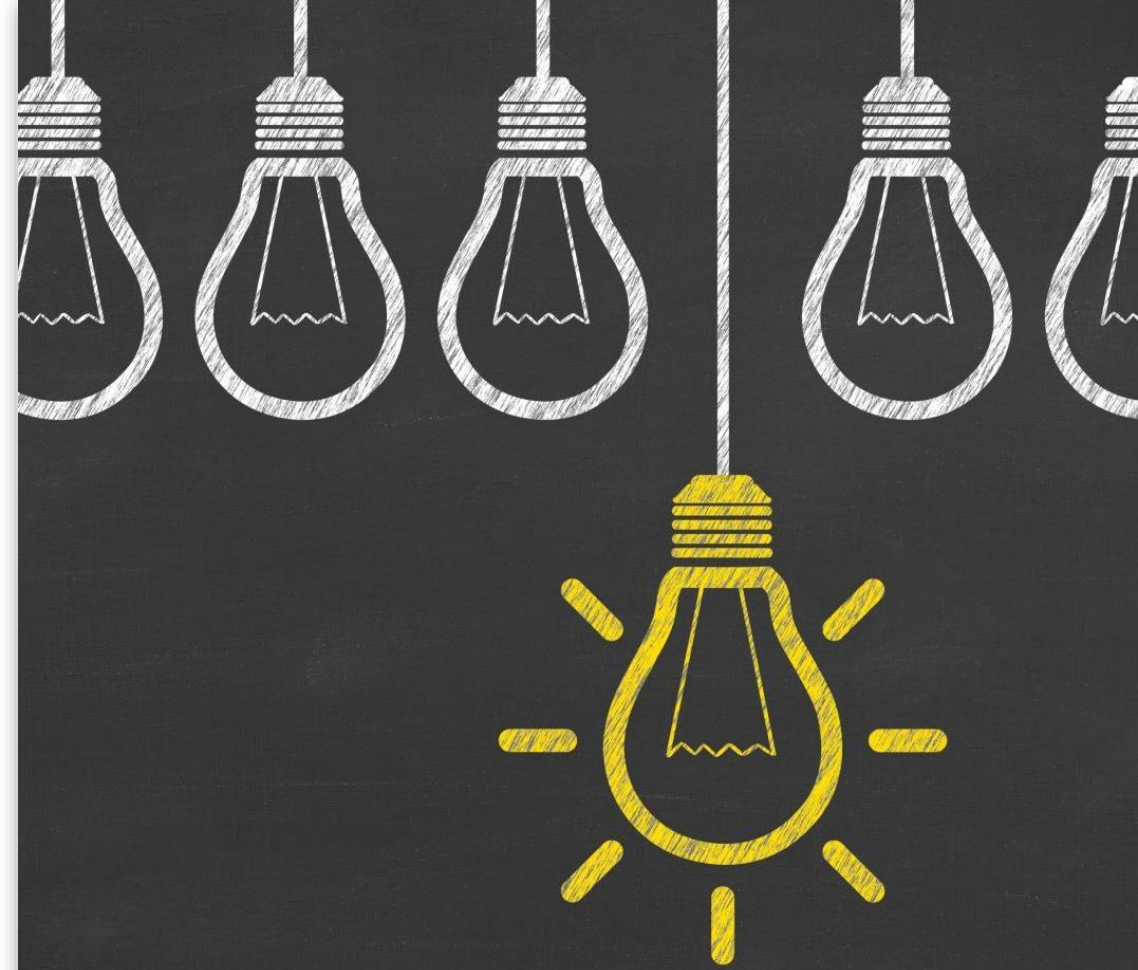
- Systemic inaccessibility of higher education to people of color
- Professionals in the field who have been doing the work but have a non-mental health degree

## Who can be a consultant?

- Licensure does not improve outcomes for children
- Mental health is more than "treatment" - how to recognize other forms of mental health expertise

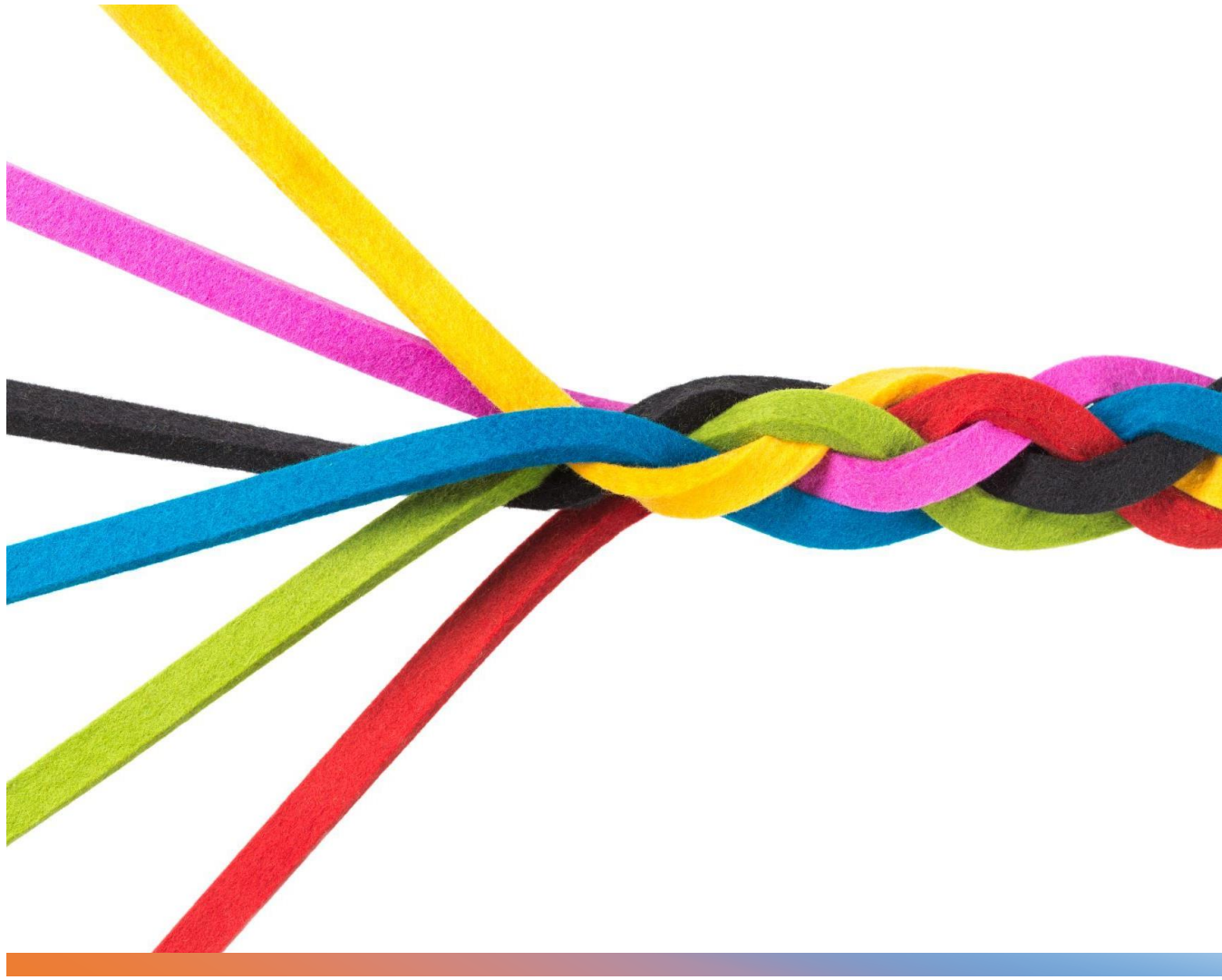
# Workforce Development - IECMH Endorsement

- Guide to education, training, work and reflective experiences that lead to competency
- Creates alignment, shared expectations and understanding for competencies
- Provides a community and network to share ideas, resources, strategies and lessons learned as we collectively advance consultation globally
- Provides a pool of professionals who may be interested in IECMHC with affirmed knowledge, training, and work experience
- Competencies vs Licensure and Quality Assurance
- Reflective Supervision



# Integrating Family and Provider Voices





## Engaging Stakeholders

- Build your foundation
- Have a relationship focused approach
- Clarify roles & goals
- Be okay with being different
- Have a plan in pencil
- Know your audience and how to leverage trends



# What We Learned...

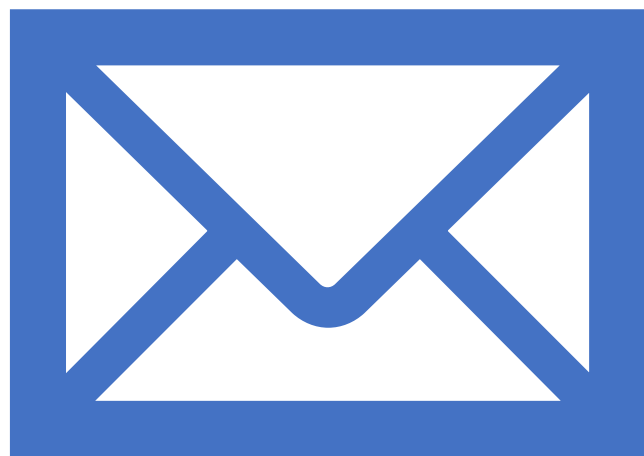
AIMHs can leverage their connection to other AIMHs to build a stronger consultation system in your state.

AIMHs are uniquely positioned to respond to and advocate for best practices in IECMH as a field, and therefore able to support mental health consultants



Q&A





## Contact Information

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- Kelli Celsor: [kellic@aimhitn.org](mailto:kellic@aimhitn.org)

This product was developed [in part] under grant number 1H79SM082070-01 from the Substance Abuse and Mental Health Services Administration (SAMHSA), U.S. Department of Health and Human Services (HHS). The views, policies and opinions expressed are those of the authors and do not necessarily reflect those of SAMHSA or HHS.