



Annual Report

ALLIANCE FOR THE ADVANCEMENT
OF INFANT MENTAL HEALTH



FROM THE BOARD OF DIRECTORS:

As we enter 2022, the Alliance continues to center our commitment to build a better future for all infants, young children and families by building a culturally humble and responsive infant/early childhood mental health informed workforce across the globe. Within this report you will see examples of how the Alliance is living up to its mission, vision and infant/early childhood mental health values during a tremendous period of growth, development and transition.

The Alliance would not be able to do this work without the commitment of member AIMHs, partners, funders, and countless other national or global organizations who share a commitment to infants, young children, their families and the workforce who support them.

This work will continue and our voices will be stronger together.

-Submitted by Cathy Liesman (interim 2021 BOD president) and Brandy Fox (current 2022 BOD president)

OUR MISSION

The mission of the Alliance is to build and sustain a diverse workforce, informed by infant and early childhood mental health principles, that strengthen early relationships. We accomplish our mission through advancing social and economic justice and becoming an antiracist organization, supporting professional development and research, and engaging Associations for Infant Mental Health as partners.



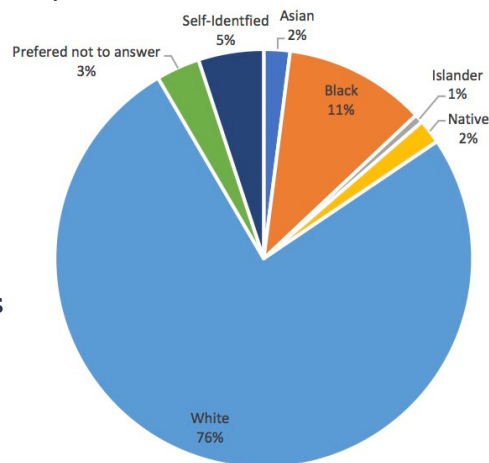
Alliance for the Advancement of
Infant Mental Health



Workforce Focus on IMH-E & ECMH-E

FOCUS ON DIVERSITY, EQUITY, INCLUSION & ACCESS; LANGUAGE MATTERS

The Alliance understands that the work of diversity, equity, inclusion, and access requires an ongoing commitment to learning and self-reflection. 'Cultural competence' has been replaced with 'Cultural Humility' within the Competency Guidelines and Endorsement for Culturally Sensitive, Relationship Focused Practice Promoting Infant & Early Childhood Mental Health. Cultural humility requires less emphasis on knowledge and competency and places a greater emphasis on a life-long commitment to learning through self-evaluation and critique. Cultural humility addresses power imbalance, promotes interpersonal sensitivity, requires an attitude of openness, entails maintaining an interpersonal stance that is other-oriented and necessitates learning from differences (Campinha-Bacote, 2019). Language is ever-evolving and we will continue to assess, reflect, and make changes as aligned with our core values.



Our Code of Ethics is also now translated to Spanish and has been updated to include, the following:

Value: Respect for Ethnicity, Race, Culture, Individuality and Diversity

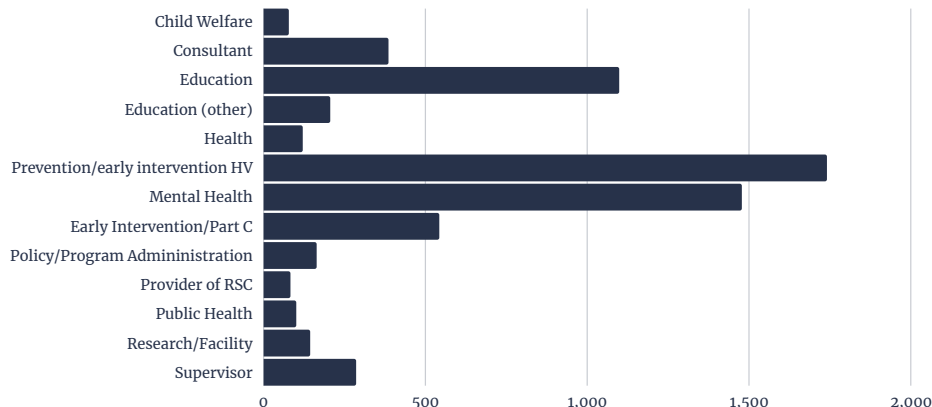
Value: Commitment to Dismantling Inequities through Social & Racial Justice Work

FOCUS ON IMH-E & ECMH-E: EMPLOYMENT TRENDS

The Endorsement is an internationally recognized credential for professionals working with or on behalf of pregnant people, infants, young children, and their families. The Endorsement credential is intended for all those

who apply IECMH principles in their work across the full continuum of promotion, prevention, intervention, and leadership. The prenatal-to-six workforce needs and deserves specialized support. Endorsement ensures that the professionals serving the most vulnerable are equipped with the culturally-responsive and reflective skills to promote early relational health making life better for infants and their families. At the end of 2021, endorsees and Endorsement applicants represented numerous fields as demonstrated here.

Employment Trends for Endorsees & Endorsement Applicants



+19%

Growth from 2020 to 2021
in number of people
earning IMH Endorsement



12

Categories of
IMH-E and
ECMH-E



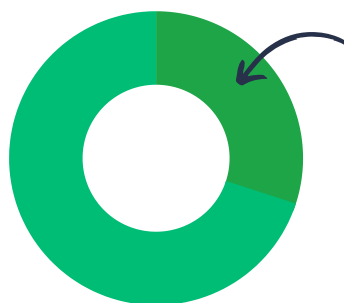
35

Number of
Alliance Member
AIMHs

Supporting those who support Infants & Families



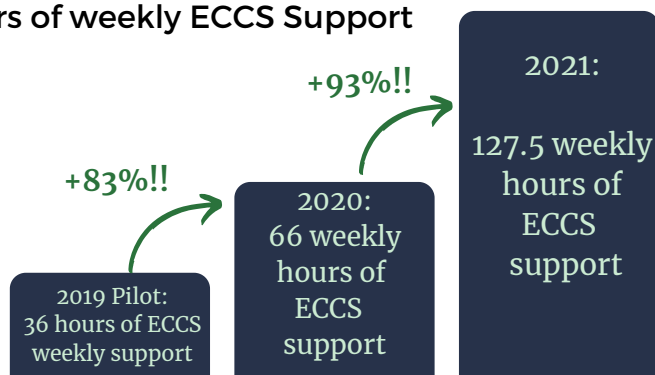
ENDORSEMENT COORDINATION CENTRAL SERVICES: (ECCS) UPDATES



30% of Alliance AIMH's participated in ECCS in 2021!

Over the past three years of offering ECCS, we have seen ECCS AIMHs **grow their registry of endorsees significantly faster** than AIMHs who do not have ECCS. Additionally, ECCS AIMHs demonstrate a noticeably **different foundational understanding of the Endorsement process**, categories and policies. We believe this is because of the quality of support (relationship-based and customer-service oriented!) and quantity of support (fast response times to questions, comments, support tickets, etc.).

Hours of weekly ECCS Support



ALLIANCE ONLINE TRAINING HUB

In an effort to increase access to competency-informed training that AIMHs offer, the Alliance built an online 'one-stop-shop' as a resource for AIMHs and the workforce

- The Training Hub aims to accomplish the following:
- 1) List and organize IMH & ECMH-related trainings in one central location for easy access and reference
 - 2) Help drive revenue and global awareness to AIMHs by highlighting the rich trainings available
 - 3) Provide a sortable resource so professionals can more easily find and address training gaps
 - 4) Identify areas of opportunity for additional trainings to be developed

View pilot site here:

<https://www.allianceaimh.org/training-hub>

ONLINE EXAM PLATFORM MIGRATION

In 2021 we partnered with Questionmark to migrate our Endorsement exams to an online platform. A huge THANK YOU to the following AIMHs for their generous contributions toward the online platform that will support the entire Alliance organization:

CT, FL, MA, MI, MN, NY, OK, TN, SC

We are excited to roll out the electronic capabilities throughout 2022 and take this leap into 21st century technology with everyone!



4488

Number of Endorsed IMH-E Individuals



15K+

Members of Workforce Impacted by Alliance



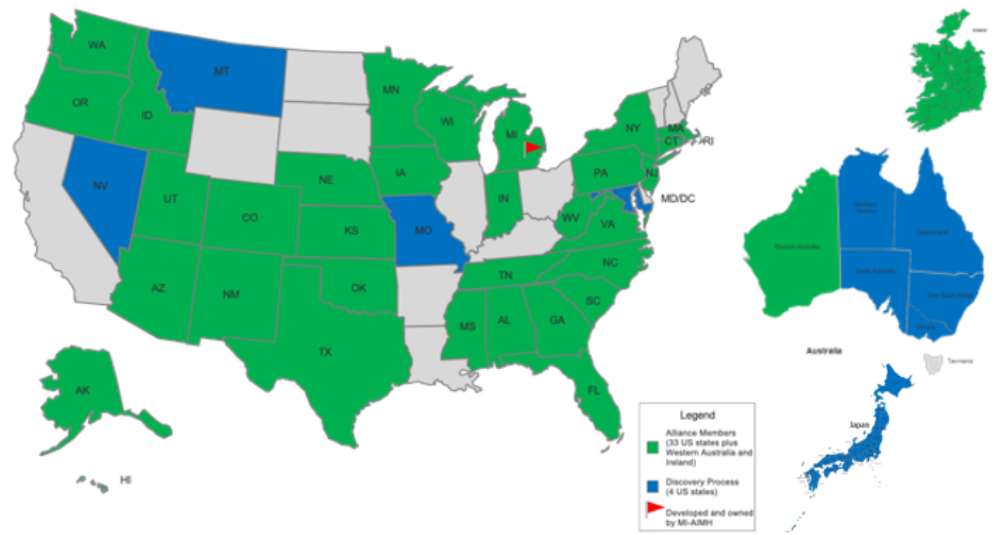
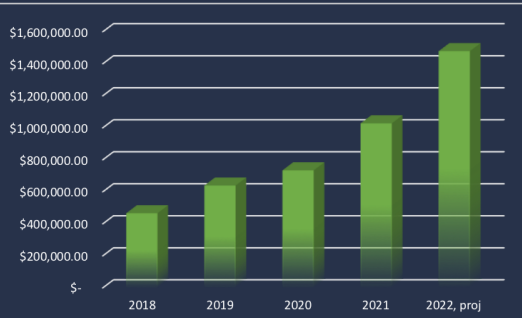
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Number of IMH & ECMH Endorsement applications in process

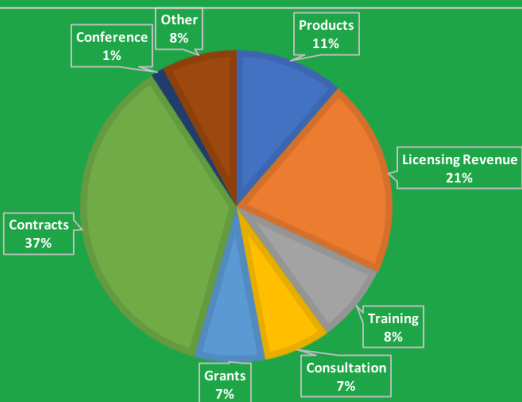
Alliance Overview

MEMBER ASSOCIATIONS AND FINANCIAL STATUS

Revenue by Year



2021 Revenue Sources



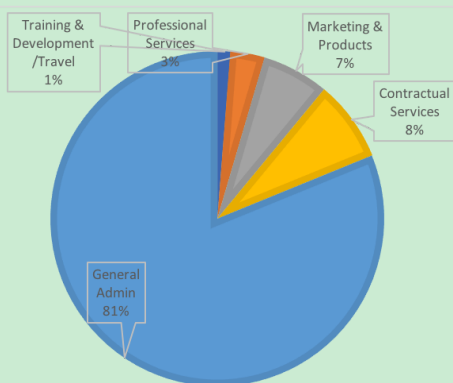
AIMHs from 33 states and 2 countries (in green) license the use of professional development tools including a cross-sector credential: Endorsement for Culturally Sensitive, Relationship-Focused Practice Promoting Infant and Early Childhood Mental Health®. The states and countries with AIMHs who are considering adopting these tools are in blue.

The Alliance is represented by AIMHs in the following states & countries:

- | | | | |
|-------------|---------------|----------------|-------------------|
| Alabama | Indiana | New Jersey | Tennessee |
| Alaska | Iowa | New Mexico | Texas |
| Arizona | Ireland | New York | Utah |
| Colorado | Kansas | North Carolina | Washington |
| Connecticut | Massachusetts | Oklahoma | West Virginia |
| Florida | Michigan | Oregon | Western Australia |
| Georgia | Minnesota | Pennsylvania | Wisconsin |
| Hawaii | Mississippi | Rhode Island | Virginia |
| Idaho | Nebraska | South Carolina | |

italics joined in 2021

2021 Expense Sources



EQUITY IN RSC; A DEEPER DIVE



With generous support from the Perigee Fund, the Alliance has engaged Indigo Cultural Center to expand the inquiry of the RSC framework as described in the Alliance's *Best Practice Guidelines for Reflective Supervision/Consultation*. Survey and focus groups will capture the perspectives of RSC providers, recipients, and families to build a more diverse and inclusive understanding of how RSC can be delivered in ways that respect non-dominant bodies of knowledge. This project is a critical step in the Alliance's work to ensure our workforce development standards are anti-racist.

Thank you to our Alliance Community



2021 Alliance Board of Directors

President: Susan Dickstein (RI)
Vice President: Kate Rosenblum (MI)
Secretary: Angela Webster (TN)
Treasurer: Cathy Liesman (MI)
Joy Browne (NM)
Brandy Fox (PA)
Sheryl Goldberg (MI)
Margaret Holmberg (CT)
Fran Jozefowicz (MI)
Sarah Shea (MI)
Karol Wilson (MI)

Collaborations and Partners

Child First
Center of Excellence for IECMH Consultation
Center for Reflective Practice at University of Minnesota
Early Childhood Personnel Center
Early Childhood TA Center
Eastern Michigan University School of Social Work
Erikson Institute
Fio Partners
Georgetown University
Healthy Families America
Indigo Cultural Center
Nonprofit Finance Fund
Start Early
Wayne State University's Merrill Palmer Skillman Institute
University of Pittsburgh School of Education Certificate in IMH
Wonderbabies
ZERO TO THREE

Alliance Staff

Executive Director: Nichole Paradis
Endorsement & Communications Director: Ashley McCormick
Quality Assurance Director: Faith Eidson
Business Manager: Kelly Dieffenbaugher
Endorsement Central Service Coordinator: Kelly Sipotz
Endorsement Central Service Coordinator: Andrea Penick
Endorsement Central Service Coordinator: Emani Jacobs
Endorsement Central Service Coordinator: Anicia Battles
Bilingual/Bicultural ECCS : Veronica Rosa Sandoval
Leadership Cohort Coordinator: Hannah Schottenfels

Grants and Contracts

AIMHiTN & Allied Behavioral Health Solutions
AIMHiTN: Reflective Supports & Endorsement Supports
IECMH-E Capacity Assessments
Endorsement Coordination Central Service Partners:
(AIMHiTN, First3Years, OKAIMH, SCIMHA, ORIMHA, WAIMH,
First5Alabama, ITHMCA, AIMH HI, COAIMH, NCIMHA)
First3Years RSC Webinars
Massie Family Charitable Trust
Pennsylvania Keys to Quality
Perigee Fund
Wayne County Small Business MEDC Grant
ZERO TO THREE Training Collaboration

Workgroups & Chairpersons

Endorsement Coordination:
Ashley McCormick (Alliance)
Weatherston Leadership Summit:
Nichole Paradis (Alliance)
Policy & Systems Development:
Rhonda Reardon-Nelson (IA) & Angela Webster (TN)
Endorsement Research Subworkgroup
Lorraine Kubicek (CO) & Ashley McCormick (Alliance)
Training Evaluation Subworkgroup:
Margaret Holmberg (CT)
Home Visiting Research Affinity Group:
JoAnn Robinson (CT)
RSC Research Affinity Group:
Carla Barron (MI)
Research Workgroup:
Christopher Watson (MN) & Lorraine Kubicek (CO)
Research Translation Subworkgroup
Alyssa Meuwissen (MN) & Sarah Shea (MI)
Training Workgroup:
Noelle Hause (CO) & Faith Eidson (Alliance)
Alliance Endorsement Quality Assurance Workgroup
Faith Eidson (Alliance)

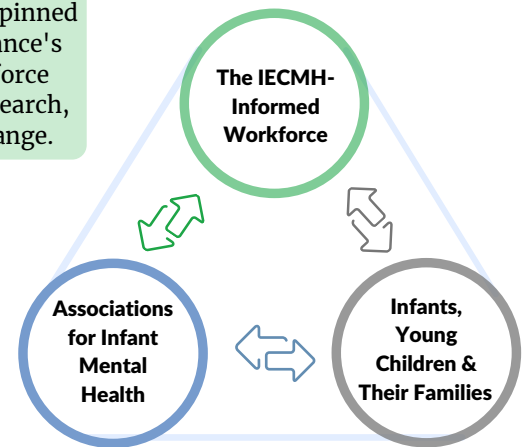
Contractors

Endorsement Central Service Coordinators:
Jean Cimino & Carol Young
Lead Exam Trainer: Fran Jozefowicz, Steve Viehweg
Leadership Cohort Coordinator: Paige Light
Training: Amittia Parker
Accounting: Aprile Foster
Reflective Space/Supervision Providers:
Joy Browne, Kristyn Driver, Kim Diamond Berry, Noelle Hause, Harleen Hutchinson, Leah Niezwaag, Betsy Rogers, Meghan Schmelzer, Jose Silva, Karol Wilson, Carol Young



ALLIANCE VISION

The work is underpinned through the Alliance's efforts in workforce development, research, and systems change.



Farewell to 2021

A few additional highlights from 2021...

- Publishing the *Preparing Competency-Based Learning for Infant and Early Childhood Mental Health Endorsement: Training Guide and Self-Assessment*
- Hosting the virtual 2-day Weatherston Summit for Alliance Leaders for 136 participants
- Providing translated summaries for 19 of the most recent and relevant research articles on RSC
- Completion of strategic planning
- Completion of financial technical assistance
- Expanded Alliance staff by 66%!
- Work of the Task Force to Examine RSC Requirements for Infant/Early Childhood Family Specialists

Moving into 2022

Implementation of our new strategic plan...

- Strengthen and Expand Associations of Infant Mental Health
- Ensure Quality Assurance and Reciprocity of Endorsement Across Member AIMHs
- Ensure AIMH voice in all Policy and Strategic Decisions and Priorities
- Ensure that Diversity, Equity, Inclusion, and Racial Justice are Embedded in All that We Do
- Position the Alliance as a Leading Supporter of the Professional Development for the Infant and Early Childhood Workforce
- Enhance Communications between Alliance and Member AIMHs

Contact Us!

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📘 **Facebook:** www.facebook.com/allianceaimh

🌐 **LinkedIn:** www.linkedin.com/company/allianceaimh