



Alliance for the Advancement of
Infant Mental Health



2022



ANNUAL REPORT

www.allianceaimh.org

WHO

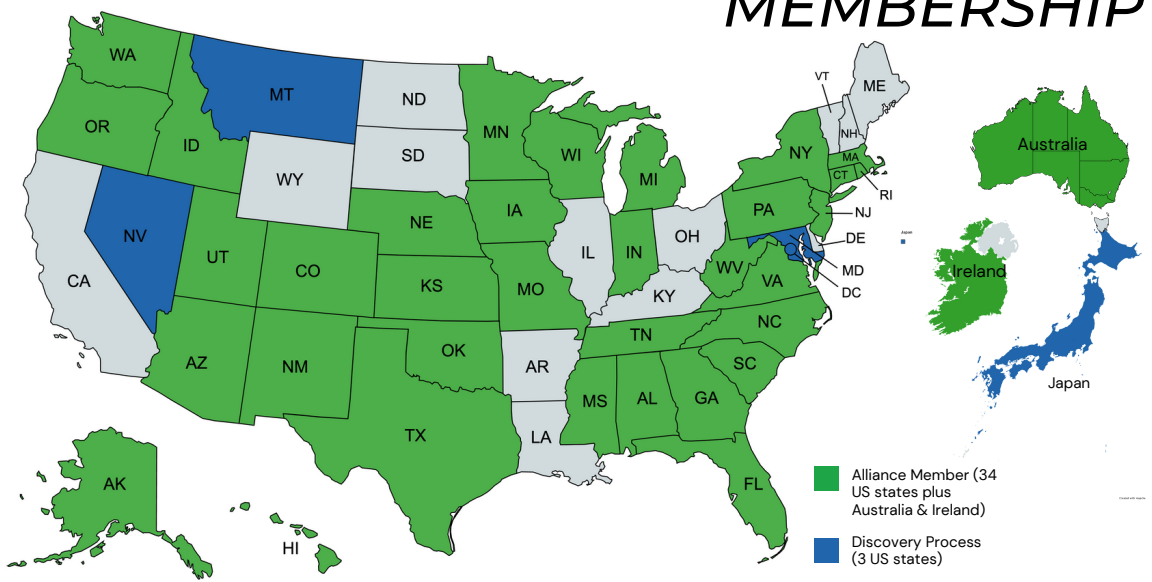
WE

ARE

MISSION

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.

MEMBERSHIP



AIMHs from 34 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 | Georgia | Massachusetts | New York | Tennessee |
| Alaska | Hawaii | Michigan | North Carolina | Texas |
| Arizona | Idaho | Minnesota | Oklahoma | Utah |
| Australia | Indiana | Mississippi | Oregon | Washington |
| Colorado | Iowa | Missouri | Pennsylvania | West Virginia |
| Connecticut | Ireland | Nebraska | Rhode Island | Wisconsin |
| Florida | Kansas | New Jersey | South Carolina | Virginia |
| | | New Mexico | | |

CENTRAL OFFICE STAFF



Our Alliance staff grew in 2022! We welcomed several new associates (as well as another Alliance baby!) We are now a team of 13 to support our growing Alliance!

DEEPER DIVE WITH INDIGO CULTURAL CENTER

With support from the Perigee Fund, the Alliance partnered with Indigo in 2022 for the Equity in Reflective Supervision/Consultation: A Deeper Dive project. The goals and objectives for this study were to use a critical and community-forward approach in shaping the field of reflective supervision (RS) in IECMH and advance a new RS paradigm that is influenced by expansive anti-racist, Indigenous, and liberatory frameworks that are:

- Truly transformative (e.g., demonstrated by revised standards, policies, and best practices; increased diversity in the IECMH workforce; expanded professional development offerings; etc.)
- Free from systemic and cultural barriers in the IECMH field (i.e., gatekeeping; hegemonic ways of understanding “the work”)
- Built to keep all of us accountable

Indigo collected data from families, RS recipients, and RS providers via focus groups and survey. The preliminary analysis of this data can be found in the report [“Digging Deeper: Decolonizing Our Understanding and Practice of Reflective Supervision Through a Racial Equity Lens.”](#) The findings in this report are categorized into five domains:



RSC Learning Collab

To meet the growing need for the workforce to have access to qualified providers of Reflective Supervision/ Consultation (RSC), the Alliance has developed an RSC Learning Collaborative model that supports member AIMHs in building local capacity.

The Alliance RSC Learning Collaboratives offer 22 hours of training and 36 hours of group RSC to participants over the course of 18 months. The training provided is designed specifically to support providers of RSC and includes topics such as: Navigating new relationships, RSC frameworks, talking about power in RSC relationships, self-awareness and diversity-informed RSC, rupture and repair, transitions and goodbyes, and much more!

See what one participant said:

“It has become a space that...I look forward to every single month where professionals can come together and not just grow in this area, but a space for us to be held for who we are as professionals...and all the multiple roles we are taking on. Throughout that process, (Reflective Consultant) has modeled and supported us. I am able to take that as a current reflective supervisor and keep that going on with our students who are new to the IMH world.”

RSC Symposium

Co-hosted by the Association of Infant Health in Tennessee, the Alliance’s 5th Reflective Supervision/ Consultation Symposium was



held June 12-14, 2022. This was a hybrid event; in-person participants gathered in Memphis; virtual participants were offered a range of agendas to accommodate time zones from across the globe. The Symposium was designed to strengthen capacities to deliver reflective support that is offered with cultural humility; acknowledges the impact of systems of oppression, power, and privilege; and includes diverse ways of knowing, doing, and being with.

The next RSC Symposium will be co-hosted with the NJ-AIMH in late spring/ early summer of 2024 at Montclair State University.

IECFRS: THE NEW CATEGORY OF ENDORSEMENT

Infant/Early Childhood Family Reflective Supervisor is a new category of Endorsement for those who have prevention or early intervention experience and provide reflective supervision.

Infant/Early Childhood Family Reflective Supervisor (I/ECFRS) was launched to increase access for prevention and early intervention professionals to provide and receive RSC that meets the requirements for Endorsement! Thirty-nine percent of all endorsees to date, represent the prevention/early intervention scope of practice and it has been imperative to respond to the needs of this workforce. The previous requirements created barriers to accessing and providing RSC and perpetuated a system of power and privilege. IECFRS launched October 1, 2022 and 12 professionals have earned this credential!



Learn more about IECFRS [here](#).

PERCEPTIONS OF ENDORSEMENT SURVEY

The Alliance Endorsement Research Workgroup launched a 34-item survey to capture the following: Do endorsed professionals notice increased confidence, self-awareness, self-efficacy and/or reflective capacity? Do they perceive themselves to have a greater impact on the work they do with pregnant people, infants, young children and families? Do they believe that they are better prepared, more knowledgeable, and more effective within their work environments? Does earning Endorsement encourage them to stay in the field? And more! We received responses from 46% of endorsed professionals, who represented 28 AIMHs

- Survey participants that identified as BIPOC reported higher scores on the impact of Endorsement on their knowledge, skills, and opportunities compared to white participants
- Survey participants with a doctoral degree reported lower scores on impact of Endorsement on their knowledge and skills compared to participants with a high school degree, bachelor's degree, and/or master's degree
- The greater the length of time that an AIMH had licensed Endorsement, the more their endorsees reported that Endorsement impacted their knowledge and skills



IFS TASK FORCE RECEIVES BETTY TABLEMAN AWARD!



Biennially, MI-AIMH gives the Betty Tableman Award to an individual and/or group who recognizes public actions that promote the welfare of infants, young children, and their families. The Family Specialist Task Force, who recommended the creation of the I/ECFRS category of Endorsement was recognized for their outstanding work to broaden pathways and reduce barriers within the Endorsement system. Noemi Aguila-Marquez (FAIMH), Lisa Asbill (AIMHiTN), Jen Champagne (MI-AIMH), Faith Eidson (Alliance) Harleen Hutchinson (FAIMH), Alicia Martinez (WA-AIMH), Ashley McCormick (Alliance), Roxanne Munroe (NYS-AIMH), Andrea Penick (Alliance), Heidi Roibal (NM-AIMH), Pam Segel (NM-AIMH) were on the task force and received this award.

ENDORSEMENT

ENDORSEMENT COORDINATION CENTRALIZED SUPPORT... OR ECCS, FOR SHORT!

Throughout 2022, ECCS has provided support to nearly half the licensed Alliance member AIMHs in three key ways:

- Providing support to **NEW** AIMHs
- **GROWING** AIMHs
- and AIMHs going through a **TRANSITION**



ECCS has also evolved from supporting AIMHs in day-to-day Endorsement services to providing support around capacity building, sustainability, program development that integrates the Competency Guidelines, growing the IECMH statewide network, and exam prep for applicants. We have quickly learned that supporting AIMHs in these increased ways supports the day-to-day Endorsement. **A strong AIMH makes for a strong endorsed workforce.**

With the launch of Spanish Endorsement, Bicultural/Bilingual (BC/BL) ECCS has provided Endorsement support for Spanish speak applicants in 5 states. BC/BL ECCS has supported the development of translated documents and has informed the continued DEI informed growth of Alliance at large as we expand our reach to more professionals, communities, cultures, and countries. BC/BL will continue to evolve to help make Endorsement accessible to entire IECMH workforce.

ENDORSEMENT

CROSSWALKS COMPLETED IN 2022!



Erikson IECMH Certificate Program



Minding the Baby Crosswalk

Multiple crosswalks have been created to bridge the Competency Guidelines to nationally recognized training curricula. Having these documents available for Endorsement applicants can assist them in "connecting the dots" between the training they've attended and the appropriate competencies.

The crosswalks give IECMH professionals numerous hours of competency-based training, allowing the training sections of their Endorsement applications to be expedited! Applicants SAVE TIME on their applications! This is great news!

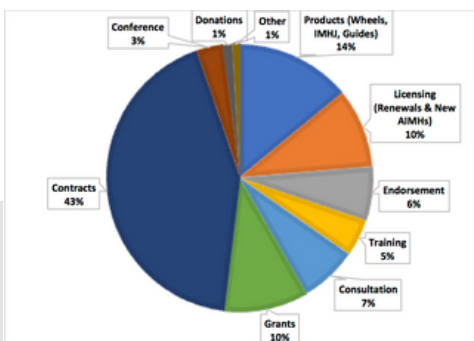
Current Crosswalks Available **ONLINE** now:

- Child First
- Infant Massage USA
- Healthy Families America
- Start Early | NEAR@Home
- Minding the Baby Training Webinars
- Facilitating Attuned INTERactions (FAN)
- Pyramid Model Training Modules (for Systems)
- Pyramid Model Training Modules (for Endorsement® Applicants)
- Start Early | Essentials of Home Visiting Self-Paced Courses & Webinars
- Erikson Institute Infant and Early Childhood Mental Health Certificate Program
- Strengthening Families Protective Factors: Bringing the Protective Factors to Life Modules (7)

Find all Alliance crosswalks on our website at www.allianceaimh.org (Resources page)

STATISTICAL OVERVIEW

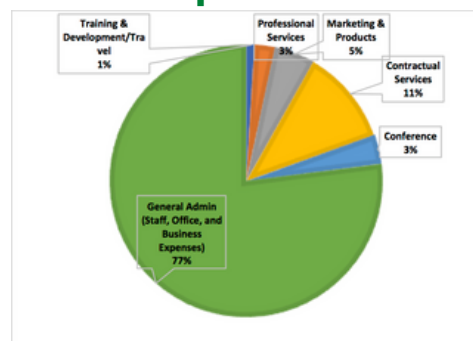
2022 Revenue Sources



Revenue by Year



2022 Expense Sources

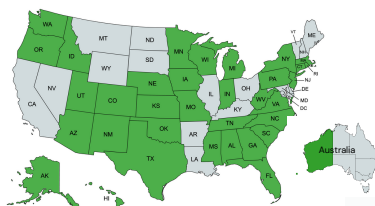


5296

Professionals who have earned IMH-E®

18% increase over 2021

33 AIMHs currently offering IMH-E® license



15 AIMHs currently offering ECMH-E® license



291

Professionals who have earned ECMH-E® since launching in 2017!

81% increase over 2021

WEATHERSTON SUMMIT FOR ALLIANCE LEADERS



The 2022 Weatherston Summit for Alliance Leaders was held in-person October 17-19. The Summit aimed to make the implicit explicit, beginning with why and how the Alliance is centering its work on diversity, equity, inclusion, and racial justice. The Summit welcomed Eva Marie Shivers, JD, PhD,

and Amittia Parker, PhD to discuss the preliminary findings of the Indigo Deeper Dive study. Breakout groups fostered engagement about the Alliance strategic plan and deeper thinking about equity in RSC. Alliance workgroups reported impressive progress made in 2022, including preliminary data from the Perceptions of Endorsement survey. Later in the fall, Alliance Leaders who were unable to attend in person had opportunities to view the recorded presentations and engage in virtual small groups.

And it was a joy to celebrate Angela M. Tomlin, PhD, who was recognized as the 2022 recipient of the Weatherston Leadership in IMH Award



SUMMIT

THANK YOU TO OUR ALLIANCE COMMUNITY

Collaborators 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
Healthy Families America
Indigo Cultural Center
My CoLab Partners
Reflective Supervision Collaborative
Start Early
Wayne State University's Merrill Palmer Skillman Institute
Questionmark
Wonderbabies
West Ed
ZERO TO THREE

2022 Alliance Board of Directors

President: Brandy Fox (PA)
Vice President: Sarah Shea (MI)
Secretary: Sarah Shea (MI)
Treasurer: Angela Webster (TN)
Kim Diamond Berry (MI)
Tanika Eaves (CT)
Sheryl Goldberg (MI)
Fran Jozefowicz (MI)
Rosalva Osario-Cooksy (MI)
Amitia Parker (KS)
Gail Trujillo (AK)
Karol Wilson (MI)

Workgroups & Chairpersons

Endorsement Coordination/Holders:

Ashley McCormick, Andrea Penick, & Kelly Sipotz (Alliance)

Endorsement Research Subworkgroup

Lorraine Kubicek (CO) & Ashley McCormick (Alliance)

Endorsement Quality Assurance Workgroup

Kelly Sipotz (Alliance) & Faith Eidson (Alliance)

Home Visiting Research Affinity Group:

JoAnn Robinson (CT)

Policy & Systems Development:

Rhonda Reardon-Nelson (IA), Stephanie David (NY) & Angela Webster (TN)

RSC Research Affinity Group:

Carla Barron (MI)

RSC Symposium Planning Workgroup:

Lisa Asbill (TN), Kristin Dunn (TN), & Nichole Paradis (Alliance)

Research Workgroup:

Christopher Watson (MN) & Lorraine Kubicek (CO)

Training Evaluation Subworkgroup:

Margaret Holmberg (CT)

Training Workgroup:

Noelle Hause (CO) & Faith Eidson (Alliance)

Weatherston Summit for Alliance Leaders:

Nichole Paradis (Alliance)

Grants and Contracts

AIMHiTN: Reflective Supports

AIMHiTN: Endorsement Supports

ECCS Partners:

AIMH-HI, AIMHiTN, COAIMH, First3Years,
ITHMCA, NCIMHA, NYS-AIMH, OKAIMH,
ORIMHA, SCIMHA, UAIMH, VAIMH, WA-AIMH

First3Years RSC Webinars

RSC Learning Collaboratives:

First5Alabama and KAIMH

MI-AIMH IMHS Task Force

MI-AIMH Exam Reviewer Reliability

Mississippi Department of Health

Pennsylvania Keys to Quality

Perigee Fund

Contractors

Endorsement Central Service Coordinators:

Jean Cimino

Lead Exam Reviewers:

Fran Jozefowicz, Mary Ellen Warren,
Sarah Shea, Steve Viehweg

Senior Coders:

Sheryl Goldberg and Fran Jozefowicz

Training:

Amitia Parker

Accounting:

Aprile Foster

Reflective Space/Supervision Providers:

Kristyn Driver, Kim Diamond Berry,
Heidi Garcia, Harleen Hutchinson,,

Meghan Schmelzer, Karol Wilson, Carol Young

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THANK YOU



Moving into 2023...

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COMPETENCY GUIDELINES OVERHAUL!



The Competency Guidelines are going DIGITAL! With support from MI-AIMH, the Competency Guidelines will transition from paper to an online format AND will be updated with new information for the first time since 2017!

With support from Perigee, we will begin a 2-year project of reframing the Competency Guidelines. When the competencies were initially developed, they were thought of as skills that built upon one another. We now understand that various scopes of practice need unique competencies to be IECMH-informed.

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More on the horizon...

- Online exam pilot (Questionmark) and other exam enhancements
- Training Hub expansion
- Exam Task Force
- Professional development tools to disseminate Deeper Dive findings to the RSC workforce
- Reframing practice guidelines for RSC based on Deeper Dive recommendations
- Partnering with AIMHs across the Alliance to build capacity
- Continued and expanding support offered through ECCS
- Step #2 of Endorsement Research agenda: Assembling a group of researchers to seek funding for large scale project to determine if babies, young children and families who work with an endorsed provider have better outcomes than those who do not.



Alliance for the Advancement of
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13101 Allen Rd.
Southgate, MI 48195

Contact Us!

✉ **Email:** info@allianceaimh.org

🌐 **Website:** www.allianceaimh.org

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

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