

# 2020 ANNUAL REPORT



Alliance for the Advancement of  
Infant Mental Health



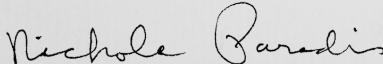
## DEAR ALLIANCE AIMH COMMUNITY,


In a time of great uncertainty, we embarked on a strategic planning journey to prepare for what's to come. Over the last several months, we have worked with our member associations for infant mental health (AIMHs) and the infant early childhood mental health-informed (IECMH) workforce to identify needs and resources. These collaborative discussions guided our process and are being embedded into the foundation for our strategic priority plan for 2021 and beyond. Here are some highlights of the work we've accomplished in 2020:

- Hosted our annual Weatherston Summit for Alliance Leaders via distance technology with the goal of fostering organizational efforts toward diversity, equity, inclusion, and access (DEIA). Invited speaker, Dr. Rosemarie Allen, spoke about “Race, Racism, Civil Unrest: How Does This Impact the Infant and Early Childhood Mental Health-Informed Workforce?”, and Robert Kagan presented, “The Flawed System of Nonprofit Finance”. **144 people were in attendance.** One participant said, “The content discussed at the Summit propelled our AIMH to take a firm stance on naming DEIA as a top priority for our AIMH.”
- Translated Endorsement® materials and the application system into Spanish, addressing a critical need of the Spanish speaking IECMH workforce. We partnered with AIMHs in Florida, Oregon, and Washington to make this happen. **WA-AIMH endorsed the first two people using the Spanish platform!**
- Assembled a Task Force to examine the Infant/Early Childhood Family Specialist reflective supervision/consultation (RSC) requirements for Endorsement® through a DEIA lens. We are working with 9 individuals representing AIMHs in Colorado, Florida, Michigan, New Mexico, New York, Tennessee, and Washington. **The Task Force will make recommendations to broaden the number of people who can provide RSC to others.**
- Provided administrative support for creation of Reflective Spaces for AIMH leadership who are affected (directly or indirectly) by racism and/or the COVID-19 pandemic, facilitated by Dr. José Silva (CoAIMH) and Dr. Harleen Hutchinson (FAIMH). **Twenty-five hours of support have been provided so far!**
- Welcomed AIMHs from states, territories, and countries that are not (officially) members of the Alliance to our on-line community, in response to the COVID pandemic. This enables colleagues from an **additional 5 international AIMHs, 3 US territories, and 9 states to be connected to our vast network with access to support and resources** that benefit families and the IECMH-informed workforce.

The Alliance's strategic planning is giving us clarity that our greatest opportunity to have an impact on babies and families is by focusing our efforts on the workforce, most often through engagement with our member AIMHs. In order to do this, we are committed to centering on DEIA principles and practices to maximize the impact on families. Racism is a dangerous ghost in the nursery of BIPOC babies and families. In order to support the workforce in addressing that ghost, we are striving toward diversifying the field, training that emphasizes cultural humility, and working for social justice.

Yours in partnership,

  
Nichole Paradis, LMSW, IMH-E®  
Executive Director

  
Susan Dickstein, PhD, IMH-E®  
President of the Board of Directors



# Alliance Resources

## Endorsement Coordination Central Service (ECCS)

7 Alliance AIMHs contracted with us in 2020...



that's **22%** of AIMHs!

On average, ECCS saw a **160%** increase in professionals earning Endorsement over 2019!

233 applications submitted via ECCS in 2020...



a **232% increase** over 2019!!

In 2020, the Alliance continued to expand on the benefits of offering an Endorsement Coordination Central Service (ECCS) as an option to support individual AIMHs' Endorsement operation efforts. Through a successful pilot in 2019, we learned that participating AIMHs' staff, volunteers, and boards were freed up to conduct outreach, facilitate access to training and RSC opportunities, build relationships with partners across systems, and more. The Alliance offers the option for the ECCS on a contractual basis in accordance with AIMH needs.

## Capacity Assessments for IMH & ECMH

Would you like to better Engage & Inform:

- Board of Directors?
- Stakeholders?
- Potential Funders?

### IMH-E® READINESS

IMH-ENDORSEMENT® CAPACITY ASSESSMENT

It is critical to consider the capacity and readiness of your AIMH, and also your state systems and stakeholders, to successfully implement Endorsement®. The Alliance offers an in-depth analysis of an AIMH's unique strengths and areas of need.

**Process**  
Interviews & surveys will examine the following areas:  
- Identified target workforce  
- Reflective supervision/consultation  
- Training - Messaging  
- Partners/Collaborators  
The assessment process is estimated to be completed within 3 months, dependent upon stakeholder availability.

**Product**  
Results from key stakeholder interviews is a readiness survey from additional stakeholders contribute to a final report which includes an executive summary, prioritized recommendations, and appendices that are compiled of the aggregated interviews and survey results.

**Purpose**  
Identify strengths, opportunities, and customized recommendations for the future of your AIMH. Work with Board of Directors, stakeholders, and potential funders to support and strengthen local ECMH professional development and workforce professionalization as a social strategy for supporting early relationship development.

Is your AIMH ready for IMH-E®?

Alliance for the Advancement of Infant Mental Health, 734.785.7705 x7449

As a way to inform an AIMH's Board of Directors, stakeholders, and potential funders, the Capacity Assessments were developed so that AIMHs could consider the readiness of their AIMH, and also their state systems and stakeholders, to successfully implement Endorsement. The Alliance offers an in-depth analysis of an AIMH's unique strengths and areas of need.

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### ECMH-E® READINESS

ECMH-ENDORSEMENT® CAPACITY ASSESSMENT

It is critical to consider the capacity and readiness of your AIMH, and also your state systems and stakeholders, to successfully implement Endorsement®. The Alliance offers an in-depth analysis of an AIMH's unique strengths and areas of need.

**Process**  
Interviews & surveys will examine the following areas:  
- Identified target workforce  
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Is your AIMH ready for ECMH-E®?

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Two AIMHs hired the Alliance to conduct a Capacity Assessment in 2020. They were found to be extremely valuable to the participating AIMH!

## Social & Emotional Development Wheels



The Alliance offers these resources globally. The developmental wheels can strengthen parents'/caregivers' approach to healthy social-emotional development in pregnancy and the early years. They offer a tool for engagement in the isolation of the pandemic. Responses to the wheels from parents, home visitors, childcare staff, and other professionals working with babies and young children have been terrific!

Caregivers find the wheels easy to read and to use – a “wheel to steer by” and a “handy and attractive parenting tool for our kit!” Additional feedback offered gathered was **“First-time parents are often a bit overwhelmed at the bombardment of items promoted as ‘must-haves.’ These wheels remind parents to stick with the basics, with the message that they themselves are one of the most important ‘must haves’ for their child.”**

Visit: <https://www.allianceaimh.org/new-products> to purchase

## Infant Mental Health Journal

The Infant Mental Health Journal (IMHJ) publishes peer-reviewed research articles, literature reviews, program descriptions/evaluations, theoretical/conceptual papers, and brief reports (clinical case studies and novel pilot studies) that focus on early social-emotional development and characteristics that influence development from relationship-based perspectives.

The IMHJ is the official publication of the World Association for Infant Mental Health and MI-AIMH. The Alliance plays a role in marketing the journal for national readership.

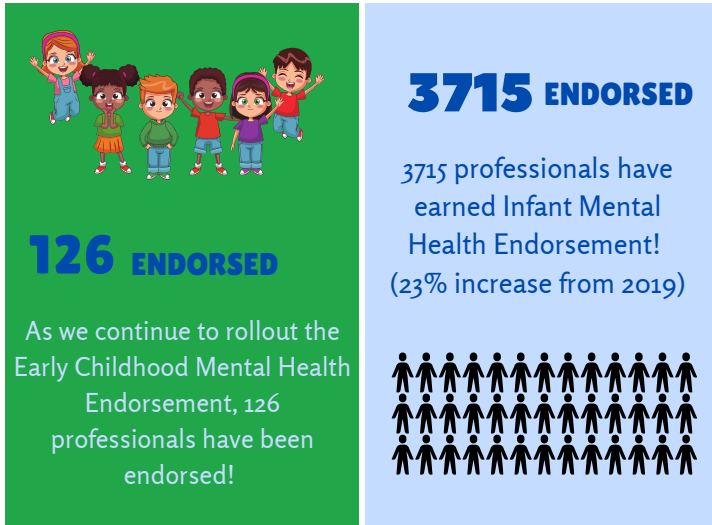
Subscriptions are available via print or online options.

Visit the following site to subscribe: <https://www.allianceaimh.org/infant-mental-health-journal>

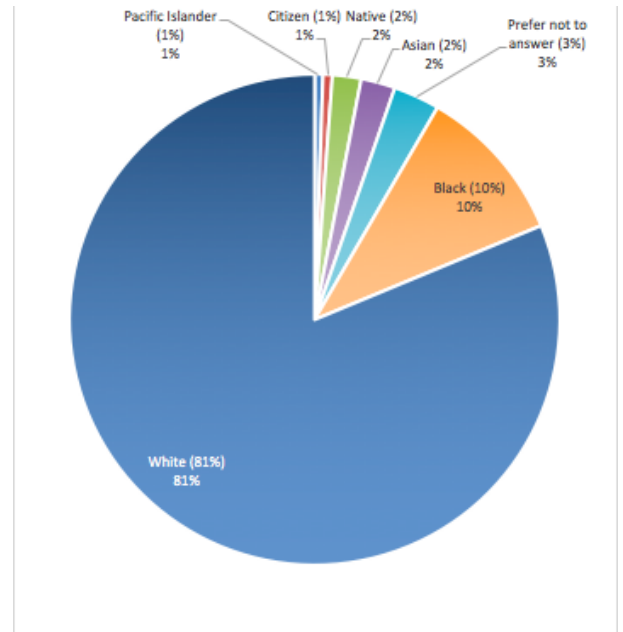


# Focus on the IMH & ECMH Workforce

## Numbers at a Glance



## Racial breakdown among endorsees across AIMHs



*We believe that change and healing starts with each one of us. We must intentionally examine the ways we contribute to the continuation or dismantling of racial trauma and structural oppression. We must respond with purpose and action. Our babies can't wait.*

## Focus on Supporting AIMHs



**2.78 FTE**

The average full time equivalent (FTE) employed by AIMHs was 2.78 (up from 1.9 in 2019)



**23,000 VISITORS**

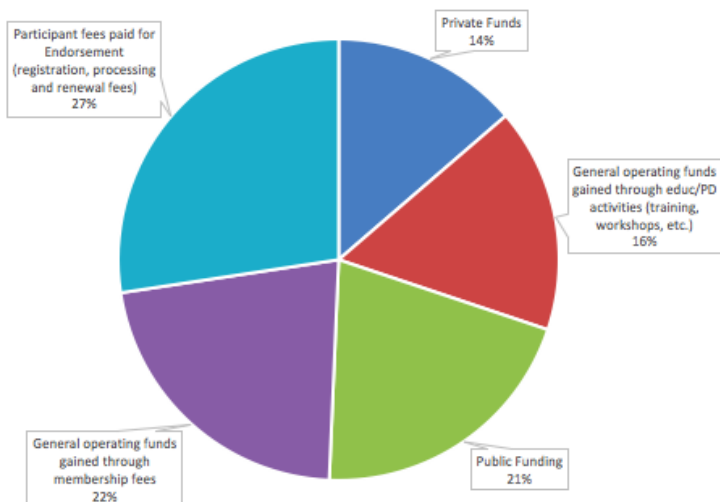
In 2020, 23,000 visitors sought the resources available on the Alliance website



**\$274K+ AVG AIMH REVENUE**

The average of AIMH annual revenue to be \$274,964 (up from \$237K in 2019)

The AIMHs of the Alliance fund Endorsement through a variety of funding sources.



Top **5** Priority Needs from AIMHs,  
as identified by AIMHs via annual survey

1. Developing and implementing a vision for increasing **DEIA** practices, etc.
2. AIMH Board development
3. Infrastructure development
4. Advocacy and promotion of IECMH
5. Recruitment, marketing, and growth efforts for Endorsement

# Thank you to all who support the 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

Center of Excellence for Infant & Early Childhood  
Mental Health Consultation  
Child First  
Early Childhood Personnel Center  
FIO Partners  
Michigan Department of Health and Human Services  
Nonprofit Finance Fund  
Pyramid Model Consortium  
Start Early (formerly Ounce) – Professional Development CoP  
University of Michigan Zero to Thrive  
ZERO TO THREE

## Workgroups & Chairpersons

*Endorsement Coordination:*  
Ashley McCormick (Alliance)  
*Weatherston Leadership Summit:*  
Nichole Paradis (Alliance)  
*Policy & Systems Development:*  
Rhonda Reardon-Nelson (IA) & Angela Webster (TN)  
*Reflective Supervision Symposium (RSS)*  
*Standing Workgroup:*  
Sheryl Goldberg (MI) and Brandy Fox (PA)  
*2022 RSS Planning Workgroup:*  
Angela Webster (TN)  
*2023 RSS Planning Workgroup:*  
Jean Budd, Dayna Egan & Kaitlyn Mulcahy (NJ)  
*Research Workgroup:*  
Christopher Watson (MN) & Lorraine Kubicek (CO)  
*Training Workgroup:*  
Noelle Hause (CO) & Faith Eidson (Alliance)

## Grants/Contracts

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

## Partnerships

Healthy Families of America  
Start Early (formerly the Ounce)  
Center for Reflective Practice at the Center for Early  
Education and Development at the University of Minnesota  
Wayne State University Merrill Palmer  
Skillman Institute

## Contractors

*Endorsement Central Service Coordinators:*  
Jean Cimino & Carol Young  
*Master Exam Trainer:* Fran Jozefowicz  
*Leadership Cohort Coordinator:* Paige Light  
*Reflective Space/Supervision Providers:*  
Joy Browne, Kristyn Driver, Noelle Hause, Harleen Hutchinson,  
Leah Niezwaag, Betsy Rogers, Meghan Schmelzer,  
Jose Silva, Karol Wilson, Carol Young

## 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



**Alliance for the Advancement of  
Infant Mental Health**

# Looking Ahead to 2021

We are moving into 2021 with the same determination & commitment that guided us through 2020. Here's what we are anticipating most:

## Focus on Diversity, Equity, Inclusion, & Access

- Engaging with Indigo Cultural Services to reconsider our RSC model so that it is grounded in DEIA principles and practices. The guidance that comes out of this partnership will replace the 2021 Reflective Supervision Symposium and will result in revisions to the Alliance's guidelines for RSC.
- Collaborating with MI-AIMH to revise the Competency Guidelines, beginning with the Code of Ethics, to better reflect the Diversity-Informed Tenets for Work with Infants, Children and Families, and research on the role of fathers and father engagement.

## Gatherings/ Conferences

- The 2022 and 2023 Reflective Supervision Symposia are planned to take place in person, in Memphis, Tennessee, and Montclair, New Jersey, respectively.
- Hosting the Annual Weatherston Summit for Alliance Leaders November 14-16, 2021 in Navasota, Texas.

## Focus on Growth

- Growing our team! Emani Jacobs will join us on March 22 as an Endorsement Central Service Coordinator!
- Finding funding to modernize and increase accessibility to the Endorsement exam.
- Increasing the readership of the Infant Mental Health Journal, and partnering with the editorial team as they work to dismantle racism in academic publishing.
- Releasing Self-Assessment Guide for Competency-Based Training and Education Leading to Infant and Early Childhood Mental Health Endorsement.
- Releasing the crosswalk between the Child First training curricula and the Competency Guidelines.

## Training

- Offering "Matters of Equity: A social justice informed IECMH treatment approach," a 2-day training for Alliance leaders
- Serving as the source of training for programs outside Michigan who wish to adopt Infant Mental Health Home Visiting, a therapeutic model of home visiting that includes Infant-Parent Psychotherapy.
- Establishing a Training Hub that will allow for the development of a curated collection of competency-informed trainings and benefit all AIMHs!. Watch for more information on the Alliance Training Hub to launch in April 2021!

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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 justice and becoming an antiracist organization, supporting professional development and research, and engaging Associations for Infant Mental Health as partners.

*As a part of our strategic planning efforts, this mission statement is newly drafted and not yet final.*

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From L to R: Ashley McCormick, Kelly Sipotz, Kelly Dieffenbauger, Andrea Penick, Nichole Paradis, Faith Eidson

## CONTACT US

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