



Alliance for the Advancement of
Infant Mental Health

Staff Values

The Alliance for the Advancement of Infant Mental Health strives to be an employer that lives up to its mission to value and support the IECMH workforce by appreciating and supporting its own staff. We draw upon the principles of IECMH, in addition to our efforts to become an anti-racist organization, to offer an inclusive, fulfilling, and gratifying place of employment. We also acknowledge the presence of white supremacy culture and seek to dismantle it by co-creating and self-defining our own norms, standards, and values. This list represents values that we are actively practicing and also values that we are striving towards. This document will evolve over time as we grow as an organization and expand our perspectives and understanding of these values.

Critical self-awareness is at the root of each of our values, therefore, we individually commit to:

- Believing that self-awareness is the foundation for positive change
- Examining our own privilege and power
- Holding ourselves accountable and inviting others to hold themselves accountable
- Practicing self-compassion

We value each of the following (in alphabetical order):

Clarity

- Clear expectations about work responsibilities, performance, and consequences
- Opportunities to discuss our history, why we are here, what brings us together, where we are going, etc.

Commitment to Learning

- A willingness to look back, identify gaps, and make a plan to move forward
- Opportunities to create goals and evaluate them
- Value for growth and learning from our own and others' mistakes; regularly reflect on lessons learned for authentic and continuous quality improvement
- Ongoing professional development is best practice and enhances our work

Complexity

- Seek “both/and” solutions or approaches to problems
- Tolerate ambiguity or “not knowing”
- Ideas and actions can have benefits and consequences

Creativity

- Encouragement to think creatively and offer innovative solutions/ideas
- Opportunities to engage in diverse tasks and projects aligned with interest and skills

Integrity & Discomfort

- Belief that discomfort can bring benefit and is at the root of growth and learning
- Choose courage over comfort
- Practice our values, not just profess them
- Room for disagreement and multiple perspectives

Power Awareness

- Transparency in power structures and power differentials
- Explicitly name power dynamics and making space for discussion about them
- Decision making processes include voices of those impacted
- Inclusive decision making, processes, checks and balances

Recognition and support for staff

- Paid fairly for the work
- Flexible policies and workplace culture that enable conversations around work-life balance
- Value placed on the authenticity and individuality brought to the work; space to be who we are
- Work is seen, recognized, and explicitly valued
- Time to reflect about the definition of roles, goodness of fit, and areas for adjustments

Reflection

- Regular programmatic supervision with opportunities for reflection
- Use of reflective supervision is best practice and enhances our work
- Practice reflection within all Alliance spaces
- What we bring from our pasts impacts our current work and what our work brings out in us

Relational Way of Being and Community

- Assume positive/generous intentions

- Encourage and participate in meaningful team relationships
- Recognize the importance of adaptation and change to benefit our internal community
- Value others' unique skills and expertise
- Shared vision/purpose benefits community
- Create opportunities for connection; be fully present with each other

Rupture and Repair

- Value placed on the quality of relationships
- A culture where ruptures are named, repairs are invited
- Each person is accountable for their role in the process

Time Management that Protects Staff

- Enough time between meetings to do work that is assigned in meetings, including regularly blocking off time when needed
- Explicit permission/expectation to take time off
- Explicit permission/expectation to enforce boundaries, e.g., no pressure to work outside of "regular" work hours
- Align staff capacity with fiscal decisions

Transparent Conversations

- Clear, specific and kind communication

Work that is Dynamic

- Recognize the importance of alternative ways of thinking, learning, and implementing in order to support quality work throughout the organization
- Acknowledge and appreciate what has been accomplished