



# Diversity, Equity, Inclusion, and Belonging Supports

**“Infant/Early Childhood Mental Health Consultation is Equitable and Inclusive.** It understands broad and local historical and systemic dynamics that have generated racialized disparities in outcomes for infants, young children, and families. It further understands that adult race/ ethnicity, primary language, culture (beliefs, values, voice, communication style, behavioral norms, and attitudes), abilities, biases, disposition, and life circumstances (e.g., poverty and domestic violence) impact the learning environment. I/ECMHC explicitly and intentionally acts on this understanding to create equitable and positive experiences for all infants and young children, including those from historically marginalized and oppressed communities.”

— Center of Excellence for Infant and Early Childhood Mental Health Consultation at Georgetown University

The Illinois Model for Infant/ Early Childhood Mental Health Consultation has eight competencies that guide Consultants across the state. Two of the competencies are listed below that speak to Diversity, Equity, Inclusion, and Belonging.



## **Competency #3: Ability to Work Effectively Throughout Diverse Cultures and Communities**

Consultants are aware of the influence of culture on the values, beliefs, and practices related to parenting and how this affects the social-emotional development of children. Cultural beliefs can impact the way families and communities approach the sensitive topics of children’s mental health and social-emotional skills, and are integral to the forming of trusting, collaborative partnerships.

Consultants actively and sensitively seek to understand the culture and climate of the families and programs with whom they work and are aware of their own responses and reactions to differences.

Governor’s Office of Early  
Childhood Development  
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[bit.ly/IL-IECMHC](https://bit.ly/IL-IECMHC)

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## Competency #8: An Understanding of the Impact of Trauma on Early Childhood Development

Collaboratively the staff, consultant, and adults in the child's life design a safe, responsive, and nurturing environment in which young children can learn and grow. Consultants work with programs to understand the underlying factors that influence the interactions and reactions of very young children and staff who may be experiencing trauma while becoming aware of their own biases and triggers.

### Professional Development Opportunities for Infant/Early Childhood Mental Health Consultants

Diversity, Equity, Inclusion, and Belonging is embedded in every facet of professional development for Infant/Early Childhood Mental Health Consultants. The menu of offerings continues to evolve to respond to the community's needs. It provides a lens for consultants to reflect and facilitate a dialogue with early childhood education and care programs supported by consultants. The professional development opportunities discussed below are offered free of charge to Mental Health Consultants, in a virtual format and offer continuing education credits for participation.

#### Diversity, Equity, Inclusion, and Belonging Considerations

This module is an extension of the Diversity, Equity, and Inclusion module of the Infant/Early Childhood Mental Health Consultant orientation and to further explore Competency 3 of the IL Model of I/ECMHC, an Ability to Work Effectively Throughout Diverse Cultures and Communities. This module will investigate what diversity, equity, inclusion, and belonging (DEIB) mean for the I/ECMHC and how to put these considerations into practice. This module places a heavy emphasis on self-reflection and journaling. **Asynchronous — 3.00 hours — 3.0 CEUs — [courses.inccrra.org](https://courses.inccrra.org).**

#### Diversity-Informed Tenets for Work with Infants, Children & Families

This workshop introduces participants to the Diversity-Informed Tenets for Work with Infants, Children and Families (Tenets). The content focuses on Tenet #1 (Self-Awareness Leads to Better Services for Families), a selection of our Core Concepts, and bringing the Tenets back to participants' spheres of work/life. Workshops are collaborative, reflective spaces for participants to link the Tenets to their spheres of practice. Participants are continuously invited to deepen their self-awareness by sharing about the ways their social identities, values, and histories relate to the Tenets and their collective work. **Synchronous — 3.50 hours — 3.50 CEUs.**

#### Diversity, Equity, and Inclusion

Presented as part of the Orientation to the Illinois Model for Infant/Early Childhood Mental Health Consultation, this 90-minute training session focuses on Competency #3: Ability to Work Effectively throughout Diverse Cultures and Communities. The Diversity-Informed Tenets for Work with Infants, Children, and Families will be introduced, as well as core components of cultural humility and themes related to diversity, equity, and inclusion. Participants will be given strategies and tools for having difficult conversations and regulating emotional responses as well as resources for further information and tools. **Must be enrolled in Orientation to the Illinois Model for I/ECMHC.**

#### Reflective Learning Groups

Reflective Learning Groups (RLGs) are a core component of extending the learning and growth of the Consultant beyond the initial Orientation to the Illinois Model. RLGs are free to consultants, offer Continuing Education credits, and cultivate a reflective community to enhance the skills of the Consultant. **Virtual/In-person options available — CEUs available**

#### Where do I find professional development for Infant/Early Childhood Consultants

Visit: [courses.inccrra.org](https://courses.inccrra.org)