



## Children and Youth Behavioral Health Work Group – Prenatal through Five Relational Health (P5RH) Subgroup

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July 24, 2024

### Glossary of Terms

BHI: Behavioral Health Integration

CYBHWG: Children and Youth Behavioral Health Work Group

DSHS: Washington State Department of Social and Health Services

ESIT: Early Support for Infants and Toddlers

HCA: Washington State Health Care Authority

IECMH: Infant and Early Childhood Mental Health

MH: Mental Health

SUD: Substance Use Disorder

UW: University of Washington

W&R: Workforce and Rates

### Meeting Topics

Update on the Infant & Early Childhood Mental Health (IECMH) workforce project: *People Powered Workforce*, Monica Oxford (University of Washington Barnard Center)

Presentation: State of Fatherhood in WA Study, Anne Stone (DSHS)

Discussion of P5RHS workforce priorities

First glance at the P5RH Subgroup's full slate of 2025 priorities

### Discussion Summary

#### Update on the Infant & Early Childhood Mental Health (IECMH) workforce project: People Powered Workforce

1. The state appropriated \$250k for the UW Barnard Center for IECMH to identify existing IECMH workforce initiatives and activities in consultation with HCA and community stakeholders.
  - a. A report of findings and recommendations must be submitted to appropriate committees of the legislature and the Children and Youth Behavioral Health Work Group (CYBHWG) as established in [RCW 74.09.4951](#), pursuant to [RCW 43.01.036](#) by June 30, 2025.
  - b. The focus is on four key workforce areas: training, retention, expansion, and diversification.
  - c. Timeline:
    - i. Phase 1: Project set up and design (July)
    - ii. Phase 2: Stakeholder engagement round 1 (September-October)
    - iii. Phase 3: Data analysis (October-November)
    - iv. Phase 4: Stakeholder engagement round 2 (November)
    - v. Phase 5: Drafting of implementation plan (December)



- vi. Phase 6: Advocacy & prototyping (January-May 2025)
- vii. Phase 7: Final Report (June 2025)
- 2. The project is using liberatory design, which is a process and practice to do the following:
  - a. Generate self-awareness to liberate designers from habits that perpetuate inequity.
  - b. Shift the relationship between the people who hold power to design and those impacted.
  - c. Foster learning and agency for those involved and influenced by the design work.
  - d. Create conditions for collective liberation.
- 3. The People Powered Workforce project has a [website](#) where the team is elevating, acknowledging and visualizing the existing work that has happened within unique workforces.
  - a. Navigate to the document library to upload documents (such as a needs assessment for IECMH or a workforce study on a specific workforce).
- 4. There is a newsletter to communicate opportunities to engage folks, intended to be distributed every other month and ad hoc for specific needs or calls to action.
- 5. Contact: [connect@peoplepoweredwork.org](mailto:connect@peoplepoweredwork.org).

## State of Fatherhood in WA Study

- 1. Evidence shows the following:
  - a. Child and family well-being improve when fathers are positively engaged in their children's lives.
  - b. Fathers play a unique and important role in children's development. Co-parenting relationships matter.
  - c. Fathers should have support and resources to become the fathers they aspire to be.
- 2. The Fatherhood Council:
  - a. The values of the Fatherhood Council are:
    - i. Promote equity and access.
    - ii. Focus on children and families.
    - iii. Engage fathers as leaders.
  - b. The goals of the Fatherhood Council are to:
    - i. Increase awareness of the essential role father play in child and family well-being.
    - ii. Promote father-friendly policies and practices to increase child and family well-being.
    - iii. Promote equitable resources for fathers and families.
  - c. The Fatherhood Council vision:
    - i. Fathers and father figures in Washington become the parents they aspire to be for their children, family, and community.
- 3. The Fragile Families & Child Wellbeing Study (2014) followed a large sample of families (about 5,000) across 20 different cities across the country for 22 years.
  - a. The study found that mothers want fathers involved 74-99% of the time, across non-romantic, visiting, and cohabitating relationship statuses.
  - b. By age 5, only 50% of non-resident fathers are still involved in their child's life.
  - c. This research reveals missed opportunities to support families with high trauma.
- 4. A Pew Research Study (2015) found that parenting is just as huge and equal a part of fathers' identity as it is for mothers'.



5. Research shows that infants respond differently to each parent's voice, representing different types of relationships.
  - a. Father-figures are generally much more comfortable pushing the limits for babies than mother-figures are, and at eight weeks old infants have been shown to become excited in the presence of their father and calm in the presence of their mother.
6. A meta-analysis on shared physical custody (Nielson, 2014) found that shared parenting is linked to better outcomes for children of all ages.
  - a. Across multiple developmental domains and the age continuum, all outcomes were the same or improved when peaceful shared parenting occurred.
  - b. There is no convincing evidence that overnighting or shared custody is linked to negative outcomes for infants or toddlers, even in high conflict situations.
7. The Fatherhood Council is using Nurture Connection's early relational health framework to think about the two-way nature of early relationships.
8. Research shows that fathers contribute to child resilience, and promote children's flexible approach to problem solving, social competence, and understanding of boundaries (Feldman, 2023).
9. The State of Fatherhood in Washington Study:
  - a. The study focuses on 8 topical areas across the ecosystem of partners: Health and well-being, food and financial supports, housing and shelter, early education and family supports, employment and education, corrections and juvenile rehabilitation, family court and child support, and child welfare.
  - b. The framework for the study was focused on how to create an integrated fatherhood inclusive system.
    - i. This includes equity considerations, data and monitoring, policies and targeted programs and services, funding and resources, and integrated systems.
  - c. Current state of analysis:
    - i. Systems that have the highest touch with fathers are where there is the greatest understanding and data availability, such as corrections, child support and child welfare.
    - ii. Across health and wellbeing, financial supports and housing, and early education and family supports, there is not a lot of data.
    - iii. There is essentially no data regarding employment and education, and family court.
10. Washington Fatherhood Council Theory of Change:
  - a. As the Fatherhood Council does this work, they are thinking about what they are trying to affect and what these early changes and strategies will yield.
  - b. The ultimate goals are expected to be the following:
    - i. Fathers:
      - Greater time spent with children, parenting confidence and skills, knowledge of child development, social emotional wellbeing and emotional regulation, and less social isolation.
    - ii. Children:
      - Increased attachment relationships with fathers, healthy relationships with both parents, and healthy development across childhood, adolescence and adulthood.



- iii. Mothers:
    - Decreased stress and increased well-being.
  - iv. Families:
    - More cooperative coparenting, financial stability, and balance of gender roles in the family.
  - v. Community:
    - Less bias against fathers, and more celebration of fathers' role in the family and community, strengthening community to state partnerships, and strengthening community unity and belonging.
11. The State of Fatherhood Study through UW (2024), within the greater context of the State of Fatherhood study, found that only 36% of fathers reported getting the support they need, and 41% of fathers reported consistently feeling a sense of belonging in their communities.
- a. Support needs that are not currently being received, included the following:
    - i. Co-parenting supports.
    - ii. Mental health (MH) and substance use disorder (SUD) services.
    - iii. Housing assistance.
    - iv. Basic needs, such as food and nutrition assistance.
  - b. The top 5 barriers to receiving services are:
    - i. Don't qualify for or can't afford needed services.
    - ii. Can't locate needed services.
    - iii. Mother-oriented service environments.
    - iv. Gender-based discrimination.
      - There are policies and principles that are hard-wired to bias one gender over another.
      - Family law doesn't start with an assumption that parenting rights are 50/50 in Washington.
    - v. Non-inclusive invitations.
      - It is unclear if fathers are welcome.
12. Father's are looking for the following resources:
- a. Accessible information from credible sources.
  - b. Father-focused resources.
  - c. Guidance about being a supportive partner.
  - d. Information about childhood development.
  - e. How to engage with young children to promote healthy development.
  - f. Age expectations and behavior management.
  - g. Ways to access services that are non-stigmatizing and focused upon their unique needs.
  - h. Normalize the frustrations of parenting.
13. Five protective factors for father involvement are parental resilience, social connections, knowledge of parenting and child development, concrete support in times of need, and social and emotional competence of children.
- a. In thinking about these protective factors, it is important to question, what does parental resilience really mean? Are fathers comfortable seeking support? How are we supporting families regardless of family structure?
14. Father-Friendly Principles:
- a. Promote co-parenting for better outcomes of children and families.



- b. Factor in the essential role of fathers in the growth and development of children.
  - c. Involve fathers with lived experience in the design of programs and policies.
    - i. This includes more mentorship, informal connection points for men, and promoting men with lived experience into the workforce, where they can be adequately compensated to support their peers.
  - d. Recruit and retain staff that better reflect the communities they serve.
  - e. Train service providers on effective fatherhood inclusion communication and practices.
    - i. In addition to this, think about developing safety mechanisms and alternatives to home visits for staff.
  - f. Increase fatherhood specific resources.
  - g. Increase data collection and analysis to show importance of fathers and father figures.
  - h. Recognize, address individual and system biases that marginalize fathers.
15. Resources:
- a. [2024 Fatherhood Summit | WA Interagency Fatherhood Council \(wafatherhoodcouncil.org\)](https://wafatherhoodcouncil.org)
  - b. [Fatherhood Photo Bank | WA Interagency Fatherhood Council \(wafatherhoodcouncil.org\)](https://wafatherhoodcouncil.org)

## First glance at the P5RH Subgroup's full slate of 2025 priorities/Discussion of P5RHS workforce priorities

1. The group has been asked to look at workforce and rates priorities that are specific to the P5 space, as well as continuing priorities and the slate of presentations from this year.
2. Breakout rooms to review and discuss, keeping these prompts in mind:
  - a. What information is missing?
  - b. Are the issue areas well-reflected?
  - c. Are there specific issue(s) identified that you would like to see prioritized this year? (You can indicate preference by making a 'comment' in the document).
3. Reflections from breakout rooms:
  - a. The document is very helpful for organizing where we've been and where we're going.
  - b. Early Support for Infants and Toddlers (ESIT)
    - i. ESIT providers will be working on more legislation in the upcoming session.
      1. It is a technical but critical bill to put the ESIT early special education multiplier for 0–3-year-olds at the same level as the 3–5-year-old special education multiplier, which had become delinked in 2020.
    - ii. There was an ESIT/Medicaid presentation at the BHI Subgroup and the possibility for a joint workforce recommendation.
  - c. The plan is to bring this framework into the next few meetings to continue placing items along the continuum, narrow the list, scope, and identify gaps.
  - d. Support staff will try to make these documents available prior to meetings in the future.
  - e. The current pathway is that whoever brings up an issue is asked to be an issue lead.
    - i. To garner the information about strategy, it is helpful to tap into the agency representatives who have the specific expertise and knowledge about costs and what it takes to propel issues forward in the upcoming and changing policy landscape.
  - f. ESIT and the transition between hospital and home:



- i. There is not currently a space for the parent and infant to be seen holistically and work together with the hospital and education sides.
      1. Perinatal MH-informed providers would be great as a first line of defense.
  4. The hope is for this subgroup to send a comprehensive list of workforce and rates (W&R) recommendations to the W&R subgroup by July 31<sup>st</sup> so they can consider the full slate of topics in their August meetings.

## **Look Ahead: 24/25 Schedule**

Next Meeting: August 7, 2024

# People Powered Workforce

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The Infant and Early Childhood  
Mental Health (IECMH)  
Workforce Project

Hosted by the Barnard Center



## **\$250,000 FROM STATE BUDGET**

\$250,000 of the workforce education investment account—state appropriation is provided solely for the Barnard center for infant and early childhood mental health, within the University of Washington, to identify existing infant and early childhood mental health workforce initiatives and activities. In consultation with the health care authority, the center must identify and provide stakeholder connections, including tribes, to assist with workforce strategic planning. A report of findings and recommendations for expansion, diversification, training, and retention within the infant early childhood mental health workforce must be submitted to the appropriate committees of the legislature and to **the children and youth behavioral health work group** as established in RCW 74.09.4951, pursuant to RCW 43.01.036 by June 30, 2025.



# PURPOSE

Create a cohesive approach to expand, diversify, train, and retain the IECMH workforce

**so  
that**

families of children prenatal through five receive relationship-centered, diversity-informed, culturally-responsive, anti-racist, anti-oppressive, healing-forward, and developmentally-focused services.

## **HOW DO WE DEFINE IECMH?**

Infant-Early Childhood Mental Health (IECMH) is the developing capacity of the child from birth to 5 years of age to form close and secure adult and peer relationships; experience, manage, and express a full range of emotions; and explore the environment and learn—all in the context of family, community, and culture (Cohen & Andujar, 2022).

## **HOW DO WE DEFINE THE WORKFORCE?**

We define the workforce broadly, as anyone who supports relationships and environments that helps children, families, and communities grow and thrive.

# FOUR KEY AREAS

**Expansion**

**Diversification**

**Training**

**Retention**

# TIMELINE

Phase	Task	Timeline
Phase 1	Project set up and Design	July
Phase 2	Stakeholder engagement (round 1)	Sept-Oct
Phase 3	Data analysis	Oct-Nov
Phase 4	Stakeholder engagement (round 2)	Nov
Phase 5	Drafting of implementation plan	Dec
Phase 6	Advocacy & prototyping	Jan - May
Phase 7	Final report	June 2025

# METHOD



Liberatory Design is a process and practice to:

- Generate self-awareness to liberate designers from habits that perpetuate inequity.
- Shift the relationship between the people who hold power to design and those impacted.
- Foster learning and agency for those involved and influenced by the design work.
- Create conditions for collective liberation.

# MEET THE TEAM



Allison Ball, Ph.D  
Colville Tribe  
Tribal Government Chair



Susan Barbeau, MPA  
Follow the Knowing  
CEO & Founder



Shivon Bright, MBA  
Namákota  
President/CEO



Christine Cole, LICSW,  
IMH-E®  
Washington State Health  
Care Authority  
IECMH Program Manager



Nucha Isarowong,  
PhD, LICSW, IMH-E®  
Barnard Center, University  
of Washington  
ACT Program Director



Domitila (Domy)  
Morales, LICSW  
Community Minded  
Enterprises  
IECMH Consultant



Monica Oxford,  
MSW, PhD  
Barnard Center,  
University of Washington  
Executive Director



Jennifer Rees, MSW,  
IMH-E®  
Barnard Center, University  
of Washington  
Promoting First  
Relationships Director



Sharon Shadwell,  
LMHC  
The Practice NW  
CEO and Founder



Joyce Yang, MSW  
Program Manager  
Barnard Center, University  
of Washington



# The People Powered Workforce Project

## Sign Up for Our Newsletter

The best way to stay up to date on the People Powered Workforce Project is through our newsletter. Emails are sent every other month, with calls to action in between. Sign-up by clicking on the button below.

[Newsletter Sign Up](#)

## Help Build Our Document Library

Have you explored workforce issues for providers serving families birth to five? Do you have documents or reports that showcase these discoveries? Examples may include strategic plans, needs assessments, survey findings, landscape analysis, etc. Share what you know by clicking on the link below!

[Document Library](#)

# Stay Updated & Involved!



Contact

[connect@peoplepoweredwork.org](mailto:connect@peoplepoweredwork.org)

