



# Strengthening Cultural Relevance and Increasing Equity in IMH-HV

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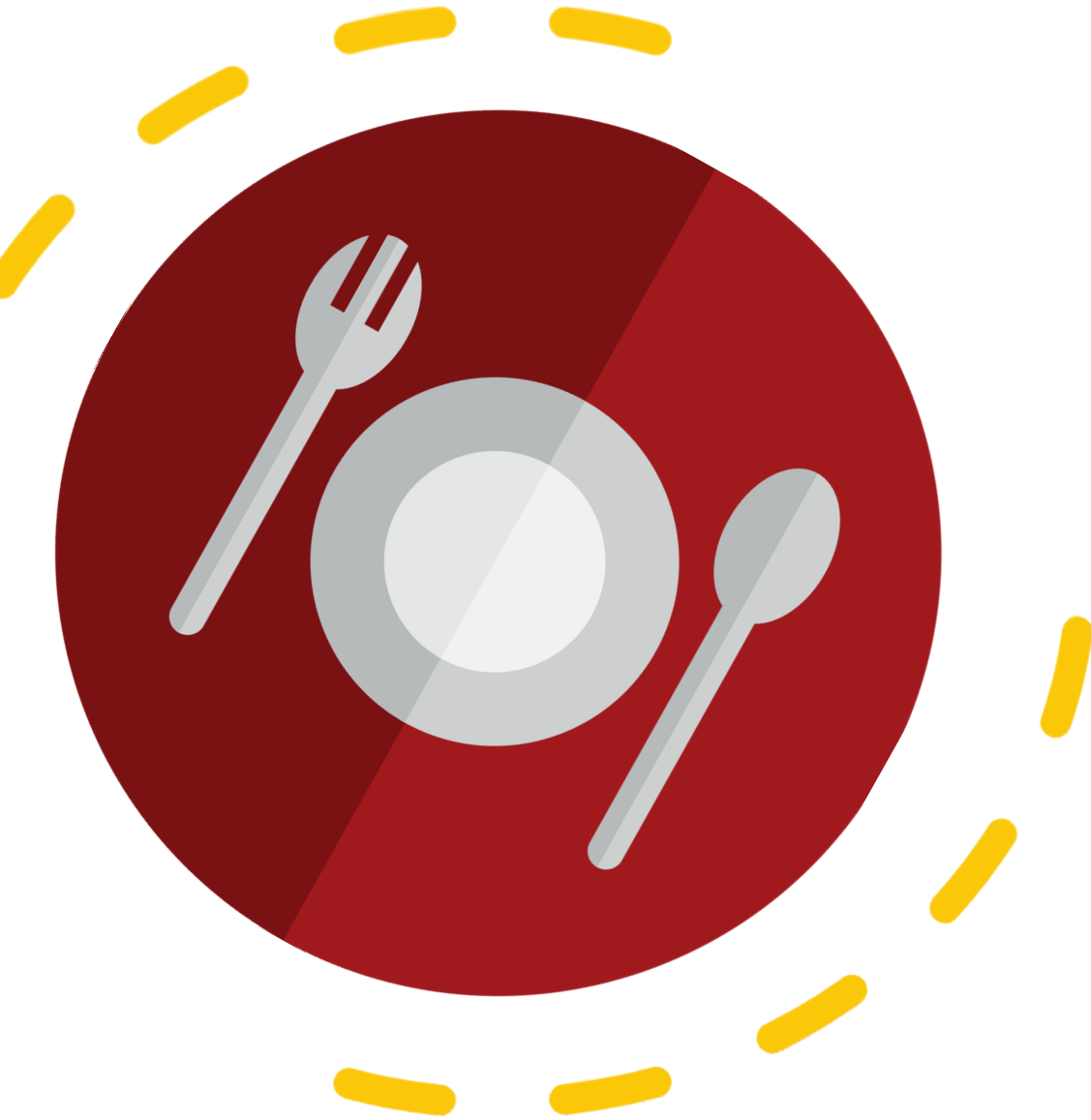


# Goals for Today

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- Welcome and Introductions
- Understand Previous Literature on Therapeutic Alliance in HV
- Examine Focus Group Findings
- Think Together about What is Still Needed





# Welcome and Introductions

- Name
- Agency
- Years in Field
- IMH-HV Training Cohort
- Favorite family meal or food that represents your cultural identity

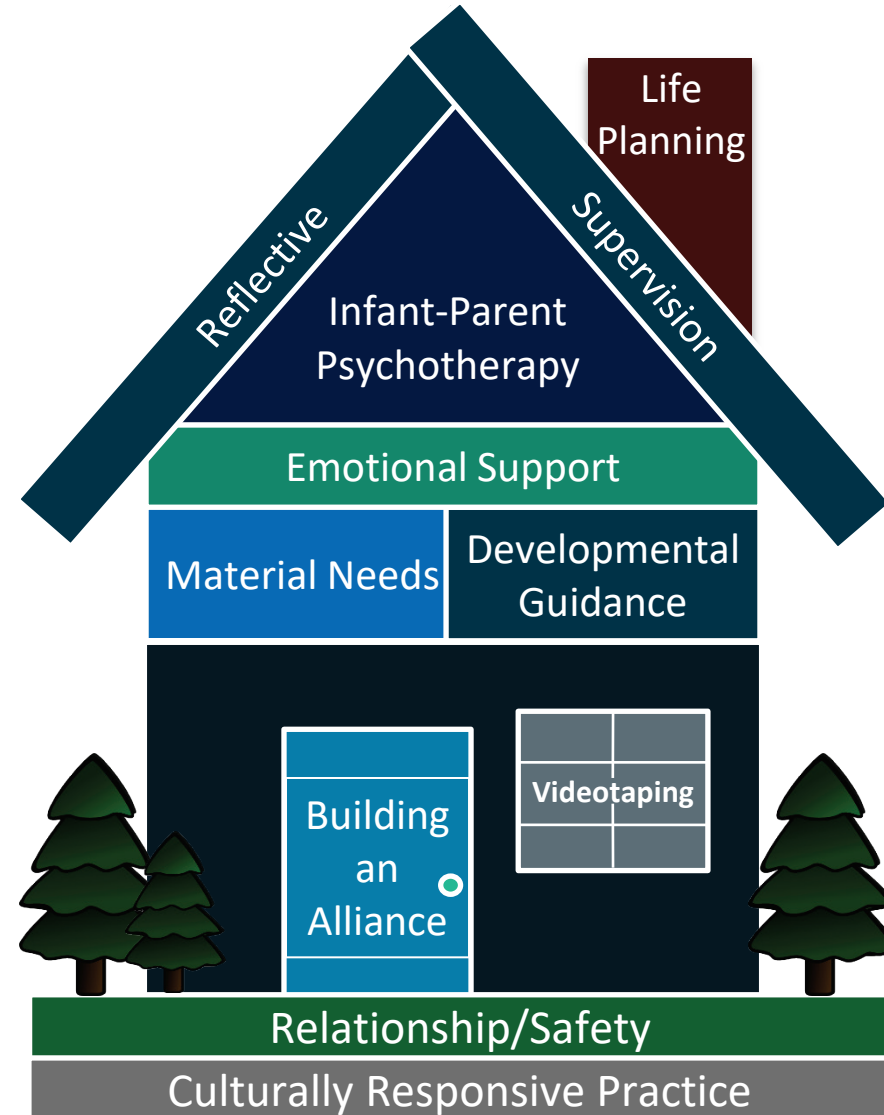
# Settling In with a Grounding Exercise



# Infant Mental Health Home Visiting Components

- **Culturally Responsive Practice**

- Building an Alliance
- Material Needs
- Developmental Guidance
- Emotional Support
- Infant-Parent Psychotherapy
- Life Course Planning
- Reflective Supervision
- Videotaping



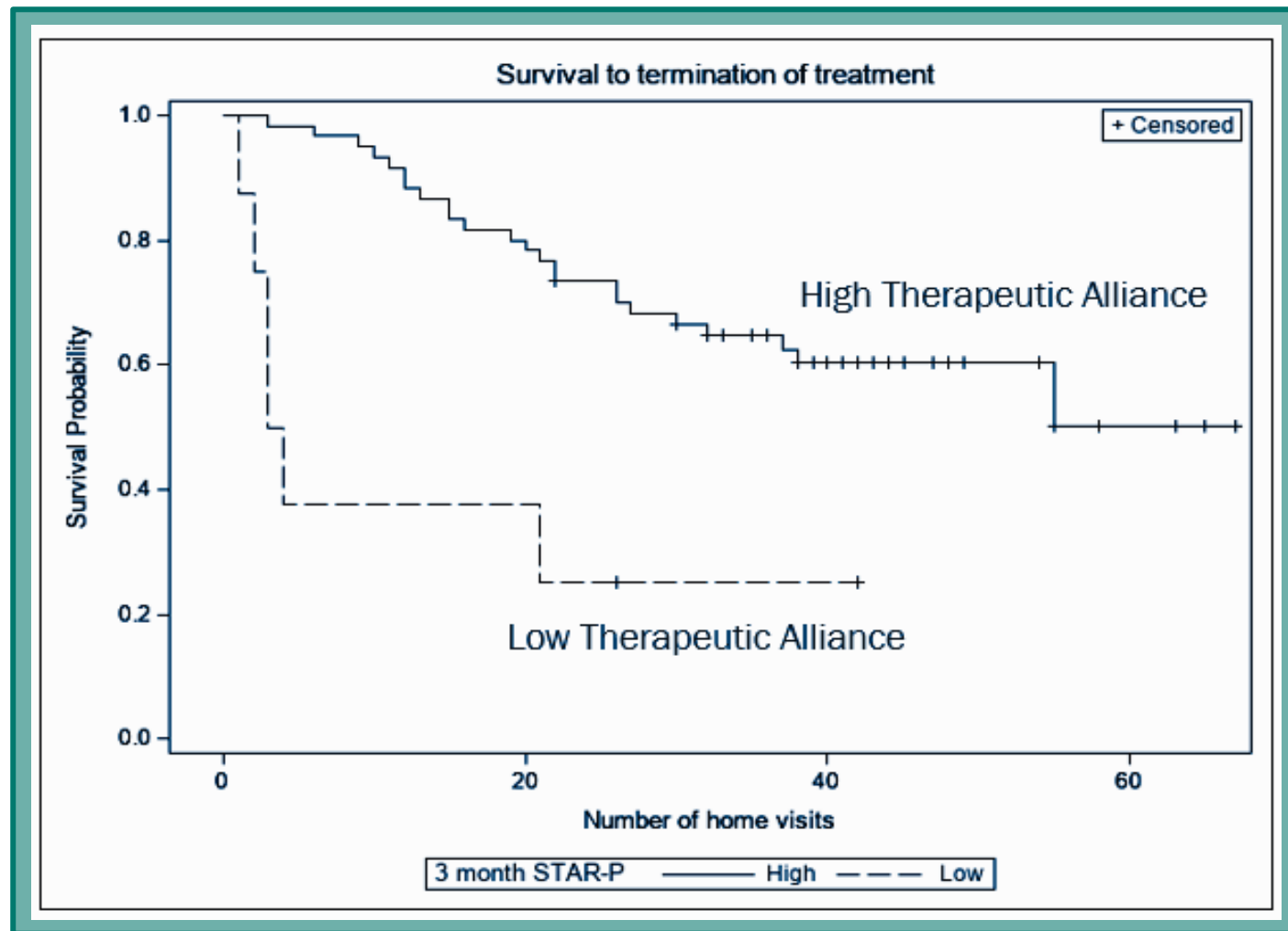
# Prior Work on Therapeutic Alliance

- Clients filled out STAR-P
- Clinicians filled out STAR-C

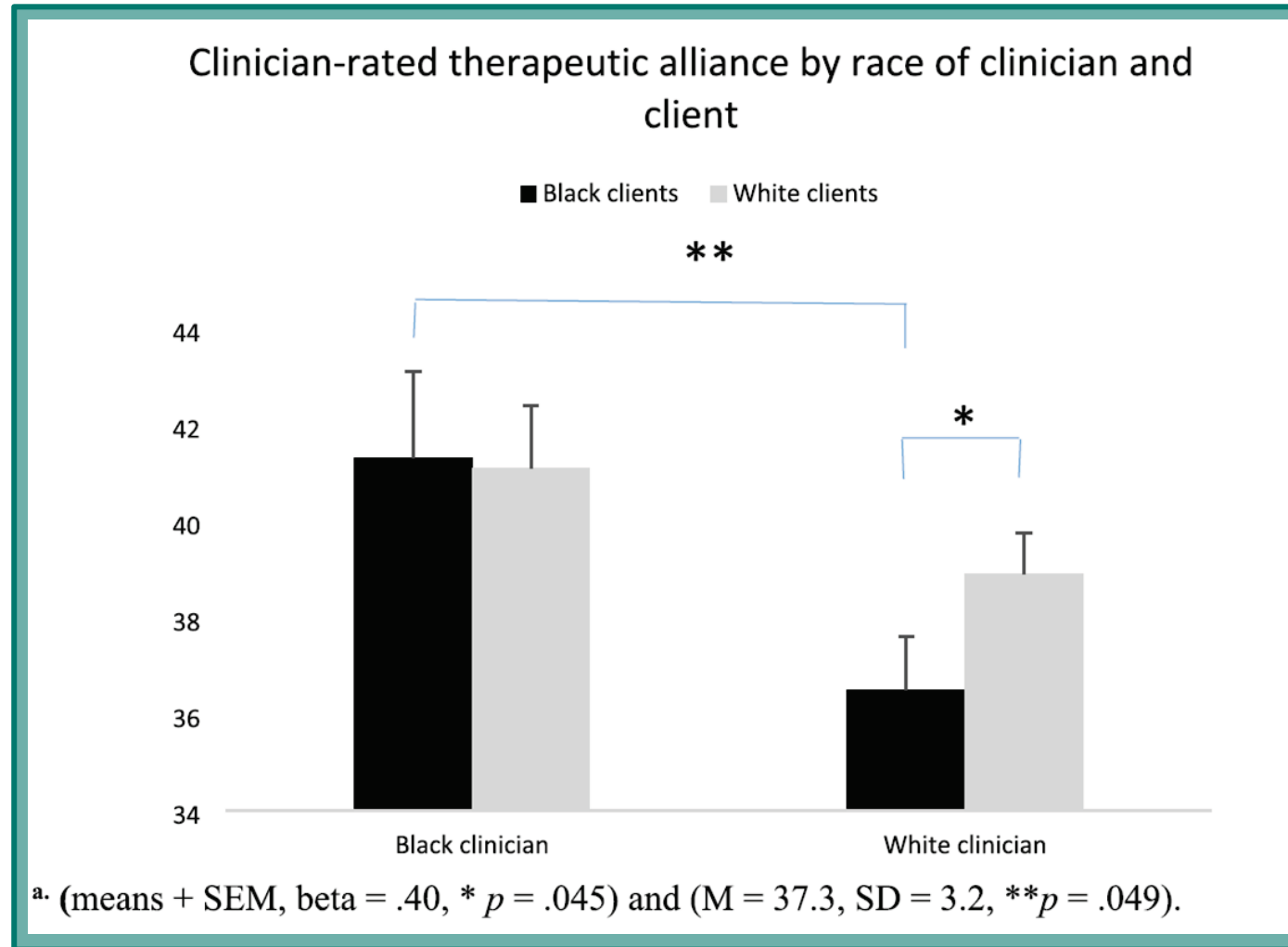
## STAR-C: Clinician Version<sup>a</sup>

1. I get along well with my patient.
2. My patient and I share a good rapport.
3. I listen to my patient.
4. I feel that my patient rejects me as a clinician.
5. I believe my patient and I share a good relationship.
6. I feel inferior to my patient.
7. My patient and I share similar expectations regarding his/her progress in treatment.
8. I feel that I am supportive of my patient.
9. It is difficult for me to empathize with or relate to my patient's problems.
10. My patient and I are open with one another.
11. I am able to take my patient's perspective when working with him/her.
12. My patient and I share a trusting relationship.

# Survival Analysis



# Results STAR-C and Race



# Small Group Discussion

- Take a moment and write down your initial reactions to the findings.
- How do you feel about these findings? How do these findings relate to you
- Please share your initial reactions



# Focus Group – Opportunities to Hear from Parents and Home Visitors

- Method: Virtual focus group discussions and interviews
  - **Provider and Parent / Caregiver** Groups:
    - Self-identified as Black/African American
    - Self-identified as White
    - Any racial/ethnic identity (-ies)
  - **Analysis**
    - Thematic data analysis conducted by a racially diverse, interdisciplinary team that has extensive IMH practice and research experience

# Focus Group – Findings From Parents

## The Importance of Working Relationships

- Building Rapport

*She builds relationships. You know when [CHILD] my youngest when she was running in oh my God she's a daredevil she swung and launched herself across the room and hit her head on a wooden bookcase and split her head open, [current HOME VISITOR] was the first person I called."*

# Focus Group – Findings From Parents

## The Importance of Working Relationships

- Trust

*She understood it was gonna take a long time to trust... She understood like, oh ok, maybe she don't trust me because of my past and what they did to her. And she understood why. It wasn't like oh you got to trust me because I'm a, I'm a worker--no.*

# Focus Group – Findings From Parents

## The Importance of Working Relationships

- Consistency

*I don't know if this is just at [AGENCY NAME] ... but she [the provider] will stick with them. Um, throughout for the next six years and so I'm like that's, that's the, that's the foundation right there. And so that meant the world to me because that person saying I, I will walk with this child for the next years of their lives that spoke volumes, volumes.*

# Focus Group – Findings From Parents

## Home Visitor Interpersonal Skills and Traits

- Open Communication

*You can tell when they're new. You can tell when they don't have any experience... My daughter, she's a social worker... I used to always tell her; don't go in and with your notebook and you're writing down everything... Be open and honest.*

# Focus Group – Findings From Parents

## Home Visitor Interpersonal Skills and Traits

- “Showing Up”

*She's not just a therapist that walks into your house once a week, helps you, gives you some homework and walks out. [PROVIDER] is an all encompassing therapist. It wasn't just about me – how's the family doing..., how's that going, how does this make you feel, she built connections with my kids before she even worked with them.*

# Focus Group – Findings From Parents

## Preparedness for the Work

- Practicing Non-Judgment

*It was like she didn't hold it against me, she didn't say 'Oh, she's a bad parent,' nothing like that. She just, she just make sure that, okay, I'm taking the right steps to get out of the situation.*

# Focus Group – Findings From Parents

## Preparedness for the Work

- Recognizing Caregiver Knowledge and Skills

*When a worker, whether it's mental health or social services, they come in with the attitude that they know everything for what is in the best interest of the child... I live with the child every day and I don't know everything, you know it's a challenge. Um, and I [the foster parent] even asked a [biological] mother [about how they care for the child], I think that is important to include them, what they said and how can we work as a team.*

# Focus Group – Findings From Parents

## Team Building

- Eliminating Barriers to Care

*She actually was actually on my side throughout the whole phase... For example, when they try to terminate my rights, she was like, 'No, we cannot do that because mom would do anything she need to do' [and] she actually stepped in and was like no, we can't terminate mom's rights.*

# Focus Group – Findings From Parents

## Team Building

- Building a Bridge

*I usually just went to each child's therapist or whatever it is they were having. And I made sure, to which I thought was cool they always had me find releases of information, so I would say to them, you know you're welcome to talk to their teacher um at the time we had kids doing speech therapy and occupational therapy and um you know just all kinds of therapies and so um I liked that our providers kind of talk to each other, checked in on the kids with other people that were seeing them, you know see if they were seeing the same things and what can we work on and that sort of thing.*

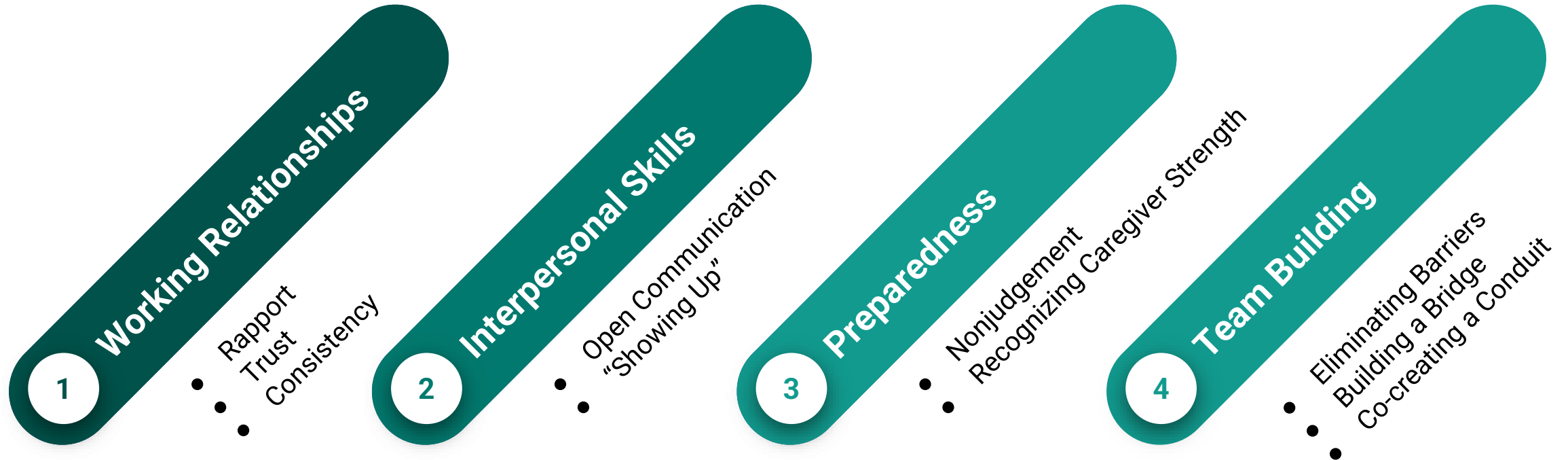
# Focus Group – Findings From Parents

## Team Building

- Co-Creating a Conduit

*Like she talk about her daughter going to school and going to college...  
It was actually a bond [right away] because she actually a mom...  
That's one thing I liked about her, that she was actually a mom.*

# Focus Group – Findings From Parents



# Small Group Discussion

- Do you find yourself looking for similarities to connect with or having a hard time, nervous, feeling uncomfortable with that process? How can we connect with that feeling and support you?
- What makes it easy/hard for you to connect?
- how do you know if you've successfully built rapport?



# Stretch Break!

we will see you in 10 minutes



# Focus Group – Findings From Providers

- All Providers:
  - Earning Trust

*I find it really important to just to name that you know, to just name it pretty instantaneously like you know I am White and you are Black or Latino whatever and um so there's going to be a lot of things that I've not experienced that likely you or your family have experienced that I'm hoping, you can help me understand, and you can teach me, and um I hope that if there's something that I say that you feel like I misunderstood, or you know we misunderstand each other that we can, um, you know we can talk about it because it's likely going to happen because I just, I have not had the same experiences you have.*

# Focus Group – Findings From Providers

- All Providers:
  - **Continual Self-Work**

*I'm not offended any kind of way... [if the family], they don't feel we're a good fit. That's okay with me... [I was working with a family of a different race and one of my colleagues] was like, I think they're trying to, you know, shift over to me moreso because of the, you know, the culture. And I was like, that's fine. I say that doesn't make me feel any type of way. I want to, I want to make everybody feel comfortable. So, that's okay with me.*

# Focus Group – Findings From Providers

- All Providers:
  - An Openness to Learn

*If we could have a training on several different ethnicities , and what the basics are will be great to have in our toolbox. So that way, you know, if we get a referral from someone that's ethnically different from us, we know what the basic differences may be so that we won't be caught off guard. Like, um, we know that in some families we, we as infant mental health therapists we are used to working with, you know, moms and babies but we may walk into home, and we're only to really direct questions to dad.*

# Focus Group – Findings From Providers

- All Providers:
  - **Boundaries**

*Families can often forget that my role is temporary and, um, I, have that often (exhale) that families will refer to me as, um, 'Oh we're friends now' or you know something in that in that in that sense and like oh shoot, where where did I go wrong to give off that that vibe.*

# Focus Group – Findings From Providers

- Black/African American Providers:
  - **Barriers to Entering and Continuing in the Infant Mental Health Field**

*It's unfortunate that when you see Black/African American professionals we're always equated to the help. We can never be, you know, the, the lead or the head, it's always you must be the help, you know, you must be the assistant.*

# Focus Group – Findings From Providers

- Black/African American Providers:
  - Recognizing Stigma and Risk for Families

*What I have experienced is that when it comes to trying to service, um, primarily the African American families, when you mentioned that word social work, it's, it's almost like a whole wall and barrier comes up. So, even if the family is aware of their own needs and struggles, they will refuse help, just because they don't want anyone prying into their business or risking their children being involved with child protective services and I feel that's a huge barrier to try to break down with many of the African American families.*

# Focus Group – Findings From Providers

- Black/African American Providers:
  - Being a Role Model

*I would say it's been, definitely a powerful experience in terms of working with my clients, because like I said my caseload are African American, you know, um, primarily moms, and I'm seen as a role model... I tell them I said I have a master's degree in social work and you know and I hear my clients like “go ahead girl” And so there's hope I'm saying, absolutely, you can go get what you want. I said don't let anybody tell you otherwise.*

# Focus Group – Findings From Providers

- Black/African American Providers:
  - **Comfortability with Cultural Differences**

*[I learned from working with that family that] in the Chaldean or Arabic community, that [family planning] is something that is primarily addressed by the male, rather than the female.*

# Focus Group – Findings From Providers

- White Providers:
  - Awkwardness and Uncertainty about Race

*There's cultural differences and ways of parenting um, and raising families that are often different in the African American culture than what I was raised in.*

*I feel kind of uncomfortable talking about race and culture.*

# Focus Group – Findings From Providers

- White Providers:
  - Leaning on Black/African American Supervisors and Colleagues

*I have had supervisors who are Black/African American, and so I feel like when I bring something up to them about me being White and like a situation that occurred, they're able to provide another perspective on it for me. And I really like learned a lot and I benefited from that I feel because it opened up like my scope of how I see, view things.*

# Focus Group – Findings From Providers

- White Providers:
  - What is the Work? Whose Agenda? Differences on the Focus of Treatment

*I think another challenge is, some of my parents are cognitively impaired themselves. And so, um, I'm finding ways to connect and kind of trying to help them at a level that they understand. Um, and the movement is, is slow in infant mental health and I think it's often even slower when you have cognitive impairment or even mental health impairments with the parents. Um, so that can be a challenge.*

# Focus Group – Findings From Providers

1

## All Providers

- Earning Trust
- Continued Self-Work
- Openness to Learn
- Boundaries

2

## Black Providers

- Barriers to Entering the Field
- Recognizing Stigma for Families
- Being a Role Model
- Comfort with Cultural Differences

3

## White Providers

- Awkwardness/Uncertainty about Race
- Leaning on Coworkers to Learn
- Focus of Treatment



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# Example: Parents Define Therapeutic Alliance

“It was like she didn't hold it against me, she didn't say ‘Oh, she's a bad parent,’ nothing like that. She just, she just made sure that, okay, I'm taking the right steps to get out of the situation.”

“She's not just a therapist that walks into your house once a week, helps you, gives you some homework and walks out. [PROVIDER] is an all-encompassing therapist. It wasn't just about me—how's the family doing..., how's that going, how does this make you feel, she built connections with my kids before she even worked with them. “

# Small Group Discussion

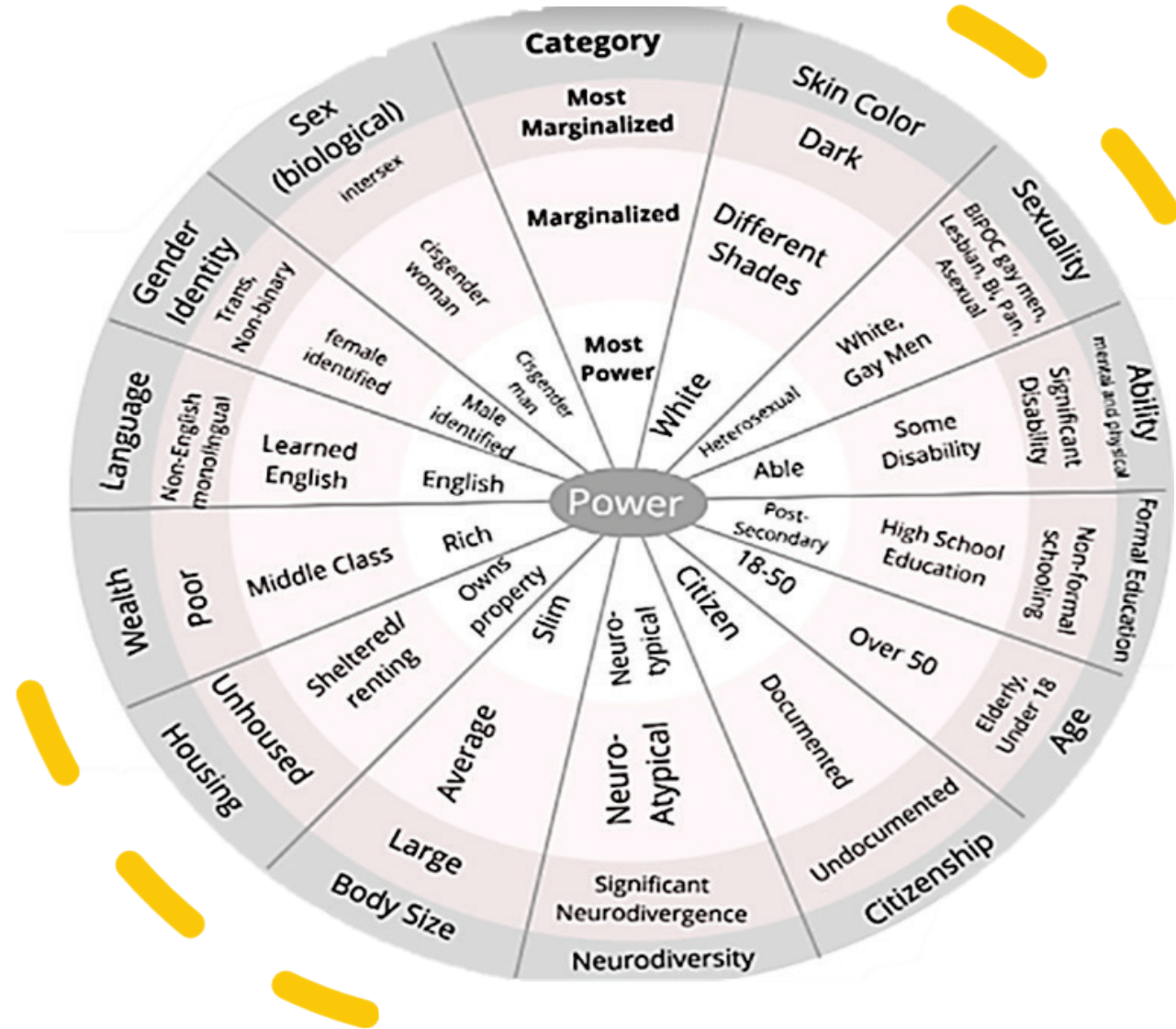
- What have been your experiences providing home visiting services with racially/ethnically diverse communities?
- is this surprising to you?
- what else might factor in? what's missing from FG findings?



# Reflective Activity: ADDRESSING

From the ADDRESSING model.

1. I am...
2. I identify as/with
3. I belong to
4. I come from
5. In my family
6. I do/do not speak
7. When I was growing up...



# Questions, Thoughts, Share-Out

Given what we've talked about today - what is needed?

- Personal Work
- Structure within your agency
- Changes made in training/supervision'
- Improvements within the field

# Check in

What Lesson are you Taking Away?

- Mentimeter.com
  - Code = **8301 2937**





## Check Out

We welcome your feedback!

**\*If you would like social work CEUs, the evaluation is required\***

The evaluation will be open until 5pm  
Monday 8/14

Certificates will be sent out next week



# Thank You!

- Follow Up Questions:  
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- Email:
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[www.zerotothrive.org](http://www.zerotothrive.org)



**Slide with extra Questions. See slide notes**