

Early Childhood Mental Health Consultation Network Hub Foundations



Purpose

The Colorado Early Childhood Mental Health Consultation Network Hub strengthens connections, resources, policies, and practices for mental health consultation to ensure children, families, and programs can thrive.

Diversity, Equity, Inclusion (DEI) Commitment

The Network Hub recognizes our country's history of systemic oppression and resulting inequities. This reality has lasting, critical impacts on the mental well-being of our families, children, and professionals.

- The Network Hub actively pursues strategies that center DEI in all its endeavors, embracing the hope of wellness for all in this approach. This includes DEI implications across practice and implementation, as well as policy and systems, in acknowledgement of the personal and institutional natures of DEI.
- Difference is not deficit; it births opportunity. We elevate voices and opportunities for all people to see themselves within the work and have meaningful connections, with the intention to seek diversity as strength and opportunity.
- All means all. DEI encompasses all people who might experience discrimination or be impacted by oppression, including but not limited to race, ethnicity, sex, gender identity, age, ability, access, sexual orientation, income, language, and religion. We recognize our shared humanity while valuing differences across cognitive, physical, social, emotional, experiential, spiritual aspects of development.

Guiding Principles

- We build upon existing efforts and tools.
- We make data-informed decisions and utilize recent evidence and best practices.
- We ensure sustainable, consistent, quality Network Hub services.
- We advocate for culturally responsive and relevant services, centering principles of equity, diversity, inclusion, and ability.
- We strive for equitable access to services, particularly for programs and communities that are furthest from opportunity.

Desired Results



Statewide, equitable access to high-quality ECMHC has increased



ECMHCs and supervisors are prepared, supported, and motivated to improve their practice



Infrastructure is strong, supportive of, and responsive to programs, communities, and ECMHCs



ECMHC is aligned with other ECMH efforts and supported by collaborative public-private partnerships

ECMHC Network Hub Core Functions

Engagement & Support



We support consultants to understand their role and the broader landscape, connect with their peers, provide tools, and share timely and relevant information. We are responsive to the needs of the network and focus on developing relationships.

Learning & Implementation



We guide the ongoing learning and knowledge acquisition of the network to ensure high-quality and equitable consultative services.

Leadership & Advocacy



We focus on developing diverse leaders, convening a leadership structure, and building bridges between national, state, and local levels. We monitor and catalyze policy and advocacy efforts to advance consultative roles, health equity, and early childhood.



Our Network Hubs support various consultative roles and focus on strengthening connections, resources, policies, and practices to support high-quality consultation and ensure children, families, and programs thrive.

ECMHC Network Hub Action Plan 2025

This Action Plan outlines the goals and activities of the ECMHC Network Hub over the course of the year. It is informed by the ECMHC State Leadership Team (SLT) as well as other relevant stakeholders and is intended to capture key steps in progressing fidelity implementation of ECMHC statewide. In addition to the activities outlined below, HCCC will continue to engage in its ongoing commitment to supporting the workforce through training, coaching, technical assistance, communication, relationships and awareness building.

Core Functions

Engagement & Support

Activities

Support the workforce through communication and tool development

- Disseminate consistent communication to the ECMHC workforce that highlights updates, resources, training, and funding opportunities and includes partner contributions, as appropriate
- Develop and update materials and resources as identified by consultants and supervisors
- Maintain ECMHC Network Hub webpages with up-to-date information and resources

Learning & Implementation

Ongoing learning knowledge and skill acquisition

- Identify, coordinate, and facilitate professional development opportunities that build consultant confidence, competence and respond to workforce needs
- Provide an ongoing community of reflective practice for ECMHCs
- Support consultants in navigating local resources and other consultative roles to effectively and efficiently meet the mental and behavioral health needs of children and their caregivers

Leadership & Advocacy

Develop a collaborative leadership structure

- Recruit and convene an engaged State Leadership Team (SLT) that elevates diverse voices to inform the Network Hub
- Convene a Workforce Workgroup to guide the Network Hub in providing high-quality, supportive services that honor diverse experiences and strengthen resources for all ECMHCs serving in this role statewide

Conduct outreach and provide engagement opportunities

- Build awareness of ECMHC across consultative roles, councils, program leadership, and communities through presentations and the coordination of local and/or statewide events
- Elevate consultant voice and experience by facilitating monthly Communities of Practices that foster relationship building, peer-to-peer learning, and case conceptualization
- Foster greater collaboration among ECMHCs by developing a tool that showcases the unique specialties and expertise held by consultants across the state

Alignment with professional standards

- Identify education, training, and/or career pathway opportunities that further develop consultant skills and competencies, leading to increased recognition and professionalism in the workforce
- Support and foster innovative service delivery in ways that align with professional standards, Colorado's Model of Consultation, and national competencies

Elevate voices to advocate for local needs

- Build capacity of local communities to advocate for sustainable funding and services by capturing and sharing stories of impact that elevate provider and family experiences
- Create and gather resources that local teams can cite or reference in grant writing that exemplify the impact of ECMHC in state and local communities

Pursue greater systems integration and workforce development

- Serve as an active member on the state's IECMH Council of Colorado
- Build bridges to Endorsement by enhancing partnerships with key stakeholders at the state and national levels and participating in the national Reflective Learning Collaborative through the Alliance for the Advancement of Infant Mental Health
- Provide mentorship through the Maternal Child Health Leaders in Equity Project to identify levers for enhanced knowledge exchange and resource sharing with underserved populations

DRAFT to be reviewed and approved by State Leadership Team in March 2025