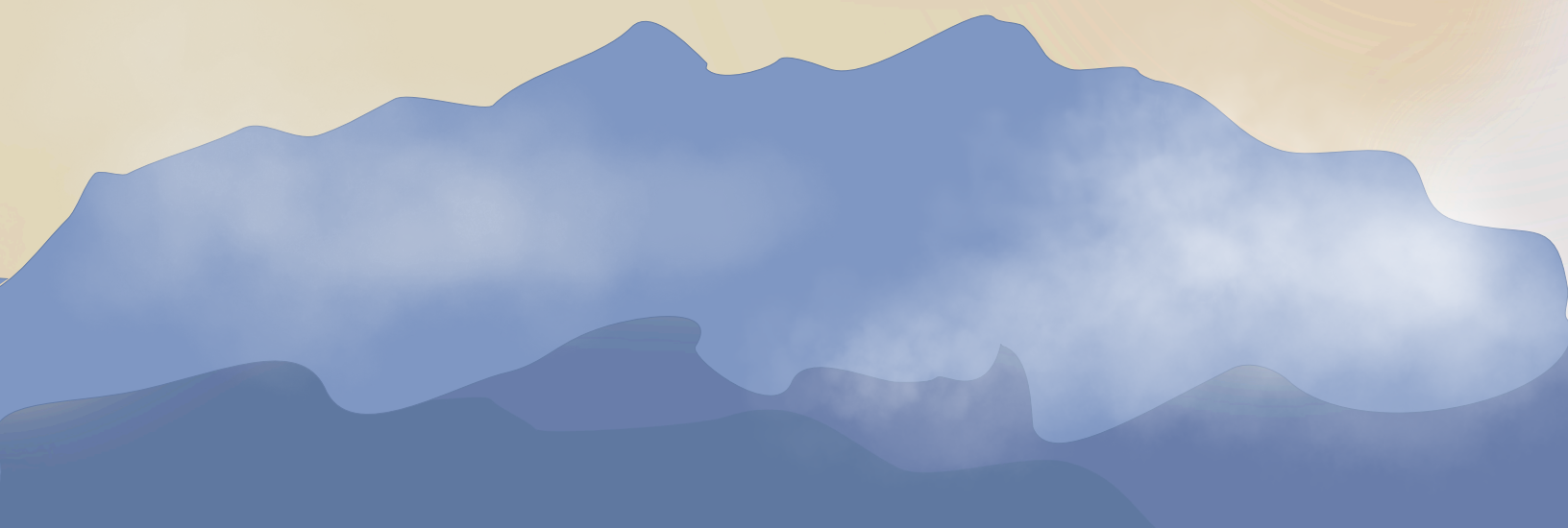




INDIGO
CULTURAL CENTER



ANNUAL REPORT FY 2023

2942 N 24th St #114-321, Phoenix, AZ 85016



INDIGO
CULTURAL CENTER

Who We Are

Indigo Cultural Center is a nonprofit organization committed to the study of culture, the enactment of culture, the celebration of culture, and using the strength in one's culture to promote social justice and racial equity.

Mission

Our mission is to conduct rigorous policy relevant research on infant and early childhood mental health, education, and development by partnering with community agencies and public agencies that are dedicated to improving the lives of children, especially those from low-income and historically marginalized communities.

Vision

We envision socially and racially just communities that promote strong, nurturing families and healthy child development.



From Our Executive Director



This year, Indigo Cultural Center turns 15 years old. As a developmental psychologist, I can't help but consider Indigo through the lens of human development and to think of Indigo as my child – something I gestated and birthed when I relocated to Arizona 15 years ago. I held and nurtured almost every aspect of Indigo for a very long time, and now, with a strong leadership team in place, Indigo is thriving and flying into a bright future.

Our organization is finding its wings and its way in the world without my helicopter parenting. This theme of letting go is also present in our organizational culture. We are intentionally practicing 'radical community care' as inspired by the Black Liberation Movement (e.g., Rest is Resistance; The Nap Ministry).

As many of you know we believe that without "inner change there can be no outer change" (Rev. angel Kyodo williams Sensei). We are coming to a fuller and deeper understanding that our way of doing business at Indigo must parallel the social justice work we support throughout the infant and early childhood professional community. That is, in order to position ourselves as harbingers and supporters of the social justice, anti-racist movement in our field, we must "be the change."

In this report, you will find the many voices that have nurtured the growth of Indigo to what it is today. Won't you join us? Join as an individual or organizations authentically embracing liberatory practice. Let's all shine together. Happy birthday, my dear, sweet Indigo. My most sincerest birthday wish is for you to continue to find your wings and fly.....

Dr. Eva Marie Shivers
Co-Founder/Executive Director, Indigo Cultural Center



Our Team

At Indigo, our people are the central heart beat to the heart work we do in support of infants, children, families. In this section, get to know the team behind Indigo Cultural Center. To get us started, we've captured a few photos of our team over the year - from team outings to virtual meetings to gatherings with the greater early childhood community.



Indigo Team Members Natasha Pérez Byars, Ronae Matriano, Eva Marie Shivers, and Krystle Canare



Indigo Research Team & Alliance Report Roundtable Members on Zoom



Alliance Staff, State AIMH Leaders, & Dr. Shivers at 2022 Weatherston Summit for Alliance Leaders in Navasota, TX



Board of Directors



Jonathan Gonzales, MPA

Board Chair

Jonathon is currently the State Family Program Officer with the Arizona Army National Guard where he oversees the Family Readiness Support Assistant, Family Assistance Center, and Child and Youth teams. Formerly, he was the Family and Health Administrator with Catholic Charities Community Services Westside Head Start Program. Previously, he was the manager for Phoenix Children's Hospital Center for Family Health and Safety. Jonathon worked as the State Director of the Arizona Head Start Association (AHSA) to strengthen member agencies and partners who enhance the lives of young children and families by serving as the unified voice of the diverse Head Start/Early Head Start community through advocacy, collaboration and education. A former Head Start parent, Jonathon has served as the inaugural Regional Director and with South Phoenix Regional Partnership Council with First Things First. He led his council through the needs and assets, strategic and funding plan processes that required consistent re-evaluation to ensure the meeting of organizational benchmarks. In the past, he worked as the Director of Community Outreach with Children's Action Alliance and Prevention Specialist with Maricopa County Tobacco Education and Prevention Program. He is an alumnus of Brophy College Preparatory, Arizona State University, Webster University and Valley Leadership Class 39. He grew up in the West Valley and South Phoenix. Jonathon is married with 3 children ages 27, 25, and 20.



Zel Fowler, M.Ed

Board Member

Zel Fowler, 2023 Arizona Top Ten Teacher of the Year, currently teaches gifted education at Brunson-Lee Elementary School in the Balsz School District. Fowler is recognized for her differentiating teaching style that enhances student engagement and achievement. Zel has created and led various school and community-based programs to provide youth with equitable opportunities to help develop their talents and accommodate their social and emotional needs. She led the revitalization of the Arizona Alliance of Black School Educators and co-founded its STEAM Enrichment Program and the Teacher Leadership Summit. Zel has presented at local, national, and international conferences and has been the recipient of several awards, including the 2015 National Alliance of Black School Educators' Distinguished Educator of the Year. In 2016, she was invited to the White House, by President Obama, in recognition of being an outstanding teacher. Zel volunteers on several local and national boards and committees, and has served on the Arizona State Superintendent's African American Advisory Council and the National Alliance of Black School Educators' board of directors. She currently serves on Grand Canyon University's Advisory Consortium, the Arizona Teacher Residency Advisory Board, Indigo Cultural Center Board Member, and is the President-Director of the Arizona Alliance of Black School Educators. In March 2023, Zel was appointed as a member of the Governor's Educator Retention Task Force. Zel's a doctoral candidate in Educational Leadership at the University of Phoenix and in her free time she enjoys exploring the outdoors and spending time with her family.



Board of Directors



Dr. Raquel Monroe, PhD

Board Member

Raquel Monroe, Ph.D. is an interdisciplinary performance scholar/artist/administrator and mother whose research interests include black social dance, queer black feminisms, popular culture, and the efficacy of collaboration to create social change. Monroe's scholarship appears in journals and anthologies on race, sexuality, dance and popular culture. Her in process monograph *Black Girl Werk: Choreographies of Liberation by Black Femme Cultural Producers* employs queer Black feminist choreographic praxis to theorize performances and acts of protest by Black femmes in the public sphere, on stage and screen. Monroe realizes her passion for collaboration as a member of *Propelled Animals*, an interdisciplinary arts collective who create site-responsive, multi-media live performances that interrogate, challenge, and ultimately attempt to dismantle the systemic "isms" of oppression. The *Propelled Animals* have received support from the MAP Grant Fund, National Performance Network, Mid-Atlantic Arts Foundation USAI Grant, the Walder Foundation, and The Studio for Creative Inquiry's Fund for Art at the Frontier at Carnegie Mellon.

Monroe is currently the Associate Dean of Graduate Education and Academic Affairs and a Professor in Theatre in Dance at UT Austin. She formally served as a professor in Dance and Co-Director of Diversity, Equity and Inclusion at Columbia College Chicago where she developed policies and procedures for hiring diverse faculty, created and facilitated pedagogy workshops, offered programming grants, and antiracism training for faculty and staff throughout the institution. Monroe is an award-winning pedagogue and a founding board member of the Collegium for African Diaspora Dance (CADD).



Susan Jacobs

Board Member



Board of Directors



Dr. Mary Warren, PhD, IMH-E®(IV-P)

Board Member

Mary G. Warren, PhD, IMH-E®(IV-P) (Infant Mental Health Mentor for Policy) Emerita, taught Cross-Cultural Understanding; Law, Policy, and Advocacy; and Reflective Practice in the online [Infant and Early Childhood Development PhD program](#) of Fielding Graduate University (8/2013 to 8/2021) and continues to mentor dissertation students. Working with Prevent Child Abuse of Arizona, she co-developed the Best for Babies Court Team in Maricopa County, AZ, and organized/educated Baby CASAs who advocate for the very youngest children in the child welfare system. She co-developed Arizona's Statewide Early Childhood System out of Governor Napolitano's office, now the AZ state agency, [First Things First](#). As the founding Secretary for the Board of Directors of the international [Alliance for the Advancement of Infant Mental Health](#),

she represented the Infant Toddler Mental Health Coalition of Arizona where she was the Endorsement Coordinator. She was both founding faculty for the Master of Applied Studies in Infant Family Practice at Arizona State University (ASU) (2008-2011) and founding director for the Family Impact Seminars at ASU (2007-2008). The US Department of Health and Human Services Administration on Children, Youth and Families named her the 2012 Commissioner's Award recipient in Arizona for her work in prevention and intervention in child maltreatment.

Prior to her work in early childhood, Mary was among initial staff establishing the Arizona Health Plan (now CIGNA), was an Assistant Director for AHCCCSA, Arizona's Medicaid program, and then became President and CEO of Arizona Physicians, IPA, the largest AHCCCS contracted health plan. She started her working career scooping ice cream for Baskin-Robbins in Tucson, AZ, taught Spanish at Phoenix Union High School, and is a proud UA Wildcat, ASU Sun Devil, and now [Mirabella at ASU resident](#) where she delights in playing in the Woodshop and chairing the Rooftop Gardeners Group!



Administrative Team



Dr. Eva Marie Shivers, JD, PhD

Executive Director & Founder

Dr. Eva Marie Shivers is a proud, third generation South Phoenix resident. Dr. Shivers is a nationally recognized researcher on issues related to culture, community, and family and child development. Prior to relocating to Arizona and founding the Indigo Cultural Center, Dr. Shivers was a faculty member in the School of Education at the University of Pittsburgh. She received her Ph.D. from UCLA’s Department of Education, Psychological Studies in Education. Dr. Shivers also holds a law degree from Howard University School of Law, and a BA in English Literature from Arizona State University.

She has presented her research throughout the country and has numerous peer-reviewed publications. Dr. Shivers also provides research consultation to federal, state and local policy makers – especially around the issues of how to create culturally responsive and equitable early childhood systems.

Dr. Shivers has a dual identity as scholar and artist. She has danced professionally in Phoenix, New York, Washington D.C. and Los Angeles. She has taught dance and musical theater in community settings for more than three decades.



Jena Negamine, BA

Executive Assistant & Human Resources Manager

Jena joined the Indigo team in 2017 after a career in social services, working with marginalized families with young children. She handles the administrative side of things, coordinating contracts, billing and human resources. When not playing with Indigo budget spreadsheets, she is busy with budget spreadsheets for her own soap company that she runs with her husband. Jena loves to spend her downtime anywhere outside (preferably floating in a cool swimming hole), enjoying happy hour with friends, or creating pointless art just for the fun of it.



Institute for Child Development Research & Social Change



Dr. Jayley Janssen, PhD

Director of the Institute for Child Development Research and Social Change

Dr. Jayley Janssen is the Director of the Institute for Child Development Research and Social Change at Indigo Cultural Center. She uses anti-racist and equity-explicit framing to conduct rigorous evaluations that center the perspectives of educators, families, and community members. Dr. Janssen’s work is informed by the salience and privilege of her white racial identity, her upbringing on farmland in rural Illinois, and her research on the operation of racism and white supremacy in educational contexts.



Ronae Matriano, MS

Research Specialist

Ronae Matriano M.S. is a Research Specialist at Indigo Cultural Center. She is currently working on her PhD in Family and Human Development at Arizona State University. Her research focuses on understanding pathways for critically engaging with systems of oppression through education and community programming. Ronae's work utilizes an anti-racist and intersectional lens to understand how systems differently impact those with varying lived experiences and highlights the importance of using community-oriented and community-based participatory research.



Ashley Mentz, MBA

Research Specialist

Mother of 3 and wife who recently graduated with an MBA. I come with a professional background in project management and in early child care. In September I will be starting UW Madison's capstone certificate: Infant, Early Childhood and Family Mental Health.



Racial Equity Training & Technical Assistance



Natasha Pérez Byars, MS, MSW, LICSW

Director of Equity Consultation and Training

Natasha Pérez Byars is the Director of Equity Consultation and Training at Indigo Cultural Center and is a licensed independent clinical social worker. She is a biracial, Black and Hispanic woman, with family lineage coming out of Monterrey, Mexico through the Rio Grande Valley of Texas, as well as the cotton fields and red clay surrounding the freed persons town of Colony, Alabama which her great, great grandparents helped establish. Natasha earned a master's degree in child development from Erikson Institute, a master's of social work from Loyola University Chicago, and completed a post-graduate clinical social work fellowship in the Department of Psychiatry at Boston Children's Hospital. She is a ZERO TO THREE Academy Fellow (2018-2020) and has worked in infant and early childhood mental health promotion, prevention, and intervention and in early education workforce development.



Daria Best, LCSW, M.Ed, IMH-E®

Racial Equity Specialist

Daria Best is a proud child of immigrant parents born and raised in Brooklyn, NY. She serves as a leader, advocate and social change agent in mental health.

With a Masters in Social Work from Hunter College School of Social Work (now Silberman School of Social Work) and a Masters in Education from Bank Street College of Education for Infant & Family Development and Early Intervention, Daria takes tremendous pride in being a Clinical Social Worker who is centered in anti-oppressive, trauma-informed, community-based mental health practices.

Daria has worked in various realms of social work, from establishing programs to support young children and families impacted by the child welfare system to leading teams within the community mental health setting. Daria joined the Board of New York Zero-to-Three in 2019 and served as Co-Chair of the DEI committee until 2023.

Currently, Daria is an Independent Contractor, facilitator of Reflective Supervision and works as Employee Assistance Program Coordinator at a college in NYC.



Krystle Canare, BS

Racial Equity Program Manager

Krystle Canare is the Racial Equity Program Manager at Indigo Cultural Center, a certified Program Management Professional and Mental Health First Aid Instructor. She is a proud 2nd generation Filipina American, daughter of immigrants, dog mom to Evie, and full-time RV nomad. Rooted and guided by her ancestors - past, present, and emerging - Krystle holds various roles dedicated to support the mental health, healing, and well-being of children and families, with a particular focus on Asian American, Native Hawaiian, and Pacific Islander communities. Currently, Krystle is the Deputy Director of the National Asian American Pacific Islander Mental Health Association, Vice Chair of the Asian Mental Health Collective, and Mental Health Advisor to the Filipino Young Leaders Program. She is grateful to work part-time with the Indigo team to support the heart work of this organization.



Angelique Kane

Racial Equity Specialist

Angelique Kane's homebase is the land of the Susquehannock (suh-sk-wuh-ha-naak) and Piscataway (puh-ska-tuh-way) tribes which is presently known as West Baltimore, MD. Recently, she relocated to Phoenix, AZ with her family. Angelique is an Early Childhood Research Professional with a background in Human Services. She believes that positive social-emotional learning in early childhood is a proactive public health strategy and remains committed to systems that elevate social justice while centering Trauma-Responsive care and solutions.

Angelique models her service after the sankofa principle which simply means using the lessons learned from the past to effect positive change in the future. Her accomplishments include: recipient of the 2022 Judith Heumann Staff J.E.D.I Award by the University of Maryland School of Social Work's Office of Diversity, Equity & Inclusion, honored as Healing City Champion #55 by Healing City Baltimore under the Elijah Cummings Healing City Act, and voted Baltimore's 2018 Parent Teacher Organization Leader of the Year

During her spare time, Angelique enjoys reading, traveling, watching "reality" TV, and spending time with family and friends at neighborhood festivals and street fairs.



A Year in Review





Administrative Highlights

New Opportunities

FY 2023 marked a year of opportunities made possible by new partnerships and funders. These opportunities deepened our work in racial equity movement-shaping collaborations across the country and provided technical assistance to organizations disrupting the culture of white supremacy that is woven through much of the fabric of our infant and early childhood mental health (IECMH) infrastructure. Additional information about our partners and projects can be found in subsequent sections of this report.



Welcoming New Indigo Team Members

With new funding came the opportunity to bring in new members to the Indigo team. In 2022, Indigo welcomed the following individuals to our organization:

- Daria Best
- Krystle Canare
- Natasha Pérez Byars
- Angelique Kane
- Ronae Matriano

Gathering the Village & Embracing Who We Are in The Work

With new projects and team members, it was important for us to gather the village often and strive to foster a culture where who we are and how we are was just as important as what we do in the space. After a team retreat in the Fall of 2022, the team decided to hold quarterly "Gathering of the Village" meetings for the purpose of holding a collective space and opening up the space to be fluid enough to hear our stories and to understand who we are in this work.



Indigo Gets (More) Social:

In FY 2023, we joined Instagram and re-engaged with Facebook to highlight Indigo offerings, share partner resources, and engage with our networks. As a way to re-introduce ourselves to our networks, we featured a weekly "Meet the Team" social media campaign and curated short clips from previous Indigo presentations to showcase who we are and our hope for the infant and early childhood mental health space.

Connect with us!



@IndigoCulturalCenter



/IndigoCulturalCenter

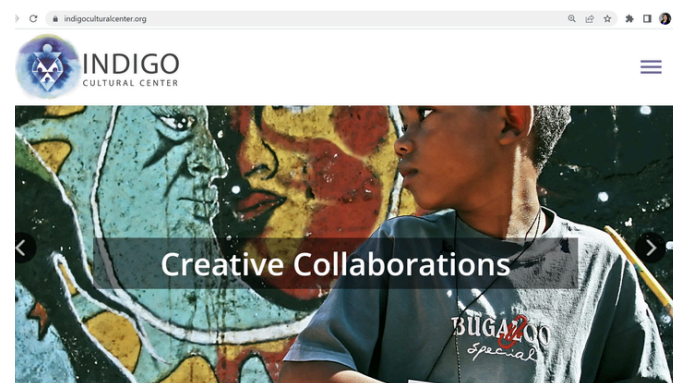


Refreshing Our Website

We refreshed our website, www.indigoculturalcenter.com, to reflect our exciting organizational changes.

Updates include:

- Updated Team Page
- Updated Partners Page
- Updated Division Pages
- Updated Newsletter Subscription Form
- New "News" Page to Highlight Indigo Trainings & Opportunities
- New IECMH Job Board Page to uplift job openings in field of IECMH





Institute for Child Development Research & Social Change Highlights



Our research and evaluation division continues to expand! This year we brought on many new partners while still maintaining existing contracts! Throughout the year, our small, but mighty team tackled **10 individual evaluation contracts** each with an active data collection component!

Our evaluation contracts continue to be focused on evaluating Infant and Early Childhood Mental Health Consultation (IECMHC) Initiatives. In total, five of our 10 evaluation contracts were focused on IECMHC. We are thrilled to announce that this year we were able to sign our largest evaluation contract to date with Wisconsin's Alliance for Infant Mental Health to evaluate their creation of the IECMHC initiative Healthy Minds, Healthy Children Initiative.

A bright spot in our year was our evaluation collaboration with the Alliance for the Advancement of Infant Mental Health. We conducted national focus groups and a national survey collection with practitioners around the country! We had representation from nearly every state in the U.S. and were able to center BIPOC voices and experiences through the data we collected. Ultimately, the reach of this data collection was nearly 1,000 individuals in the field of infant mental health. The findings from this study will inform policy, practice and research. The results have already been disseminated at workshops and conferences, and are being used to revise the Alliance's reflective supervision guidelines and competencies (with the help of our equity division team members). However, these dissemination efforts only scratch the surface of this rich mass of data. We look forward to publishing peer-reviewed articles and many more public facing reports in the upcoming year.

A bittersweet moment was reaching the conclusion of our partnership with the Association of Supportive Child Care (ASCC), now named Candelen. We concluded our nearly ten year partnership with the organization. The conclusion of our work together facilitated time to reflect and deeply appreciate the wonderful work we did together. Through ten years of evaluation partnership, we have created one of the most extensive databases on Family Friend and Neighbor child care providers in the country. Our team continues to organize and clean this mountain of data and can hardly wait to begin analyzing and publishing!

Despite the closure of our partnership with ASCC, we remain involved in evaluation work with Family, Friend, and Neighbor child care. We recently entered an evaluation contract with the Child Care Providers United Training Fund in California! This training fund works closely with Family, Friend, and Neighbor providers in California who recently unionized! We are so eager to learn more about the organizing happening in California and from the Family Friend and Neighbor providers we will be interviewing in the upcoming months.



Publications & Dissemination

With so much data collected across our projects, we worked to disseminate!

We published three extensive reports:

1. [San Francisco at the Early Childhood Mental Health Consultation Initiative.](#)
2. [Alliance for the Advancement of Infant Mental Health](#)
3. [Michigan Infant and Early Childhood Mental Health Consultation.](#)

We also drafted conference presentation submissions:

1. [Child Abuse Prevention Conference: Arts+Mentors=Resilience: How Arts Based Mentorship Builds Resilience and Transforms Trauma](#)
2. [Center of Excellence Conference: Utilizing Consultant and Community Voices to Infuse Equity in IECMHC Logic Models: Evidence from Michigan's Collaborative Logic Model Revision](#)
3. [Center of Excellence Conference: Looking back to move forward: Tracing three parallel histories of IECMHC in SF and their impact on equity today](#)
4. [Center of Excellence Conference: Closing Early: Equitable Implications of Factors that Impact the Longevity of Consultation Relationships.](#)

Finally, we proposed and were accepted to author a book chapter about the healing power of art for children and teens in the child welfare system titled Trauma-Informed Arts-Based Healing for Black, Indigenous, and Racialized Youth Experiencing Parental Separation or Homelessness in the U.S. (publication forthcoming).

Major Evaluation Projects

**indicates project has concluded*

New Partners



Existing Partners





Racial Equity Training & Consultation Highlights

In FY 2023, we provided equity technical assistance and consultation in partnership with the following groups:

- Caregivers Connections: IL IECMHC Initiative
- University of Miami’s Jumpstart Program: Miami’s IECMHC Initiative
- University of Maryland School of Social Work, Parent, Infant & Early Childhood (PIEC) Program
- The Alliance for the Advancement of Infant Mental Health
- Infant & Early Childhood Mental Health Consultation (IECMHC) National Community of Practice for Emerging Leaders (internally funded)



In addition to providing many virtual trainings and keynotes to states and national organizations, in the fall of 2022 Dr. Shivers started traveling again to provide keynotes and plenaries around the country. Some of those cities included: Houston, Portland, and Berkeley.

One of our thrilling accomplishments in FY 2023 was **securing philanthropic funding from the *Perigee Fund* and *Irving Harris Foundation*** for our general operating budget. Both funders have been longtime partners and supporters of our work, and in hearing of some of our visions, generously invested in our Equity Division! For the first time, we have the financial support to pursue projects that have long been on our dreamscape but had not yet had the support to move forward. These investments came in the final quarter of 2022, and several projects have already begun in 2023. Please see our Future Directions section for more details.

Finally, we also greatly expanded our Equity Division! In FY 2023, we brought on Krystle Canare as Racial Equity Program Manager, Natasha Pérez Byars as our new Equity Division Director, and Angelique N. Kane as a Project Specialist. This growth in our division will support ongoing and future delivery, infrastructure, and capacity building.

New Funders



IRVING HARRIS
FOUNDATION

New Team Members





Future Directions

Creative Community Collaborations/Indigo Arts for Social Justice

Community Collaborations: We took a long break from local, in-person, community collaborations during COVID. In the future, we are hoping to connect and collaborate with other local community-based organizations that are also part of the Healing Justice movement. Some examples of local, AZ organizations we hope to cultivate relationships with include: The Cihuapactli Collective in South Phoenix, Joy for Books, and the Tiger Mountain Foundation.

Incorporation of Art in our Work: We plan to continue to hone our unique brand by increasingly incorporating art created by BIPOC artists throughout our projects. We are bringing in art and song into gatherings and trainings, and we have begun to commission original art to utilize in our publications, slide decks, social media, website, and more. In addition to our brand, this multi-modal approach to our healing justice work invites and invokes fuller, embodied engagement – moving beyond just the head space in our work.





Indigo Publications

With our two main divisions being fearlessly led by Dr. Janssen and Ms. Byars, Dr. Shivers can turn more attention to sharing ideas and inspiration with the early childhood field from a broader stance. One of the key ways Indigo will continue to establish itself as a thought leader for racial equity and liberation within the IECMH field is to produce written products that are based on our experiences over the past 16 years as evaluation partner and equity partner with organizations around the country. Our publications will be co-authored with BIPOC practitioners whenever possible and will be integrated with various art forms from BIPOC artists – including some of Indigo’s own team members! Stay tuned....

Research & Evaluation

Infant & Early Childhood Mental Health Consultation:

Our evaluations of IECMHC continue to be guided by anti-racism, decolonization, and other equity-centered frameworks. These lenses have led us to new spaces where IECMHC is being implemented. We are particularly excited about the expansion of IECMHC into settings other than early child care education. We have been in conversations with partners who are dreaming of IECMHC with Dulas and pediatricians to support birth justice, who are dreaming of IECMHC in after-school care, and who are dreaming of IECMHC in detention centers that continue to inflict trauma on children and families at the U.S.-Mexico border.

In our new partnerships with Wisconsin and New Mexico, who are working to establish state-wide IECMHC systems, we have also been guided by our important frameworks to dive deeper into conversations about the ways in which consultant qualifications and workforce recruitment strategies can limit the creation of a diverse workforce that is reflective of and sensitive to the communities served.

Family, Friend and Neighbor Child Care:

Members of our evaluation team attended the Family, Friend, and Neighbor Child Care Advocates Annual Meeting in 2022. There we learned about the important and successful efforts occurring in California to unionize, bringing resources, rights, and visibility to FFN providers. We are currently in partnership with the Unions in California via the Child Care Providers Union Training Fund, which seeks to offer advocacy, training, and professional development pathways to FFN providers across California.

Through this collaboration, we have learned about other FFN unionizing efforts and advocacy efforts across the country that are aligned with the movements happening in California. We are incredibly motivated by all that we are learning and our research team continues to think more about how we can offer our research efforts to support such organizing.



Research & Evaluation

Peer-Reviewed and Public Facing Dissemination:

With sixteen years of data collection in Indigo's pocket, we are currently the stewards of an incredible amount of rigorous, nuanced, and under-explored data. One of the primary future directions in our Research and Evaluation Division is to begin organizing this data, exploring research questions, and, ultimately, disseminating findings in both peer-reviewed journals and public-facing outlets. The data Indigo has collected has an important story to share with the field of Infant Mental Health and Child Development. As the director of the division, it is Dr. Janssen's mission to disseminate collaboratively with Indigo's fantastic research specialists. In addition, based on her personal experiences in academic contexts, it is also Dr. Janssen's mission to offer opportunities to disseminate Indigo's community-based evaluation data to other graduate students who may be interested in evaluation work but who do not currently have the support or opportunities to do so. Through many collaborations, we hope to share the wealth of knowledge our community partners and their communities have so graciously shared with us.

Racial Equity Training & Consultation

One of the exciting developments of the past year is receiving philanthropic funding to undertake our own projects/visions. Several of these projects have been long-imagined, awaiting capacity and funding. Here are some exciting projects that are already underway for 2023!

- **Learning Table:** In February 2023, we launched our Racial Diversity in the IECMHC Workforce “Learning Table!” Teams of systems/state leaders and decision makers from 17 states will be convening 5 times through January 2024 to address systemic issues impacting the racial and cultural diversity of the IECMHC workforce and support the building of a stronger BIPOC workforce pipeline. Our Research and Evaluation Division is also partnering on this project as we seek to learn more about our participants and our impact.
- **Small Group Equity Facilitator Coaching (Pilot):** Taking Indigo’s long history of supporting early childhood professionals to strengthen their capacity to facilitate groups addressing issues of anti-racism and equity, we have decided to put this experience into a pilot and creation of a curriculum!
 - Through 2023, we will be supporting 12 internal Indigo team members and close partners across the country to deepen their facilitation skills through their own internal work, coaching with Dr. Shivers, and facilitating a small group of their own.
 - Our vision is that this pilot will result in additional facilitators that Indigo has at the ready, build the skills of our pilot group, and formalize and streamline our curriculum for future replication!
 - The small groups – three reflective racial affinity groups for early childhood professionals and two new IECMHC Community of Practice groups – will launch between August-September 2023, led by the facilitators-in-training
 - We opened up applications nationally for participants in these pilot groups. For only 75 slots across our five small groups, we had 120 applications! We are excited to be a part of responding to a desire for reflective, small group learning experiences within the early childhood field.



Racial Equity Training & Consultation

- **Infant Mental Health History Project:** We have spent the last few months recruiting our Steering Collective for this project and will hold our first meeting in April 2023.
 - Commonly, the telling of the history of the Infant and Early Childhood Mental Health (IECMH) field in the United States has largely centered on white theorists and professionals. Often untold are the stories and contributions of people of color who supported, led, and labored on behalf of infants, children, and families, as well as how power and privilege have impacted the field’s development and directional focus through the decades.
 - Through document review and interviewing diverse practitioners, scholars, community organizers, and other historians we expect to catalog narratives and perspectives that both resonate with and challenge our current professional understanding and approaches. Dissemination of our findings and products will be key in this project, as we synthesize and distill some of this deep learning in multimodal formats. We expect this project to inform policy and action in the early childhood field, be accessible for trainings, and to spur on future projects that align with deepening inclusion and representation within IECMH and the larger healing justice movement.
 - The need for such a project has not been felt or dreamed by Indigo alone. There have been reverberations from many – particularly professionals of color – calling for such a change, a fuller truth-telling, a reckoning with our ways of knowing. To support a truer people’s history and telling, Indigo has formed a small steering collective of IECMH professionals – centered on professionals of color – to advise the design, process, and dissemination phases of this effort. The steering collective includes Marie-Celeste Condon, Nucha Isarowong, Aditi Subramaniam, and Germán Walteros. “Everything requires collectivity to heal.” -sujatha baliga.
- **Writing Projects:** For additional reach and impact, we are also focusing on written publications in the coming years. We have learned immensely from working with partners and systems across the country. Additionally, we know we have a unique perspective and set of knowledge to share. And, we are continuously learning from our own research and efforts. We expect to publish both Brown Papers as well as submit to peer-reviewed journals, on topics related to diversifying the workforce, the history of our field, systems change, and more. Stay tuned for these exciting developments!



Our Financials

An Overview of Our Operating Revenue & Expenses

Our biggest investment continues to be our team, with 87% of our budget going directly to personnel expenses. Indigo's administrative and overhead spending are 14% of the total spending, substantially under the Better Business Bureau's recommended cap of 35%. Apart from personnel expenses, Indigo's administrative spending is only 10% of the budget, allowing us to keep our rates accessible even to smaller organizations.

Indigo's Operating Revenue remains robust with many long-term evaluation partners and multi-year projects. In Fiscal Year 22-23, a substantial part of our budget is now coming from grants to support our expanding Equity Work. (FY 22-23 numbers will be released in the Fall of 2023). We continue to operate with fiscal responsibility, minimizing expenses with a fully remote team and careful investments in productivity tools that maximize our return on investment. With this careful spending we have a consistent surplus, which has given us the financial security to take steps to expand, hiring more full-time employees, offering health insurance and exploring more equity projects.



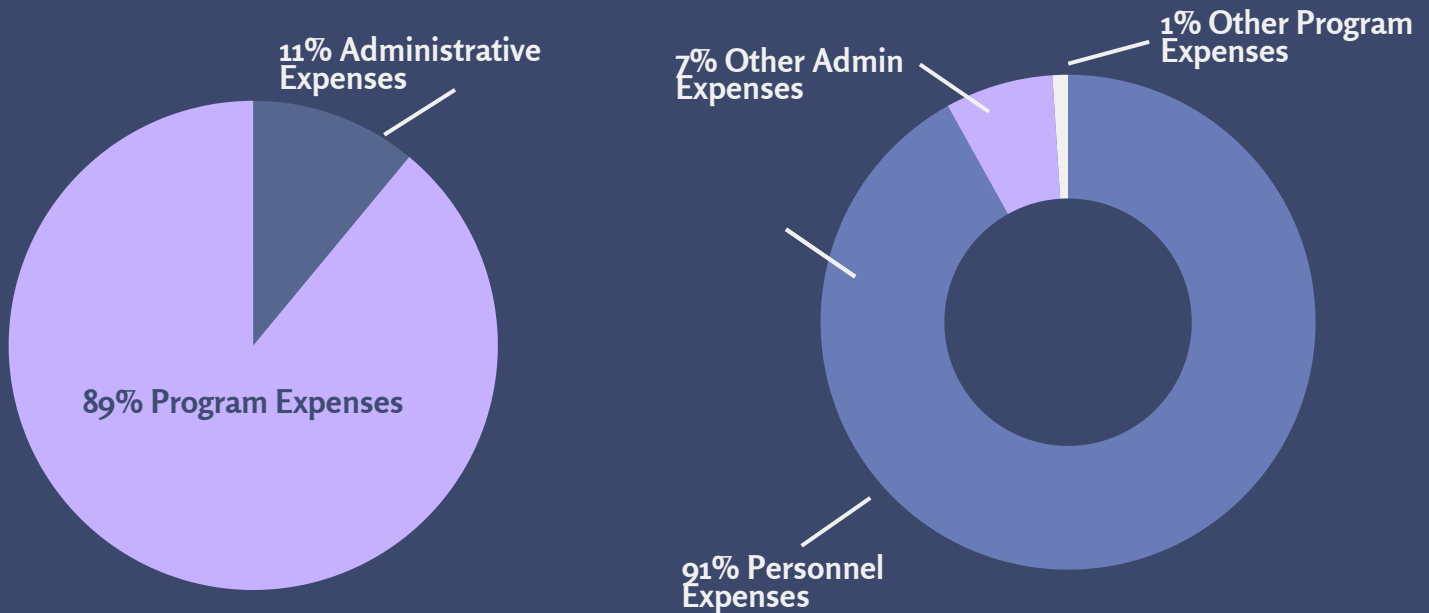


Our Financials

FY 2020-2021 Finance Snapshot



FY Net Income Surplus
\$96,404

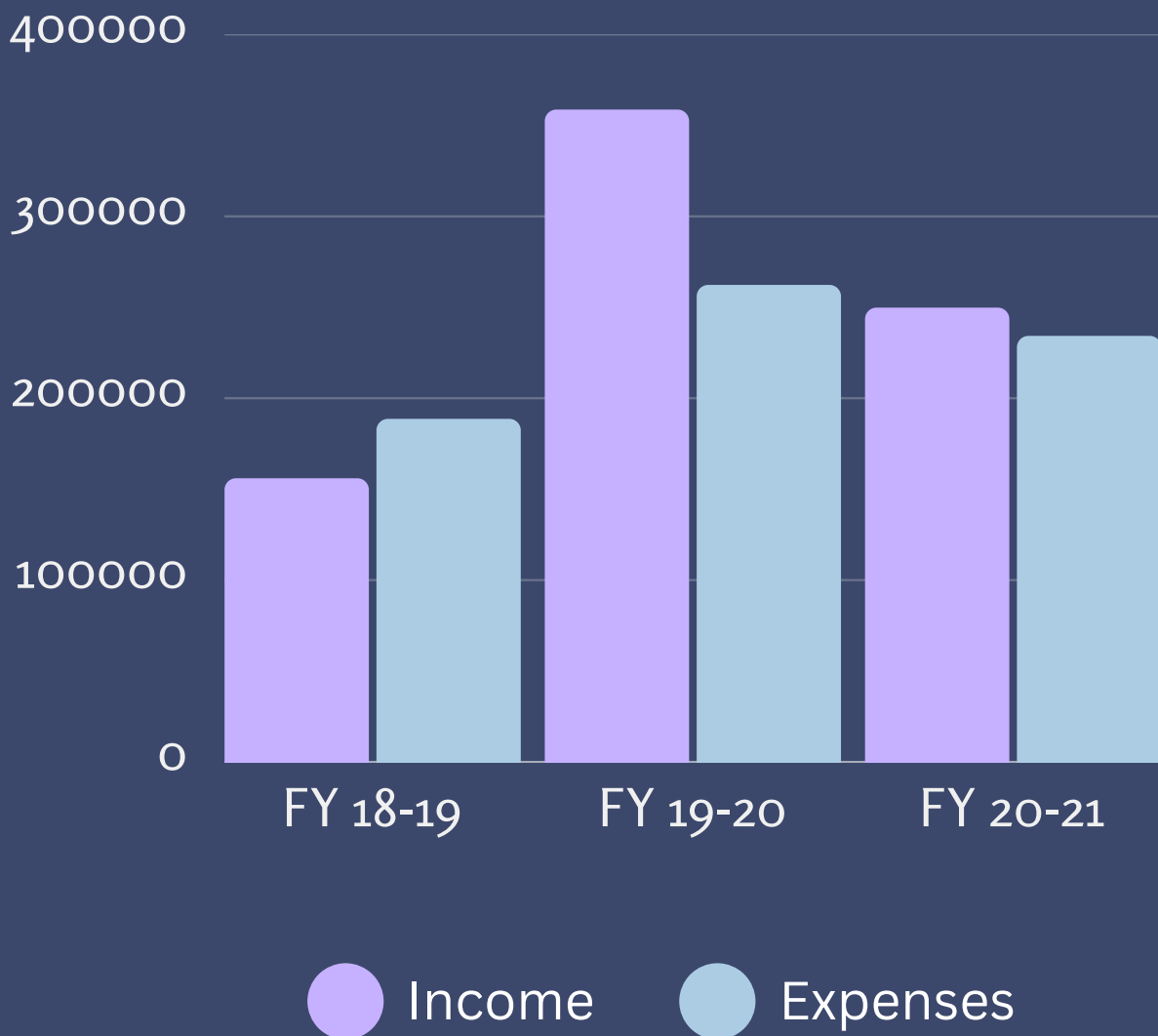




Our Financials



Income vs. Expense Three Year Comparison



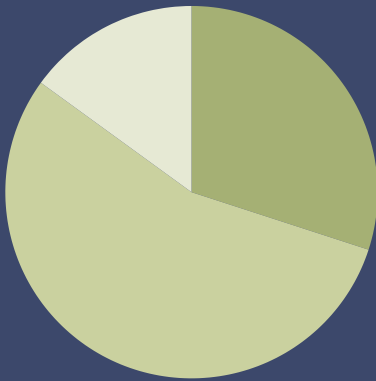


Our Financials



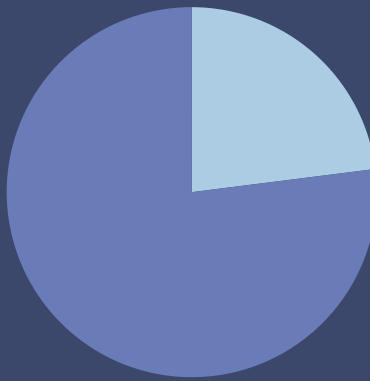
Expense Breakdown Three Year Comparison

FY 18-19



Administrative 30%
Program 55%
Fundraising 15%

FY 19-20



Administrative 23%
Program 77%

FY 20-21



Administrative 11%
Program 89%



Our Financials



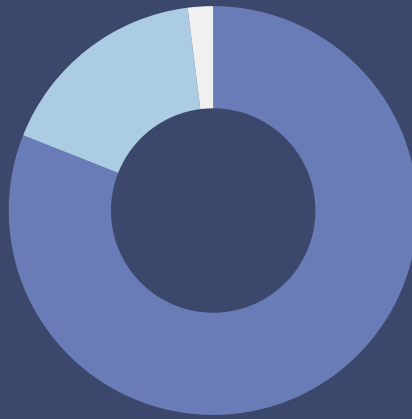
Expense Breakdown - Personnel Costs Three Year Comparison

FY 18-19



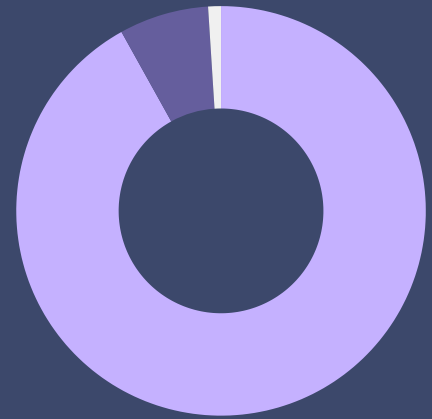
Personnel 83%
Other Admin Exp. 13%
Other Program Exp. 5%

FY 19-20



Personnel 81%
Other Admin Exp. 17%
Other Program Exp. 2%

FY 20-21



Personnel 91%
Other Admin Exp. 7%
Other Program Exp. 1%



Goals for 2023

Our goals for the upcoming fiscal year are to:

1. Continue to increase our reserves with data-informed decisions about rates and spending with the aims of
2. Creating responsive, sliding scale costs for clients
3. Continuing to invest in our team by providing expanded benefits and policies to support all-around employee well-being.





Thank You.

A big THANK YOU to Indigo's supporters, team members and partners. We are proud of the work that we do, are inspired by you for the future, and truly believe that we couldn't do it all without you. We are forever grateful.



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