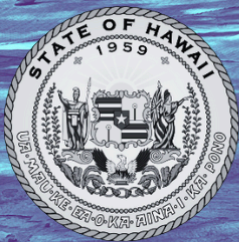


2025 ADDENDUM
TO
HAWAI'I TRAUMA-INFORMED CARE
TASK FORCE RECOMMENDATIONS
REPORT



JUNE 2025

Overview

This Addendum serves as the second addendum to the 2023 Trauma-Informed Care Task Force Recommendations Report. When the Task Force created its inaugural recommendation report in 2023, it was recognized that it would serve as a 'thus far' report, acknowledging that trauma-informed (TI) work is a continuous journey of engagement for betterment. In 2024, an addendum was released with updated recommendations and stories of those advancing trauma-informed care (TIC) in Hawai'i. As the Task Force's lifecycle comes to a close, this final addendum provides updates on further recommendations and progress made between January and May 2025.

This addendum includes findings and recommendations for Task Force Permitted Interaction Groups (PIGs), guest speaker presentations, and community initiatives. Areas of focus include:

- The integration and emphasis of peers with lived experience as a vital component to a TI approach to direct service delivery and policy development.
- Recommendations for assessing, capturing, and measuring the existing state, progressive timeline, and effectiveness of TIC initiatives across Hawai'i.
- The Task Force's transition to an Advisory Board to the Office of Wellness and Resilience (OWR) on June 30, 2025.

Throughout 2025, Task Force Members also engaged in transparent discussions related to the impact of shifting federal priorities and funding. This included impacts to agency and community work and well-being, and TI approaches to navigating uncharted waters to ensure their communities, workforce, and selves remain cared for. Community members reported these discussions to be timely and beneficial—a modeling of TI practices during a time of great uncertainty.

In accordance with Act 087, the Trauma-Informed Care Task Force will formally transition to an Advisory Board to the Office of Wellness and Resilience in the Office of the Governor of Hawai'i. As an Advisory Board, members will provide guidance and support to OWR in their kuleana to “strengthen state service systems, using hope-centered principles to create a trauma-informed state” and “break down barriers that impact the well-being of Hawai'i's people – from keiki to kupuna”.

Acknowledgements

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Hawai'i State Judiciary

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Findings & Recommendations

Trauma-Informed Framework Implementation

The 2023 Trauma-Informed Task Force Recommendation Report established a Trauma-Informed (TI) Framework designed to evolve in response to community input and needs. Building on this foundation, the 2024 addendum identified key areas for framework refinement to strengthen clarity, inclusivity, and cultural alignment based on community and stakeholder feedback.

Integrate & Emphasize the Importance of Peers with Lived Experience

A key priority identified was the need to “integrate and emphasize the importance of peers with lived experience as a vital component to a TI approach. Explicitly articulat[ing] the value of peer involvement at all practice and policy levels, including: direct service delivery, executive decision-making and policy development.”

Direct Service Delivery

In February 2025, the Trauma-Informed Task Force (TIC TF) invited EPIC ‘Ohana Parent Partner Asha Autele to present on the Parent Partner Program. Started in 2020, the Parent Partner Program has become a model program for offering support to parents involved in the Child Welfare System. Parent Partners offer direct services, training, and advocacy informed by their own lived experiences.

The **S.C.R.A.P.** model guides the work of the Parent Partners and is viewed as fundamental to their success:

- **System experience:** Parent Partners have lived experience navigating Child Welfare Services, the health system, and the judiciary system.
- **Connection:** Parent Partners focus on building rapport and connections to support individuals navigating the system.
- **Resources:** Parent Partners support families in navigating and utilizing resources in their community.
- **Advocacy:** Parent Partners ensure family's voices are heard and teach individuals how to advocate for themselves.
- **Peer Support:** Parent Partners offer moral and emotional support and encourage families through challenges.

Another key to the success of EPIC ‘Ohana's Parent Partner Program is the provision of routine, multi-faceted and reflective supervision, along with the peer support they offer to one another through their shared lived experience. This model and approach are being highlighted as a framework for other peer support programs to consider.

Policy Development

During the 2025 Legislative Session, members of the TIC TF's Legislative Permitted Interaction Group (PIG) submitted testimony supporting House Bill 237: Relating to Peer Programs Support. The bill sought to appropriate funds for establishing and overseeing peer-to-peer support programs for children from birth to age five and their families. As of this report's drafting, HB 237 has passed final reading with an \$860,000 appropriation for Fiscal Years (FY) 25-26 and FY 26-27. The legislation will create 2 FTE Program Specialist positions under the Department of Health (DOH) and fund neighborhood-based peer support groups, addiction recovery programs, and child welfare peer support services.

Capture the Trauma-Informed Care Journey in Hawai‘i

On February 20, 2024, Hawai‘i Governor Josh Green signed [Executive Order No. 24-01](#) declaring that all “executive state departments collectively move towards becoming a trauma-informed state.” Just as there have been many involved getting us to where we are now, we hope there will now be even more hands involved, working simultaneously toward this collective goal. Documenting and measuring this journey is essential. Establishing consistent metrics that can be applied over time and across various settings is crucial to identifying effective approaches and areas needing improvement. Through these efforts, we honor the progress made toward enduring resilience among Hawai‘i’s youth and families.

The Capture and Measure the Trauma-Informed Care Journey in Hawai‘i Permitted Interaction Group (PIG) was created to further understand and identify methods of assessing, capturing, and measuring the existing state, progressive timeline, and effectiveness of TIC in Hawai‘i. The following recommendations were made based on their findings, along with recommendations from TIC TF members, community members, and guest speakers.

Defining the Journey

In documenting the timeline of TIC in Hawai‘i, it is important to acknowledge that one’s perspective of the journey varies depending on their position. Progress inevitably appears different through diverse lenses, shaped profoundly by individuals’ lived experiences and cultural backgrounds. **We recommend establishing a shared understanding that this journey follows an incremental path of continuous learning and growth—a path that is not necessarily linear and has no definitive endpoint. Lived experience and culture must be highlighted in the capturing of this journey.**

Documenting the Timeline

It is recommended that models documenting the timeline of this journey accommodate the observation of multiple layers simultaneously, capturing both the progress of individual entities and their relationship to the broader system of change. This approach is exemplified in Hawai‘i Community Foundation’s [Promising Minds Initiative Retrospective Evaluation Report](#), page 30.

It is recommended that a mixed method approach be taken to recording this journey for preservation and sharing it for education. This should incorporate written, visual, audio, digital, and multimedia documentation techniques to create a comprehensive record.

Example: Brief documentary videos featuring firsthand, real-world experiences and stories can serve as powerful tools to illustrate the impact and effectiveness of TI initiatives throughout the state.

Measuring Progress

Trauma-Informed (TI) Training & Trauma-Informed Organizational Assessments (TIOA)

It is recommended that an integrated cross-sector measurement framework be developed to capture both qualitative and quantitative data on the progress of Trauma-Informed (TI) training and Trauma-Informed Organizational Assessment (TIOA) initiatives, as well as their resulting impact. This may include capturing a) who (agencies and individuals) is offering training and TIOAs; b) who (agencies and individuals) is participating in training and TIOAs; and c) how learning is being implemented in practices and policies within agencies. Collecting this data and utilizing findings in a formative evaluation process will strengthen resilience across our workforce, the individuals we serve, and our broader communities.

In the first five months of 2025, the Task Force shared and received updates on numerous training initiatives that have been offered or are planned. These include:

- The certification of 19 Honolulu Police Officers in Crisis Intervention Team Training (CIT).
- A Better Tomorrow Speaker Series Event: Healing Together. Dr. Nadine Burke Harris, award-winning pediatrician and California’s first Surgeon General, and Governor Josh Green, M.D., discussed how Adverse Childhood Events (ACEs) and traumatic stress lead to health outcomes later in life; and how we can recognize, address, and heal the

impacts of toxic stress. This event was sponsored by the Office of Wellness and Resilience (OWR), University of Hawai'i, and Queens Health System.

- Hale Kipa Kūkulu 'ana I Pilina (Building Connections Together) Conference will be exploring generational trauma and building connections to create a better future for Hawai'i's youth.
- OWR will be spearheading training modalities from TIC micro-trainings for the community to a TIC certification program.

We spend the majority of our waking hours at work. The insights we gain about ourselves and others, along with healthy environmental and behavioral changes we adopt in the workplace naturally extend into our homes, families, and communities. For this reason, the workplace serves as an ideal setting to implement training and reflective supervision that can catalyze a system-wide transformation.

Example of Quantitative Data: Data points to demonstrate changes in self-reported secondary traumatic stress scores among the workforce. Data points to demonstrate changes in self-reported connection and alignment with TI agency values and/or culture. Using a 5-point Likert Scale will allow for progress to be easily measured and observed over time.

Secondary Traumatic Stress has been specifically identified as a potential measurement area since it is prevalent in the human services and behavioral health professions. Hale Kipa has demonstrated success using this as a metric of impact in implementing TIC practices into the core foundation of their agency, influencing how their workforce serves Hawai'i's cherished communities daily. Their experience reveals that the success of these efforts fundamentally depends on prioritizing workforce well-being, first and foremost.

Examples of Qualitative Data Collection: Significant insights are emerging from Hawai'i's educational system—spanning elementary to college levels—regarding the impact of institutional responses to student behavior. When schools shift their approach from merely addressing behavior to understanding its underlying causes, they have successfully:

- Responded with greater empathy and compassion;
- Distinguished between genuine threats and negative behaviors stemming from previous traumatic experiences;
- Recognized how language barriers and miscommunication can manifest as behavioral issues; and
- Revaluated the special education placement processes.

These responsive changes in institutional approach have yielded observable and measurable positive transformations in child and adolescent behavior.

Resilient Early Childhood Systems Self-Assessment (RECSSA)

In March 2025, Justina Acevedo-Cross and Jarissa Lum from Hawai'i Community Foundation presented to the Task Force on the newly launched Resilient Early Childhood Systems Self-Assessment (RECSSA). RECSSA is a culturally competent tool that enables early childhood organizations to evaluate strengths, identify growth opportunities, and strategically advance trauma-responsive systems change. The tool was developed with input from Hawai'i organizations and leaders across early education, public health, and social services sectors, incorporating a Hawaiian cultural lens that addresses cultural and historical trauma. RECSSA is part of the Foundation's Promising Minds initiative, launched in 2019 to strengthen communities through early childhood development and well-being.

The RECSSA allows organizations to explore four core domains:

- Leadership: Commitment and demonstration around trauma-informed care and practices within different levels of the organization.
- Quality Improvement: The strategy for improving programs and services and utilizing cultural lenses.
- Infrastructure: Alignment of the organization's resources, funding, staffing, facilities, and policies in becoming a trauma-informed organization.
- Partnerships & Alignment: The extent of strong and effective links to other connected entities in formal and informal networks.

The RECSSA toolkit is now available on-line for public use through the Hawai'i Community Foundation.

Measuring Effectiveness

Hawai'i Workplace Wellness & Quality of Life Surveys

It is recommended that the Office of Wellness & Resilience [or other entity] administer the Hawai'i Workplace Wellness & Quality of Life surveys every 2, 3, or 5 years to track and measure changes over time. In 2024, the Office of Wellness and Resilience (OWR) and University of Hawai'i administered the inaugural Hawai'i Workplace Wellness & Quality of Life surveys. Through the partnership of community and agencies, they successfully captured more than 10,000+ residents' responses, officially making it the largest statewide survey on health and/or well-being in Hawai'i, as well as the largest dataset using the [CDC's National Institute for Occupational Safety and Health Worker Well-Being Questionnaire \(NIOSH WellBQ\)](#).

Survey results were shared with the Task Force in January 2025 by Jack Barile, PhD, Associate Dean for Research and Director of the Social Science Research Institute in the College of Social Sciences at the University of Hawai'i at Mānoa & Dr. Trina Orimoto, Deputy Director of OWR.

The [2024 Hawai'i Quality of Life and Well-Being Dashboard](#) captures key indicators of well-being and workplace wellness in the diverse population of adults across the state of Hawai'i. This dashboard represents a collaborative, transparent effort to identify strengths, challenges, and potential recommendations to improve the well-being of our local communities. The dashboard also provides accessible data to inform government leaders, professionals, and individuals in their decision making processes. For example, the dashboard showed that 40% of surveyed people, many of whom are state employees, reported considering moving out of state. This demonstrates an urgent need for all parties to take responsibility and create better ways to increase affordability and make Hawai'i livable for everyone.

Ongoing communication surveys are a valuable tool for keeping the public engaged, fostering a sense of ownership, and ensuring initiatives truly align with the needs and concerns of the people of Hawai'i. **It is recommended that this be utilized as baseline data and measured against results for future data collection efforts.**

It is recommended these surveys include questions seeking to understand the role of culture and lived experiences related to individual and collective resilience. As enduring resilience is the ultimate goal, understanding unique definitions of resilience and influencing factors – as they are defined by the peoples of Hawai'i – is essential to measuring our progress along the way.

Examples of Areas of Inquiry: Identify unique cultural definitions of “health”, “medicine”, “wellness”, “well-being” and “resilience”. Capture unique cultural ways of knowing and practices that foster resilience.

It is recommended that the Workplace Wellness survey be expanded beyond state employees and include questions on reflective supervision.

Benefit-Cost Model

It is recommended that a benefit-cost model be utilized to measure the effectiveness of TIC implementation throughout the State of Hawai'i. Adverse Childhood Experiences (ACEs) and Positive Childhood Experiences (PCEs) are crucial in understanding how early life experiences shape long-term health, development, and well-being. ACEs, which include traumatic events like abuse, neglect, and household dysfunction, can have lasting adverse effects on physical and mental health. Conversely, PCEs – such as open family communication, stable environments, and social engagement opportunities – can foster resilience and mitigate the adverse effects of ACEs.

A 2023 CDC cost analysis revealed that Adverse Childhood Experiences (ACEs) cost Hawai'i an estimated \$40 billion annually in direct healthcare expenses and lost productivity (Peterson et al.; UH Better Tomorrow Speaker Series). Adopting a benefit-cost framework would enable Hawai'i to forecast potential cost savings and

expenditures associated with various trauma-informed approaches, while measuring their effectiveness and progress toward resilience in real time.

Examples of Benefit-Cost Model: Washington State currently utilizes the following cost modeling to determine projected savings and expenses of proposed programs: <https://www.wsipp.wa.gov/TechnicalDocumentation/WsippBenefitCostTechnicalDocumentation.pdf>. This model is used to inform legislative decision making.

Two other examples come from moving towards an upstream mental health model using [Infant and Early Childhood Mental Health \(IECMH\) prevention](#) and [treatment](#) services as part of the return on investment strategy to improve the mental health continuum of services for a community. All services are trauma-informed and equity driven.

Transition to Advisory Board

Ensuring that efforts continue toward Hawai'i growing into its identity as a trauma-informed state is of vital importance. To this end, 2025 TF meetings created intentional space for OWR to share their work and begin shaping the Task Force's transition to an Advisory Board to OWR on June 30, 2025 (as directed by Act 087). As an advisory board, members will support OWR in their kuleana to “strengthen state service systems, using hope-centered principles to create a trauma-informed state” and “break down barriers that impact the well-being of Hawai'i's people – from keiki to kupuna”.

This will include:

- Providing guidance on key decision points, strategic actions, and areas of engagement to ensure a shared vision for implementing the legislative mandate.
- Utilizing their diverse roles and perspectives to help guide OWR's direction and strengthen community partnerships.
- Supporting coordination across agencies and departments to share learnings and encourage collaboration.

Closing Remarks

Over the past four years, Hawai‘i’s Trauma-Informed Care Task Force (TIC TF) has remained engaged through action but more importantly through active listening, gathering insights from diverse voices across the state that would inform TI approaches specific to Hawai‘i. Throughout this process, the TIC TF has sought grounding in indigenous wisdom, while acknowledging historical and recurring traumas unique to Hawai‘i. The recommendations that emerged reflect not just standard TI practices, but address the specific cultural, historical, and nuanced complexities of real life in Hawai‘i. While significant, these recommendations represent a foundation rather than an endpoint, as “with trauma-informed work one never arrives but rather engages in ongoing betterment.”

When asked about the Task Force’s most significant contribution, members almost unanimously point to the establishment and ongoing support of the Office of Wellness and Resilience (OWR) as their lasting legacy.

Throughout the Task Force’s lifecycle, the State of Hawai‘i has experienced profound highs and devastating lows. From Governor Josh Green signing [Executive Order No. 24-01](#) declaring that all “executive state departments collectively move towards becoming a trauma-informed state” to responding to the tragic 2023 Maui wildfires, all eyes turned to OWR for how to respond—an office that had only recently been established through the vision and advocacy of the TIC TF community.

In February 2025, OWR Deputy Director Dr. Trina Orimoto shared that the office had been gifted an ‘Ōlelo No‘eau from Aunty Kū Kahakalau.:

“He ‘ike ‘ana ia i ka pono”

It is a recognizing of the right thing; one has seen the right thing to do and has done it.

This could not be more fitting. Since OWR’s founding in January 2023, the Task Force has had the privilege of witnessing many of their recommendations come to life. This rare opportunity will not be forgotten—as this chapter closes, another opens, and the work toward betterment continues.

Appendix A.

Permitted Interaction Group Timeframe & Scope	Task Force Members Participants	Community Participants
Legislative Policy October 2024 - May 2025 Scope: Prepare for the upcoming legislative session by identifying and exploring legislative action items of relevance to the work of the Trauma-Informed Task Force (TIC TF) and Office of Wellness and Resilience (OWR). This may include, but is not limited to legislative actions related to: the coordination or implementation of trauma-informed related data collection, systems mapping, federal funding, program evaluation, organizational assessments, training, staffing and resources; and OWR drafted resolutions.	Dr. Evan Beachy (Co-Chair) Judith Clark (Co-Chair) Dr. Scott Shimabukuro	Josiah Akua Lyndsey Anderson Krystal Baba Janae Davis Dr. Mestisa Gass Laura Brucia Hamm Godwin Higa Linda Ichiyama Tina Kiyabu-Crowell Noreen Kohl Layla Kratovic Naomi Leipold Heather Lusk Kathleen Merriam Amanda Mundon Mark Patterson Ashley Petitt Christina Simmons Bryan Talisayan Denby Toci
Capture and Measure the Trauma-Informed Care (TIC) Journey in Hawai'i January 2025 - April 2025 Scope: Identify methods to capture and measure the timeline and effectiveness of TIC in Hawai'i. This may include measures of: cost-effectiveness, changes in reported well-being by our community, changes in access and utilization of mental health and well-being services, and lessons learned thus far.	Bridgette Bennett (Co-Chair) Tara Castrovinci (Co-Chair) Josie Howard Dr. Scott Shimabukuro Fern Yoshida	Bev Baligad Jodie Burgess Aimee Chung Ilima DeCosta Savannah Goshgarian-Miller Laura Brucia Hamm Godwin Higa Ka'o Keohokalole Ryan Lee Kathleen Merriam Laura Miller Moanike'ala Muna Christine Park Ashley Petitt Christina Simmons Laurie Tochiki Marleen Wong Steven Vannatta Erica Yamauchi

Appendix B.

2025 Trauma-Informed Care Task Force Meeting Attendees & Participants

Justina Acevedo-Cross	Godwin Higa
Nannie Ann Apalla	Josie Howard
Keira Arcangel	Tori Ikeda
Yuuko Arikawa-Cross	Tina Kiyabu-Crowell
Asha Autele	Hanna Lesiak
Bev Baligad	Dani-Lynn Makaiwi
Evan Beachy	Mahealani Malepeai
Bridgette Bennett	Corbin Matsumoto
Stephanie Campbell	Eva McKinsey
Sandi Capuano Morrison	Kathleen Merriam
Teara Caston	Amanda Mundon
Tara Castrovinci	Jamie Newalu
Aimee Chung	Trina Orimoto
Judith Clark	Tiffany Ramos-Duh
Janae Davis	Andrew Sabanal
Brandi del Mundo	Christina Simmons
Blakelee Estacio	Corinna Sosa
Jillian Freitas	Charlene Takeno
Nathan French	Laurie Tochiki
Romey Glidewell	Erica Yamauchi
Laura Brucia Hamm	Fern Yoshida
Tia Hartsock	

Appendix C. References

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