

**CHILD CARE AND PRESCHOOL:
CUTTING COSTS FOR WORKING FAMILIES**

HEARING
OF THE
**COMMITTEE ON HEALTH, EDUCATION,
LABOR, AND PENSIONS**
UNITED STATES SENATE
ONE HUNDRED SEVENTEENTH CONGRESS
SECOND SESSION
ON
EXAMINING CHILD CARE AND PRESCHOOL, FOCUSING ON CUTTING
COSTS FOR WORKING FAMILIES

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MARCH 22, 2022
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Printed for the use of the Committee on Health, Education, Labor, and Pensions



Available via the World Wide Web: <http://www.govinfo.gov>

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U.S. GOVERNMENT PUBLISHING OFFICE

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C O N T E N T S

STATEMENTS

TUESDAY, MARCH 22, 2022

Page

COMMITTEE MEMBERS

Murray, Hon. Patty, Chair, Committee on Health, Education, Labor, and Pensions, Opening statement	1
Burr, Hon. Richard, Ranking Member, a U.S. Senator from the State of North Carolina, Opening statement	4

WITNESSES

Evans Allvin, Rhian, Chief Executive Officer, National Association for the Education of Young Children (NAEYC), Washington, DC	7
Prepared statement	9
Summary statement	11
Kashen, Julie, Director, Women's Economic Justice, and Senior Fellow, Century Foundation, New York, NY	12
Prepared statement	14
Summary statement	17
Ballivian, Maria-Isabel, Executive Director, ACCA Child Development Center, Annandale, VA	18
Prepared statement	19
Summary statement	21
Reynolds, Ellen, Chief Executive Officer, Georgia Child Care Association, Sandy Springs, GA	21
Prepared statement	24
Summary statement	27

ADDITIONAL MATERIAL

Statements, articles, publications, letters, etc.	
Murray, Hon. Patty: Letters in support of a robust investment in our Nation's childcare sector.	52

CHILD CARE AND PRESCHOOL: CUTTING COSTS FOR WORKING FAMILIES

Tuesday, March 22, 2022

U.S. SENATE,
COMMITTEE ON HEALTH, EDUCATION, LABOR, AND PENSIONS,
Washington, DC.

The Committee met, pursuant to notice, at 10:01 a.m., in room 106, Dirksen Senate Office Building, Hon. Patty Murray, Chair of the Committee, presiding.

Present: Senators Murray [presiding], Casey, Murphy, Kaine, Hassan, Smith, Rosen, Hickenlooper, Burr, Collins, Murkowski, Braun, Scott, and Romney.

OPENING STATEMENT OF SENATOR MURRAY

The CHAIR. Good Morning. The Senate Health, Education, Labor, and Pensions Committee will please come to order. Today we are holding a hearing on the need to lower costs for families when it comes to childcare and pre-K. I will have an opening statement followed by Ranking Member Burr, and then we will introduce our witnesses. After they give their testimony, Senators will each have 5 minutes for a round of questions.

Again, while we were unable to have the hearing fully opened to the public or media for in-person attendance, live video is available on our Committee website at help.senate.gov. And if you are in need of accommodations, including closed captioning, you can reach out to the Committee or to the Office of Congressional Accessibility Services.

We have made solid progress in rebuilding our economy from this pandemic, including historic job growth, but it is clear when I listen to people back in Washington State, we have more work to do, especially when it comes to bringing down costs because the economy isn't just about numbers on a page and whether they go up or down, it is about people across the country and whether they can get what they need, whether they can take care of their loved ones, and whether things are working for them and their families.

When it comes to childcare, things are not working for families at all, and they haven't been for some time. In my state, childcare costs more than college tuition, and nationally 4 out of 10 parents have gone into debt due to the cost of childcare, and almost 3 in 10 have had to choose between paying for childcare or paying rent.

It also costs parents when they have to miss work and miss a paycheck to take care of their kids, or when they have to leave their job altogether since they can't get childcare, something that

happened to too many women during this pandemic. But the scope of the problem goes well beyond cost. Many families don't even have the option of getting childcare because they don't live near any childcare providers.

Before this pandemic, half of all Americans lived in a childcare desert, communities without enough childcare options. Nationally, there are more than five infants and toddlers for every one opening. And in rural areas, there are nine children for every one opening. And finding childcare options that meet their needs is even more challenging still for parents of children with disabilities. And this has only been getting worse.

In part because childcare and early education workers are dramatically underpaid. Childcare workers, who are most often women and overwhelmingly women of color, earn on average \$10.72 an hour, and rarely get benefits they need to take care of themselves and their own families, like health care, or paid leave, or retirement benefits. That made it hard enough to retain high quality childcare workers because they can make more an hour at Target or McDonald's. But then COVID hit.

The pandemic decimated the childcare system, causing an estimated 1 out of 10 providers to close their doors and a third of workers to be laid off or furloughed. And things would have been even worse if Democrats didn't take action in the American Rescue Plan to keep our childcare providers open. So let's not mince words when it comes to the reality of this crisis, our childcare system is fundamentally broken. Families are struggling to find and afford childcare options that work for them.

Childcare workers are struggling to make ends meet on poverty level wages. Childcare providers are struggling to stay open. And the tools that we currently have simply are not up to the job of fixing this. Now, there is no question our primary Federal childcare program, the Childcare Development Block Grant, has helped many families with low incomes to get childcare. But there is also no question it is not enough for the task at hand. Right now, CDBG only reaches one in nine kids who are eligible for it.

Put another way, only 15 percent of the children eligible for CDBG actually get subsidies, and there are tens of millions of families struggling to afford childcare who aren't even eligible for CDBG support. So in short, we have got an affordability problem. Childcare shouldn't be an extra mortgage. A wages problem. Childcare workers are leaving the field for higher paying work. And an options problem. There just aren't enough providers for most families to find one they like.

This is not just terrible for parents and kids, but our economy as a whole. I have heard from businesses across Washington State who are losing workers or unable to hire new ones because parents can't find childcare. And we are seeing this across the country too. Before the pandemic, two-thirds of parents said childcare affected their ability to stay in the workforce, and a more recent survey found 7 in 10 said childcare uncertainty could force them or their partner out of their jobs.

The reality is that when parents can't work because of childcare, that is not just a problem for them, it is one more position a small business cannot fill, it is one less link in our supply chain moving

things along, and ultimately, it is one more strain on our economy as a whole. That is why Democrats have been putting forward bold solutions on childcare. We have a fully paid plan to bring down costs for families, bring up wages for workers, and give parents across the country more freedom to choose the quality childcare options that are right for them, including family childcare providers and faith based providers, instead of going to debt or opting out of the workforce.

Same with pre-K. Parents of three and 4 year olds will have more options to send their kids to quality preschool for free. In year one of our plan, two-thirds of working families would pay no more than 7 percent of their income for childcare. And when it is fully implemented, it would reach 9 in 10 working families and save the typical family more than \$5,000 a year. We would ensure high quality providers of every stripe can pay their workers a competitive wage and keep their doors open.

We want to make sure it is all fully paid for by simply asking the wealthiest and those at the top to pay their fair share. So my message today is when it comes to childcare, one of the big budget items most working families have to navigate, the status quo is not working at all for the millions of parents who need childcare and the providers who need to recruit and retain talented educators, and nothing like the status quo is going to cut it. Parents are stressed.

They are tired of asking, can I choose the provider I actually like? Can I afford this every month? Or is it worth me going back to work if I have to pay as much rent or mortgage or college tuition to send my child to a provider that I trust? Or how long am I going to be on this waitlist? What do I do in the meantime? I can tell you, as a former preschool teacher, I have seen what it means to parents to have those questions answered, to have this stress lifted, and to have quality, affordable childcare.

I want that for every parent who is trying to do their job and take care of their kids. Let's lower childcare costs for as many working parents as we can. Let's offer parents more options. Let's provide children with high quality early learning experience to help them thrive, and let's help businesses fill all those vacancies they have got. Let's work toward an economy that actually works for working families, and let's do it now because our families and our Country cannot afford to keep waiting.

That is what I am focused on, and I am looking forward to hearing from our witnesses today as we discuss this. And before I turn it over to Senator Burr, I do have a number of letters I want to submit for the record. I have—I seek unanimous consent to put in the record 11 letters in support of a robust investment in our Nation's childcare sector, including a letter from over 3,000 childcare providers, parents, and organizations, several letters from faith based organizations, a letter from more than 100 economists, a letter from more than 300 national and state organizations, and a letter from over 100 retired admirals and generals. So ordered.

[The following information can be found on page 52 in Additional Material:]

The CHAIR. Senator Burr.

OPENING STATEMENT OF SENATOR BURR

Senator BURR. Thank you, Madam Chair. I welcome our witnesses who are here to testify today. I also want to thank every childcare provider in the country for their dedicated—dedication to children and parents over the last 2 years. Wow, I listened to your opening statement, how could you not have passed this into law by now? I mean, this sounds like a panacea. It is all free. There is no constraints whatsoever.

If you haven't been accessing health care, I mean childcare in the past, it is going to be on every street corner from now on. Forty seven weeks ago, this Committee had a productive, bipartisan hearing on childcare. In fact, every other hearing this Committee has ever held on childcare has been bipartisan.

Until today. Today we abandoned the precedent of decades of bipartisan hearings and markups of crucial legislation such as the Childcare Development Block Grant and Head Start for the Committee's first partisan childcare hearing on a terrible partisan bill. In three—in the 329 days since our last bipartisan childcare hearing, rather than seeking a bipartisan solution, some have tried to impose their progressive vision, which would destroy childcare as we know it.

Thankfully, that plan has gone nowhere as folks began to read the one pager and the talking points and discovered in hundreds of pages of legislative text, a bait and switch for kids as one Minnesota State Education chair called it. With no plan for paying for two new entitlements, the proposal hides the long term costs by baiting states with free money in the first two or 3 years, then socking the states with ever increasing costs just as the Federal spigots cutoff.

Worse, all the promises to make childcare more affordable under this partisan plan are nothing but empty promises to the 30 to 40 percent of kids living in states that CBO estimated would refuse to participate in this new childcare and pre-K programs because of an unaffordable cost mandated from Washington. And what about families that have to balance their own budgets?

Even some progressive analysts estimate this partisan proposal will raise childcare costs by \$13,000 a year on middle class families. Raise it by \$13,000 a year. Finally, faith based providers have made it clear that this proposal will end the 30 year bipartisan agreement, allowing religious providers to participate without compromising their religious mission, causing immediate harm to the 53 percent of parents who choose to use faith based providers for their childcare. With all these concerns raised, we have two paths before us. In one path, you continue to go it alone.

Some will try to bully their own side into submission and yell at states and say they won't participate and pretend that religious providers were wrong about their inability to participate in a poorly designed proposal. Or path two, the path our voters sent us up here to take, come to the table in a bipartisan way and as has been the history of this Committee and seek common ground. I still believe it is possible to return to a bipartisan consensus on childcare. Just over 6 years ago, I worked with Barbara Mikulski on the last

CDBG reauthorization. Her charge to us was simple. Let's see what we can get done.

Where can we find common ground? Where can we find the sensible center? How can we move things forward on a bipartisan basis where we add value to the country but don't add debt? Boy, strong words. The House passed 88 to 1 in the Senate—the bill passed 88 to 1 in the Senate and by voice vote in the Republican led House. Whenever one agrees that there is a shortage of affordable, quality childcare, it is my belief the CDBG is the most sensible center from which to start a bipartisan discussion.

CDBG is the right platform because it has proved itself exactly the right architecture for delivering Federal childcare assistance during COVID. With the extra funding, states were able to expand access to childcare for essential workers, reduced parent co-pays, increased provider reimbursement rates to cover fixed and operational expenses, reimbursed providers based on enrollment versus attendance to stabilize provider cash-flow and provide wage supplements and bonuses to raise childcare staff wages and incentivize staff to stay.

Additionally, when public schools shuttered their doors and turned kitchen tables and laptops into classrooms, countless essential workers turned to their local childcare providers who welcomed school aged children, providing them with a safe place while mom and dad worked. We have a program with 30 years of bipartisan support and a program that has shown it cannot only withstand but excel during a pandemic. CDBG seems a remarkable foundation from which to build.

I am offering an olive branch to my colleagues on the other side to encourage them to take the bipartisan path. This morning, Senator Tim Scott is leading our charge to find common ground. Along with several colleagues, we will introduce the Childcare and Development Block Grant Act Reauthorization of 2022.

In crafting this legislation, we have sought to build a bipartisan CDBG program which has been assisting American working families with their childcare for the last 30 years, and that has allowed parents maximum choice, maximum choice in their childcare providers, including providing greater support to help working families afford childcare to increase eligibility and lower parent co-pays so that more families can get the need—the help they need to afford health care—childcare.

Improving reimbursement rates for childcare providers to cover fixed costs, operating expenses, and staff salaries, and benefits necessary to recruit, train, and retain qualified staff so that they can make childcare more affordable and pay childcare workers more. Providing greater support for childcare teachers through financial assistance in the attainment of post-secondary credentials and degrees, and financial assistance to provide to recruit and retain childcare teachers through bonuses, retention grants, wage supplements, so we can raise the quality of education and care provided.

Expanding the supply and capacity of childcare providers so working parents have multiple quality childcare options to best suit their family's needs and ensuring childcare facilities are designed and equipped to keep children healthy and safe. This is the foundation we should be working from, not a partisan bill that de-

stroys a system that we have built over years. I am hopeful Members will give this bill consideration. Let us know what we got right. Let us know what we got wrong.

More importantly, how to make it better. That is the legislation process I hope that we pursue. That we put this reckless exercise aside, that we go back to the greatest traditions of this Committee in the Senate and seek a reasonable solution that works for all in the country. I thank the Chair.

The CHAIR. Thank you. I want to thank all of our witnesses for being here today. Really appreciate your willingness to come and testify today. Look forward to hearing from all of you. Our first witness is Rhian Evans Allvin. She is the Chief Executive Officer of the National Association for the Education of Young Children, the largest national professional association for early childhood educators, whose mission is to promote high quality early learning for all young children from newborns to 8 year olds.

Before taking on this role, Ms. Allvin worked to promote early childhood education in Arizona, including her work on the passage of a citizen's ballot initiative that set aside funding for young children and established a new agency focused on ensuring all children in the state are prepared to start kindergarten. Thank you for joining us today. We look forward to your testimony. Our next witness is Julie Kashen.

Ms. Kashen is the Director of Women's Economic Justice and a Senior Fellow at the Century Foundation. It is an organization she has worked with since 2015. She has over two decades of experience in work on policy issues related to working families, caregiving, economic mobility, and labor, including her time drafting childcare proposals as the Policy Director of the Make It Work campaign.

Ms. Kashen, appreciate you joining us today to share your time and your expertise. And with that, I will turn it over to Senator Kaine to introduce our next witness.

Senator KAINE. Thank you, Madam Chair, and Ranking Member Burr. I am very pleased to introduce a key witness from the Commonwealth of Virginia, Maria Isabel Ballivian. I first met Ms. Ballivian in September 2020 at a roundtable on the impact of COVID-19 on the Latino community.

At that roundtable, I learned about her experience as the Executive Director of the Annandale Christian Community Action for Child Development Center, a Center that has been offering high quality childcare for more than five decades. She memorably gave me drawings made by kids at the Center at that meeting.

Under Ms. Ballivian's leadership, the Development Center offers full day, year round and comprehensive early education to more than 230 at risk and disadvantaged children in Annandale, which is in Fairfax County. As an AC accredited program, the ACCA Child Development Center provides a curriculum that maximizes social, emotional, cognitive, and physical learning for children, and the Center has created innovative partnerships with many higher-ed institutions, George Mason University, Northern Virginia Community College, Fairfax County, to improve school readiness.

Ms. Ballivian has more than 25 years of experience in early childhood education, and over the past 2 years she has been on the

front lines of COVID-19 pandemic, caring for the children of essential workers and addressing new needs of the families in her community, all while continuing to advocate for necessary and long overdue changes in our childcare system. I look forward to hearing from Ms. Ballivian, and I will have questions for her today.

The CHAIR. Thank you, Ms. Ballivian, look forward to your testimony. Thank you, Senator Kaine. And with that, I will turn over to Senator Burr to introduce our final witness.

Senator BURR. Thank you, Madam Chair. I would like to welcome Ellen Williams Reynolds. She is the Chief Executive Officer of the Georgia Childcare Association, a trade organization representing the owners and directors of licensed childcare providers working to increase quality, affordable, and accessible childcare for working families.

Ms. Reynolds has served on various state committees, including Governor Nathan Deal's Education Reform Commission Subcommittee on Early Childhood Education, which led to systematic reforms including requiring participation in a quality rating system to be eligible to serve subsidy children.

Ms. Reynolds also chaired the Department of Community Health Advisory Committee on Women's Health and the Office of Child Advocate Advisory Committee. She was also appointed to the Governor's Office of Child Advocate Nominating Committee, the Governor's Commission on Family Violence, and the Georgia House of Representatives Budget Study Committee.

Ms. Reynolds holds a bachelor's degree in Psychology from the University of Alabama and a Juris Doctorate degree from the University of Georgia School of Law. Ellen lives in Atlanta with her husband and her stepson, who is a freshman at Auburn. Tell him I am sorry about Auburn's quick departure from the playoffs. We welcome you today, Ellen. Thank you.

The CHAIR. Thank you, Senator Burr. And Ms. Reynolds, I look forward to your testimony today too. Welcome. With that, we will begin our testimony. Ms. Allvin, you may begin your opening statement.

STATEMENT OF RHIAN EVANS ALLVIN, CHIEF EXECUTIVE OFFICER, NATIONAL ASSOCIATION FOR THE EDUCATION OF YOUNG CHILDREN [NAEYC], WASHINGTON, DC

Ms. ALLVIN. Thank you, Chair Murray, Ranking Member Burr, and Members of the Committee. As a parent and as the CEO at the National Association for the Education of Young Children, it is an honor to be with you today to talk about how childcare and preschool are defining economic issues for families and for our Country.

NAEYC is a professional association that comprises nearly 60,000 members and 52 affiliates. NAEYC early learning program accreditation is considered the highest mark of quality, accrediting more than 6,000 programs across the country, including the child development centers operated by the Department of Defense.

In the last two decades, our understanding of the economic and scientific imperatives that support high quality early childhood education have grown exponentially. The public dollars we invest during the early years leads to substantial fiscal returns. They in-

crease labor force participation, reduce costs for families, keep the doors of small businesses open, and save the Government money, all the while helping prepare the next generation for success in school, in society, and in life.

Yet despite the overwhelming evidence attesting to the benefits of investing in high quality early childhood education, our Nation's progress has been limited. Quality early learning settings remain scarce and unaffordable. Parents pay more for childcare than college tuition, yet still don't have real options. And early childhood educators earn poverty level wages that undermine their complex work and limit the supply of care. Pandemic relief funds have provided critical support to stabilize childcare programs. In a recent NAEYC survey, 92 percent of respondents whose programs had received stabilization funds said that the grants helped their program stay open.

Yet relief was not intended to resolve the systemic challenges and persistent underfunding that have plagued the childcare market for decades. The Childcare and Development Block Grant, CDBG, is a foundational and critical program. Yet more than 30 years after its establishment, only one in nine eligible young children is being served.

At the same time, childcare costs to American families have risen more than twice the rate of inflation. Our history is clear, public investments in early childhood education have been modest relative to the need, and there is a seismic gap between what we spend as a country and what it will take to give parents real options, create a floor of safety, and quality for all families, and create a compensation structure that can attract and retain a diverse, qualified workforce.

We have an opportunity to close that gap, to align the scope of the solution to the depth of the challenge. A Federal investment provided through reconciliation is the path toward achieving the impact that families and our Country need. Every data point speaks to a childcare field whose collapse has been only delayed by Federal relief. In the absence of additional investments, more programs will close, more educators will leave, and families will pay more.

The impact will be catastrophic, which is why these investments can't wait till another day or another time. And the American public doesn't want them to. The proposed investments by Senator Murray in childcare and pre-K rightly posit what the American public believes. That is, the childcare and preschool are as critical to our Nation's current and future economy as addressing the climate crisis, the cost of prescription drugs, and our roads and bridges.

The investment builds on what works in a way that supports quality childcare options for families with infants and toddlers and preschoolers in every community and every setting, including large and small centers, family childcare homes, and faith based programs using financial pillars that are clear and necessary. The solution has to be affordable for families. Childcare has to be for—be financed at scale.

Preschool and childcare must remain aligned because bifurcating a system by age, band, and setting undermines all that we know

about high quality early childhood education works. Cost models that drive the distribution of funds must be based on the actual cost of care. While the public sector must finance the system, the delivery of care must remain in the marketplace because different families need different solutions.

Finally, strong and straightforward accountability systems need to be in place to ensure the increased investment results in increased salaries for early childhood educators through their employers.

This is a moment for our Nation to finally align the financing of early childhood education with the expectations we have for the outcomes of that system. With the Federal Government leading the way, states and employers will have the financing to follow suit so that educators can be compensated fairly while families save money. Thank you, and I look forward to your questions.

[The prepared statement of Ms. Allvin follows:]

PREPARED STATEMENT OF RHIAN EVANS ALLVIN

Chair Murray, Ranking Member Burr and Members of the Committee:

It is an honor to be with you today to talk about why child care and preschool are linchpins driving the health and vitality of our Nation and our economy. The proof is everywhere we look. Just this month, 48 percent of American workers said that child care is the issue keeping them out of the workforce.¹ According to another recent study, both men and women face a 7 percent wage penalty for taking time away from the workforce due to challenges with child care.² On a broader scale, a lack of investment in child care is costing our Country \$57 billion each year in lost earnings, productivity, and revenue.³ And that doesn't even count the reality that nearly half of early childhood educators earn so little for their skilled and valuable work that they rely on public benefits to make ends meet, at a steep cost to their own families, as well as state and Federal Governments.⁴

These statistics are shocking, but they also illustrate the reality families are living every day even while policymakers continue to debate the value of public investments in early childhood education after decades of evidence that they are proven to work. We know those investments increase labor force participation, reduce costs for families, keep the doors of small businesses open, and save the government money over time. And they help prepare the next generation for success in school, society, and life. American voters know this, too—nearly 70 percent say that taking action to ensure working families have access to affordable, high-quality child care and early learning programs should be a priority this year.⁵

As a parent and as the CEO at the National Association for the Education of Young Children (NAEYC), I can tell you that child care is a defining economic issue, for families and for our Country. NAEYC has the honor of being the professional membership organization that works to promote high-quality early learning for all young children, birth through age 8. The association comprises nearly 60,000 individual members and 52 Affiliates across the country. NAEYC early learning program accreditation is considered the highest mark of quality, accrediting more than 6,000 early childhood programs, including the child development centers operated by the Department of Defense.

Since 1999, when the National Academies released their groundbreaking report, *Neurons to Neighborhoods*, our understanding of the economic and scientific impera-

¹ Pew Research Center, published March 9, 2022. Retrieved online: *The Great Resignation: Why workers say they quit jobs in 2021—Pew Research Center*.

² Payscale. 2022 State of the Gender Pay Gap Report. Retrieved online: <https://www.payscale.com/research-and-insights/gender-pay-gap/>.

³ Ready Nation, Council for a Strong America. "Want to Grow the Economy? Fix the Child Care Crisis." January 2019.

⁴ Whitebook, M., McLean, C., Austin, L.J.E., & Edwards, B. (2018). *Early Childhood Workforce Index—2018*. Berkeley, CA: Center for the Study of Child Care Employment, University of California. Retrieved from <http://cscee.berkeley.edu/topic/early-childhood-workforce-index/2018/>.

⁵ First Five Years Fund. *Voters Overwhelmingly Support Federal Investments in Child Care and Pre-K*. September 2021.

tives that support high-quality early childhood education have grown exponentially. During the first 5 years of life, a child's brain is growing at the fastest rate it will grow during the human lifespan. All future learning and development will build on these early years, as the foundation for a child's cognitive, social and emotional, language, health and physical well-being is established. The public dollars we invest during these years lead to substantial fiscal returns over generations, estimated at up to \$16 for every \$1 invested—as long as we ensure that infants, toddlers, and preschoolers are in child care centers, family child care homes, faith-based programs, and schools that maximize their development and learning while their parents work.

Yet despite more than 20 years of evidence and data attesting to the benefits of investing in high-quality early childhood education, our Nation's progress has been limited. Quality early learning settings remain scarce and unaffordable. Parents pay more for child care than public in-state college tuition, yet still don't have real choices. And early childhood educators, who primarily are women and women of color, are earning poverty-level wages that undermine their complex work. No other field that holds the science and economic evidence of early childhood education faces these untenable conditions—especially when action can be taken to resolve them.

Relief Helps

Federal and state relief funds have provided critical support for stabilizing child care programs, the bulk of which are small businesses, and prevented a worse outbreak of permanent closures. In a recent NAEYC survey, 92 percent of respondents whose programs had received stabilization funds said that the grants helped their program stay open.⁶ They used the funds to increase compensation, pay off debt, and help families save money on child care costs. Yet relief is, by definition, short-term, and was not intended to resolve the systemic challenges and persistent underfunding that have plagued the child care market for decades.

The Status Quo is Not Enough

Enacted in 1990 to address some of the challenges that are still with us, the Child Care and Development Block Grant is a foundational and critical program. Yet more than 30 years later, only 1 in 9 eligible children is being served. At the same time, the cost of early childhood education to American families has risen more than twice the rate of inflation. Our history is clear: the public investments in child care have been modest, and there is a seismic gap between what we spend as a country and what it will take to give parents real options, create a floor of safety and quality for all families, and attract and retain well-compensated early childhood educators.

But we have an opportunity to close that gap, to align the scope of the solution to the depth of the challenge.

Urgent Action is Needed

A Federal investment in child care and preschool provided through reconciliation is the path right now toward achieving the impact that families and our Country need. Every data point, survey result, and story, such as those that you'll hear from providers today and those that educators and families share with you and each other in meetings, town halls, parent listservs, and grocery store aisles, speaks to a child care industry whose collapse has been only delayed by Federal relief. Our Country cannot risk finding out what happens when the 16,000 programs that have already closed in the pandemic become 60,000 programs;⁷ when the 100,000 child care jobs that already have been lost become half a million;⁸ when the third of educators who say they are planning to leave or close their program this year actually walk away.⁹ It would be catastrophic. That is the economic necessity and urgency in acting. These investments cannot wait until another day and time.

The public does not want them to. The \$400 billion investment in child care and preK outlined in Senator Murray's most recent proposal rightly posits and reflects what the American public believes—that child care and preschool are as critical to

⁶ NAEYC. *Saved But Not Solved. America's Economy Needs Congress to Fund Child Care*. February 2022. Retrieved online at: www.naeyc.org/pandemic-surveys.

⁷ Child Care Aware of America. *Demanding Change: Repairing Our Child Care System*. February 2022. Retrieved online at: [Demanding Change: Repairing our Child Care System](http://DemandingChange.org).

⁸ Center for the Study of Child Care Employment, "Child Care Sector Jobs: BLS Analysis," February 7, 2022, <https://cscc.berkeley.edu/child-care-sector-jobs-bls-analysis/>.

⁹ NAEYC. *Saved But Not Solved. America's Economy Needs Congress to Fund Child Care*. February 2022. Retrieved online at: www.naeyc.org/pandemic-surveys.

our Nation's future as addressing the climate crisis, the exorbitant costs of prescription drugs, and our dilapidated roads and bridges.

These investments recognize that child care is a defining economic issue. This is not a rural problem or an urban problem but an American problem. We are at an urgent and critical inflection point, and the challenges are deep. However, they are also solvable, and Congress can solve them. The proposed investments build on what works in a way that supports the existence of high-quality child care options in every community and setting, including large and small centers, family child care homes, and faith-based programs.

Key Pillars for Investment

We have learned a lot in the last 20 years—and especially in the last 2 years. These financing pillars are clear and necessary:

1. **Child care must be more affordable.** Ensuring families pay no more than 7 percent of their income creates a sliding scale that meets families' individual budgets.
2. **Child care must be financed at scale.** If it is not, families will continue to experience the unresolvable tensions and tradeoffs between affordability, accessibility and quality, and the compensation structures won't exist to recruit and retain a qualified workforce.
3. **Preschool and child care provisions must remain aligned.** Bifurcating a system by age band and setting undermines all that we know about how the marketplace works, how families make choices and how the system is financed.
4. **Cost models that drive the distribution of funds must be based on the cost of care.** Subsidies need to account for a variety of factors, including wages, enrollment of children, and fixed costs in order to provide the stability and predictability that are required for child care employers to confidently invest in quality and their workforce.
5. **While the public sector must finance the system, the delivery of care must remain in the marketplace.** Different families need different solutions, and they must have real options that include family child care, faith-based settings, public schools, community-based settings, Head Start and private providers.
6. **Strong and straightforward accountability systems need to be in place to ensure the increased investment is reaching early childhood educators.** These systems don't need to be complex but they do need to be insistent that increased taxpayer dollars get to early childhood educators' salaries through their employers.

This is the moment for our Nation to finally align the financing of early childhood education with the expectations we have for the outcomes of that system, much like our global competitors have. The only way that will happen is for the Federal Government to lead the way by addressing high-quality early childhood education—child care and preK—birth through age five. States and employers will follow suit, families will no longer need to make false choices between quality and affordability, and early childhood educators will finally have compensation that aligns to the science of early learning.

Thank you and I look forward to your questions.

[SUMMARY STATEMENT OF RHIAN EVANS ALLVIN]

Ms. Allvin's Testimony will focus on the following key points:

- Child care and preschool are a defining economic issue.
 - Forty-eight percent of American workers said that child care is the issue keeping them out of the workforce.
 - Men and women face a 7-percent wage penalty for taking time away from the workforce due to challenges with child care.
 - A lack of investment in child care is costing our Country \$57 billion each year in lost earnings, productivity, and revenue.
 - Nearly half of early childhood educators earn so little that they rely on public benefits to make ends meet.

- For more than 20 years, our understanding of the scientific and economic imperatives that support high-quality early childhood education has grown exponentially. However, quality early learning settings remain scarce and unaffordable.
- Relief helps—Federal and state relief funds have provided critical support for stabilizing child care programs, the bulk of which are small, women-owned businesses, and prevented a worse outbreak of permanent closures.
- The status quo is insufficient. Urgent action is needed to support states, businesses, families and children. Child care and preschool are as critical to our Nation’s future as addressing the climate crisis, the exorbitant costs of prescription drugs, and our dilapidated roads and bridges.
- Reconciliation provides the necessary opportunity to align the scope of the solution to the depth of the challenge.
- There are key financing pillars that must be included:
 - **Child care must be more affordable.**
 - **Child care must be financed at scale.**
 - **Preschool and child care provisions must remain aligned.**
 - **Cost models that drive the distribution of funds must be based on the cost of care.**
 - **While the public sector must finance the system, the delivery of care must remain in the marketplace.**
 - **Strong and straightforward accountability systems need to be in place to ensure the increased investment is reaching early childhood educators.**

This is the moment for our Nation to finally align the financing of early childhood education with the expectations we have for the outcomes of that system, much like our global competitors have. It’s time to ensure families will no longer need to make false choices between quality and affordability, and early childhood educators will finally have compensation that aligns to the science of early learning and keeps them in the early childhood field they love, so families have the affordable and quality options they need.

The CHAIR. Thank you very much.
Ms. Kashen.

STATEMENT OF JULIE KASHEN, DIRECTOR, WOMEN’S ECONOMIC JUSTICE, AND SENIOR FELLOW, CENTURY FOUNDATION, NEW YORK, NY

Ms. KASHEN. Chair Murray, Ranking Member Burr, Members of the Committee, I am Julie Kashen, Director of Women’s Economic Justice at a think tank called the Century Foundation. I am also a former Senate HELP Committee staffer, and the mom to a wonderful 8 year old son. It is such a pleasure to be here with you to talk about the need to cut costs of childcare and preschool for working families.

What could be more fundamental to American communities than how we care for our children? Picture the newborn snuggling with her parents, the pre-K teacher reading the very hungry caterpillar to their students, or their toddler making his first friend in a childcare classroom. We are here today to talk not only about why we must prioritize caring for our children as a shared American value, but also as an imperative for economic growth that is equitable.

American families have long been struggling with out of reach childcare prices. As mentioned, childcare costs as much as public college tuition, rent, or mortgage payments, and often it comes at a time in a parent’s life where they can barely afford it because

they have just started their working lives, so they are not making enough money to afford it. And that is if they can find childcare.

Even before the pandemic wreaked havoc on the childcare sector, more than half of all families lived in a childcare desert and two-thirds of families with infants and toddlers, and those are areas where there just is not enough childcare for every family who needs it. And early educators, mostly women, disproportionately women of color, have long been underpaid for their complex and valuable work.

The tremendous gap between what parents pay and early educators earn is a product of a broken market. It cannot be solved on its own. The Federal Government must step in with sustainable long term investment through reconciliation. The COVID-19 pandemic exacerbated an unacceptable status quo.

That is why parents, teachers, business leaders, providers, grandparents, economists, and more have come together in support of the childcare and preschool investments proposed by Chair Murray and her colleagues. The path forward must include these five principles reflected in that proposal. No. 1, guarantee assistance to every eligible family, including middle class families. No. 2, lower childcare costs for families.

The Democratic proposal would lower costs by about \$5,000 per year per family. No. 3, give every family the freedom to choose the care and early education that works best for them. That requires building the supply of high quality childcare and pre-K options in diverse settings ranging from centers to family childcare to faith based programs, Head Start, early Head Start, and for pre-K in schools.

No. 4, invest in the workforce by providing higher compensation and training opportunities. And No. 5, ensure all children have childcare that fosters their health, well-being, and learning during the earliest years of foundational brain development. Some will say, as we have heard, that we already have a childcare policy in place. I want to address that. The Childcare Development Block Grant serves working families with low incomes, but because of chronic underfunding, only one in nine eligible young children actually receive assistance.

Because of the lack of resources and limited reach, most families in the United States are not included at all. The Democratic proposal would reach more than 20 times the number of children served by CDBG in States like Kansas, Utah, Wisconsin, Minnesota, Nevada, and Colorado. The status quo is untenable.

Without intervention, safe, nurturing, reliable childcare and preschool will be out of reach, but all—for all but the wealthiest families. Racial, economic, and gender inequities will continue to expand, and the vast majority of families will continue cobbling together makeshift solutions that create stress, instability, and challenges for them, their employers, and their children.

Some will be forced to leave the workforce altogether or reduce their work hours, causing long term negative impacts for their lifetime earnings, retirement security, or career advancement. On the flip side, the Democratic proposal will support children, families, and economic growth.

A new report from the Century Foundation and the Center for Economic Policy Research finds that annual parental earnings will increase nationwide by \$48 billion, reduced business disruptions will generate \$60 billion annually, and expanding the early learning sectors jobs will yield \$30 billion annually.

Beyond these gains, families will have more economic stability. Parents, especially mothers, will have more choices. And children will have stronger social, emotional, and academic foundations. That is what it looks like to care for America's children. Congress has the opportunity to right now to make childcare work for millions of Americans. Thank you.

[The prepared statement of Ms. Kashen follows:]

PREPARED STATEMENT OF JULIE KASHEN

Chair Murray, Ranking Member Burr, and Members of the Committee. Thank you for holding today's hearing. I'm Julie Kashen, Director of Women's Economic Justice and a Senior Fellow at The Century Foundation. We are an independent think tank that conducts research, develops solutions, and drives policy change to make people's lives better. I am also a former Senate HELP Committee staffer and I am a mom. My son will be eight soon. Our child care challenges remain fresh in my mind. It's a pleasure to be here with you to talk about cutting child care and preschool costs for working families.

What could be more fundamental to American communities than how we care for our children? Picture the newborn snuggling with her mom. Imagine a baby smiling at his dad for the first time, a teacher reading *The Very Hungry Caterpillar* to her pre-K class or the joy when a toddler makes her first friend in a child care classroom. Think about the power of the love and the bonds that parents have with their children and that teachers, grandparents, and other caregivers share. We are here today to talk about not only why we must prioritize caring for children as a core shared American value, but also as an imperative for equitable economic growth.

Lowering Costs for Families

Let's start with the reality that Americans are struggling with inflation. Families with young children are now facing rising prices of necessities, along with the out of reach and skyrocketing child care prices the economy has experienced for decades. Over the past thirty years, child care prices have risen more than *twice the rate of inflation—faster than the price of food, housing, and other items*.¹ The pandemic has accelerated these trends, with *child care inflation exceeding annual inflation in 2020 by nearly 4 percent*.²

Most parents need child care at a time when they can least afford it because they are early in their career. This has particular impacts for families of color due to, at least in part, ongoing systemic and structural inequities that perpetuate overrepresentation of communities of color in jobs paying lower wages, the ranks of those experiencing higher unemployment rates, and families living below the Federal poverty level. Unlike college tuition, which is also too expensive, parents don't have 18 years to plan and save. To access child care, families are forced either to pay an amount *equivalent to that for college tuition, rent, or a mortgage*, put together patchwork solutions that create instability for their work lives and for their children, or be one of the fortunate few who receive child care assistance.³

Meanwhile, *staffing shortages in the early care and education sector* will continue to put upward pressure on prices as child care businesses will have to raise wages to attract early educators—or go out of business.⁴ Even before the pandemic wreaked havoc on the child care sector, data from the Center for American Progress

¹ Derek Thompson, "Why Child Care Is So Ridiculously Expensive," *The Atlantic*, November 26, 2019, <https://www.theatlantic.com/ideas/archive/2019/11/why-child-care-so-expensive/602599/>.

² Child Care Aware of America, "Demanding Change: Repairing Our Child Care System," February 2022, <https://www.childcareaware.org/demanding-change-repairing-our-child-care-system/#Affordability>.

³ *Ibid.*

⁴ Elliot Haspel, "There's a massive child-care worker shortage and the market can't fix it," *Washington Post*, May 26, 2021, <https://www.washingtonpost.com/business/2021/05/26/child-care-center-worker-shortage/>.

showed that more than half of families with young children live in a child care desert (a census tract where there are more than three times as many children as licensed child care slots). *Two-thirds live in infant and toddler child care deserts.*⁵

Without intervention, safe, nurturing, stable, reliable child care and early education will be out of reach for all but the wealthiest of families. The vast majority will continue to struggle to make it work, cobbling together makeshift solutions that create stress, instability and challenges for them, their employers and their children. Some will be forced to leave the workforce altogether or reduce their work hours, causing long-term negative impacts on lifetime earnings, retirement security and career advancement.

Jessica Morrison and her husband Jason live in Pennsylvania with their 2-year-old son and 6-year-old daughter. Jessica works full-time as a social worker. Jason cares for their kids during the day and drives for Uber and Lyft on nights and weekends because they cannot find or afford child care. Trading off child care “shifts” in this way causes an immense amount of stress and limits their income as well as their ability to spend time together as a family. When their son was about 8 months old, Jessica’s husband had the opportunity to take a well-paying job he was excited about. They scrambled to find child care, but after running into long waitlists, low availability, and high costs Jason had to turn down the job offer.

Prices are too high for most parents to afford; yet the amazing early educators, who are primarily women and disproportionately women of color, are significantly underpaid for the valuable and complex work they do. The long history of Black women as caregivers is rooted in inequity and created the foundational racial, gender, and economic inequities that are reflected today through the devaluation of the child care and early education profession. Because of their low pay, early educators are often unable to afford care for their own children.

For example, when Jessica Flook from Portland, Oregon, became a mother 3 years ago, she began looking for employment outside of the child care industry—where she’d worked for nearly a decade—because it did not pay well enough to afford child care herself. Since leaving that job, she has not found affordable child care that meets her family’s needs and has been home with her son. She plans to wait to get a job until her family qualifies for assistance or her son is in public education.

Similarly, *BriTanya Bays* of Stamford, Texas, was working as a child care and preschool director while she was pregnant with twins. When she realized she couldn’t afford to enroll her own children at the center where she worked, even part-time, she left and started her own in-home child care program.

The tremendous gap between what parents pay, and what early educators earn, is a product of a failed market. It cannot be solved on its own. The Federal Government must step in with sustainable, long-term investments through reconciliation.

We have seen that when the Federal Government acts, it matters. The COVID–19 relief dollars Congress spent to help stabilize the child care sector and support families likely helped save *more than 3 million child care spots.*⁶

This funding was necessary because the child care sector and families with young children have been hit especially hard by the COVID–19 pandemic and ensuing economic crisis: parents—especially moms—have faced labor market disruptions alongside child care and schooling disruptions. This is the first time families have had to endure two disruptions of this magnitude hitting at the same time, with the same rapidity. This deeply impacts families living on low incomes and families of color due to historic and ongoing economic and racial inequity and has a ripple effect into businesses as well, causing additional disruptions.

While the COVID–19 relief funds have helped, the sector is still missing the 16,000 programs that have closed down⁷ and *more than 100,000 child care jobs* that

⁵ Steven Jessen-Howard, Rasheed Malik, and MK Falgout. “Costly and Unavailable: America Lacks Sufficient Child Care Supply for Infants and Toddlers,” Center for American Progress, August 4, 2020, <https://www.americanprogress.org/article/costly-unavailable-america-lacks-sufficient-child-care-supply-infants-toddlers/>.

⁶ Julie Kashen and Rasheed Malik, “More Than Three Million Child Care Spots Saved by American Rescue Plan Funding, The Century Foundation, March 9, 2022, <https://tcf.org/content/commentary/three-million-child-care-spots-saved-american-rescue-plan-funding/>.

⁷ Child Care Aware of America, “Demanding Change: Repairing Our Child Care System,” February 2022, <https://www.childcareaware.org/demanding-change-repairing-our-child-care-system/#Affordability>.

have not returned.⁸ Families are still struggling, and after 2 years of a pandemic in which women—especially women of color—bore the brunt of the care responsibilities without support while still working full-time jobs, or the job losses from the sectors in which they disproportionately work, we cannot allow the situation to merely return to its dire, unacceptable status quo.

Essential Elements of Federal Child Care and Pre-K Investments

The pandemic brought unprecedented attention to this unacceptable status quo. This is why parents, early educators, business leaders, child care providers, small business owners, grandparents, and economists have come together in support of the child care and pre-kindergarten investments that Chair Murray and colleagues have put forth for the economic package.

Some will say that we already have a child care policy in place. I want to address that. The Child Care Development Block Grant (CCDBG) serves working families with low incomes, but has never been resourced adequately enough to even reach a small fraction of those families. The lack of resources has led to challenging tradeoffs in state policy decisions. These harmful tradeoffs have disproportionately impacted Black and other communities of color—particularly those with the lowest incomes. Accordingly, gaping holes in coverage even for families with very low incomes remain. In 2019, just *one in nine young children* who were eligible for CCDBG actually received assistance through CCDBG. For families who do have access it is a lifeline for them—allowing them access to affordable and reliable care for their children while they work.⁹

However, most families in the United States are not included in CCDBG, and are left to struggle to find and pay for child care on their own. Even families who receive CCDBG assistance are often left with significant cost burdens, due to high co-payments, and few child care options, because of low provider payment rates. And the lack of resources overall leaves child care providers struggling to keep their doors open and pay even poverty-level wages to their staff.

BriTanya Bays, mentioned earlier, takes child care subsidies under the current law, but despite her college degree and round-the-clock work, she is only reimbursed about \$2–\$3 an hour per child—forcing her into impossible choices between paying herself a salary and ensuring she has adequate toys, books and cleaning supplies.

In order to see the full economic and child development benefits of meaningful, long-term Federal child care and pre-K investments, Congress must include in the reconciliation bill investments that reflect five principles:

1. Guarantee assistance to every eligible family, including middle class families. The Democratic proposal would reach, on average, *16 times as many young children* as under current law. In Alaska, Louisiana, and Maine, it would help state child care agencies reach just over 16 times as many children and families; in Indiana it's nineteen; and in Kansas, South Carolina, Utah, Wisconsin, Minnesota, Nevada, and Colorado, the proposal would reach more than 20 times those reached under current law.¹⁰
2. Lower child care costs for families. The Democratic proposal would lower costs by about *\$5,000 a year per family* by ensuring the vast majority of families don't pay more than 7 percent of household income for child care, and by guaranteeing free child care for millions of the most under-resourced families. This will yield more than \$100 a week in savings for a typical family in Alaska, Colorado, Indiana, Kansas, Washington, and the majority of states.¹¹
3. Give every family the freedom to choose the care and early education for their children that works best for them, including during nontraditional work hours. This requires building the supply of high quality child care and pre-k options in diverse settings including centers, family child care, faith-

⁸ Center for the Study of Child Care Employment, "Child Care Sector Jobs: BLS Analysis," February 7, 2022, <https://csce.berkeley.edu/child-care-sector-jobs-bls-analysis/>.

⁹ Rasheed Malik, "The Build Back Better Act Substantially Expands Child Care Assistance," Center for American Progress, December 21, 2021, <https://www.americanprogress.org/article/the-build-back-better-act-substantially-expands-child-care-assistance/>.

¹⁰ Rasheed Malik, "The Build Back Better Act Substantially Expands Child Care Assistance," Center for American Progress, December 2, 2021, <https://www.americanprogress.org/article/the-build-back-better-act-substantially-expands-child-care-assistance/>.

¹¹ Rasheed Malik, "The Build Back Better Act Would Greatly Lower Families' Child Care Costs," Center for American Progress, September 22, 2021, <https://www.americanprogress.org/article/build-back-better-act-greatly-lower-families-child-care-costs/>.

based programs, Head Start and Early Head Start programs and pre-K programs in schools.

4. Invest in the workforce by providing higher compensation and training opportunities. This is also key to addressing the *child care staffing shortages* that threaten to further dismantle the child care sector. Providers must be paid in a way that supports lower costs for families and the ability to pay higher wages and invest in other quality measures.

5. Ensure all children have access to high-quality care that allows them to thrive and fosters their health, well-being and learning during the earliest years of foundational brain development.

It's Time for Action

Long before the pandemic, child care disruptions were a major challenge for businesses. The United States faces billions of dollars in economic productivity and revenue losses due to the lack of stable, reliable child care options.¹² A recent report I wrote in partnership with the Center for Economic Policy Research found that investing in child care and pre-K could mitigate more than \$60 billion in those business-related losses. As *Microsoft president Brad Smith* has pointed out: “we need to do more to help bring Americans back to work and one of the key ingredients that we see is that people can only come back to work if they have a way to take care of their children.”¹³

In addition, with some likely overlap with the \$60 billion estimate, our report found that investments in child care and pre-K could generate an annual \$48 billion in increased parental earnings from parents entering or reentering the labor force, and increasing their work hours. Just ask parents—especially moms—around the country what a difference meaningful choices of stable, reliable, affordable child care would make for them. And what not having it is doing to their families and careers.

Finally, not only would such investments mitigate the child care staffing shortages plaguing communities around the Nation; the added jobs in child care and related sectors would yield an annual \$30 billion.

It is clear that failure to provide long-term investments in child care and pre-K will exacerbate inequities and hinder economic growth in both the short and long term.

Significant new investments through reconciliation are the only way forward. Funding determined annually through the appropriations cycle has never kept pace with the demand for child care or inflation, nor provided the certainty for states to serve families or expand the supply of child care and early learning options over the long run.

As the COVID-19 relief funds run out and child care providers risk going out of business, children experience increased instability on top of the pandemic-related challenges they are just beginning to recover from, business disruptions increase, parents struggle, and communities around the Nation feel the weight of all these burdens combined. Congress has the opportunity right now to make child care work for millions of Americans.

While Congress has difficult choices to make in the coming weeks, parents and caregivers of young children have no choice. If they can't get child care they can't go to work. Period. It's time to treat child care and pre-K investments like what they are: as essential to economic growth as infrastructure or energy.

[SUMMARY STATEMENT OF JULIE KASHEN]

Ms. Kashen's testimony will focus on:

- Lowering Costs for Families
- The Essential Elements of Federal Child Care and Pre-K Investments:

¹² Sandra Bishop-Josef, Ph.D., Chris Beakey, Sara Watson, Ph.D., and Tom Garrett, “Want to Grow the Economy: Fix the Child Care Crisis,” Council for a Strong America and Ready Nation, January 2019, <https://www.strongnation.org/articles/780-want-to-grow-the-economy-fix-the-child-care-crisis>.

¹³ White House, “Remarks by President Biden at Build Back Better CEO Roundtable,” January 26, 2022, <https://www.whitehouse.gov/briefing-room/speeches-remarks/2022/01/26/remarks-by-president-biden-at-build-back-better-ceo-roundtable/>.

(1) Guarantee assistance to every eligible family, including middle class families.

(2) Lower child care costs for families.

(3) Give every family the freedom to choose the care and early education for their children that works best for them, including during nontraditional work hours. *This requires building the supply of high quality child care and prek options in diverse settings including centers, family child care, faith-based programs, Head Start and Early Head Start programs and pre-K programs in schools.*

(4) Invest in the workforce by providing higher compensation and training opportunities. Providers must be paid in a way that supports lower costs for families and the ability to pay higher wages and invest in other quality measures.

(5) Ensure all children have access to high-quality care that allows them to thrive and fosters their health, well-being and learning during the earliest years of foundational brain development.

- **The Urgent Need for Action: Especially as we look at the economic benefits of child care and pre-K.**

The CHAIR. Thank you.
Ms. Ballivian.

STATEMENT OF MARIA-ISABEL BALLIVIAN, EXECUTIVE DIRECTOR, ACCA CHILD DEVELOPMENT CENTER, ANNANDALE, VA

Ms. BALLIVIAN. Chair Murray, Ranking Member Burr and Committee Members, thank you for letting me talk about strengthening America's childcare system so our children, families, educators, workers, and employers are better served. I am the Executive Director of the ACCA Child Development Center, an NAEYC accredited nonprofit program providing high quality education to young children.

After 55 years of service, we are one of Northern Virginia's top community based providers. 90 percent of ACCA's parents get childcare subsidies. The other 10 percent are making just above quality—above to qualify for public tuition assistance, but far too little to afford high quality early education. Since ACCA is part of a caring coalition of churches, we offset some costs with in-house scholarships.

Yet it is hard to navigate a system where parent fees, subsidies, and education grants do not cover the true cost of quality. America's childcare system is broken. The pandemic has made it worse. Forcing some parents to stay home due to lack of available programs, they also face long waitlists, increasing tuition, and centers have to deal with the staffing shortages, supply chain disruptions, and rising inflation.

Our profession is facing the most critical crisis in its history. Childcare teachers are among the lowest paid in America. The hourly wage of a teacher is \$15 or less in Virginia. Not surprisingly, they are having trouble securing housing, managing transportation, accessing health care, and putting food on their tables.

That is why between 20 and 40 percent leave the field for higher paying jobs. COVID has put more duties on teachers who are already overburdened and often challenged for doing a job where they are essential but treated as expendable in terms of pay. We are not babysitters. We are professionals responsible for interactions that affect the brain architecture of young children. Devel-

opmental gaps emerged during infancy and over time without the nurturing care and high quality education received from competent, well-trained, and well-paid teachers.

This is what we do at ACCA. We invest in our teachers and ensure that children have access to quality, research based, and developmentally appropriate care with ratios and group sizes that keep children and educators safe. Early childhood investments are National Security and economic imperative. If America is to continue to lead the world, it needs an educated, healthy, resilient, innovative, and competitive labor force, and this without question begins with young children.

During the pandemic, thousands of us have risked our lives to serve young children. All we asked for is the financial support and bipartisan will to provide our youngest children a real chance at the American dream and to hand working families a childcare ecosystem that is affordable, high quality, and where their children prepare for lifelong success. Without Federal stabilization dollars, we would have never survived the pandemic.

Emergency childcare funding has kept ACCA and other programs open, but we are fearful for the future. And by we, I mean small and large programs, for profit, nonprofit, and faith based centers, and family childcare providers. We do not want to go back to the problems of the past. Instead, all providers stand together, ready to build a childcare system that works for America's children, families, educators, and businesses.

In closing, I strongly encourage you to approve significant investment through reconciliation to strengthen our programs since the country's future depends on it. I appreciate your attention, and I look forward to your questions.

[The prepared statement of Ms. Ballivian follows:]

PREPARED STATEMENT OF MARIA-ISABEL BALLIVIAN

Thank you, Chair Murray, Ranking Member Burr, and Committee Members for the opportunity to speak before you about a topic that is closest to the moral, economic, and national security heart of our Country: the importance of strengthening our child care ecosystem and reducing costs for working families so that we can better support America's children, workers, educators, and employers.

I am the Executive Director of the ACCA Child Development Center, a NAEYC-accredited, full-day, year-round, nonprofit program located in Annandale, Virginia, that provides high-quality early education for infants, toddlers, and preschoolers. After more than five decades of uninterrupted service, our program has become one of Northern Virginia's top community-based providers.

Ninety percent of ACCA families are eligible for child care subsidies. The other 10 percent are, like so many American working families, living on the edge—making just too much income to qualify for public tuition assistance but far too little to afford high-quality early education. Because ACCA is part of a supportive coalition of churches, we have offset some costs with scholarships. Still, it remains difficult to navigate a system in which neither parent fees nor subsidies or education grants cover the actual cost of quality care in a way that allows programs to sustain salaries and benefits that reflect teachers' experience, training, and commitment to young children.

Early childhood education in America is a broken system in which service is too expensive for working and disadvantaged families, and centers' profit margins are chronically thin. The pandemic has worsened the situation, forcing parents to leave the workforce due to a lack of quality programs. Parents face long waitlists and increased tuitions, and programs confront critical staffing shortages, supply chain disruptions, and unprecedented inflationary pressures. Without question, we are facing a crippling emergency.

I believe in the ongoing training of my teachers, which is why we at ACCA invest heavily in creating professional development opportunities, including apprenticeships, and in supporting teacher-child ratios and group sizes that allow educators to practice their craft in safe settings for adult and child well-being.

Across the country, the reality of the system's shoestring funding is that some teachers still earn such low wages that they rely upon food stamps to make ends meet. Often, teachers earn poverty wages even though a majority have achieved some higher education level.

Being an early childhood educator had its challenges before the pandemic, but COVID has layered additional responsibilities onto teachers, who are overburdened, underpaid, and challenged daily by doing a job where we are considered essential yet often treated as dispensable. As a sector, child care is facing the most significant staffing challenge we have ever had, as educators leave the field to get higher-paying jobs that address their families' economic security. Child care teachers are among the lowest-paid workers in America. In Virginia, the median hourly wage for a child care teacher still is \$15 or less. Not surprisingly, more than 25 percent of teachers exit the field each year.

Because our Country has not sufficiently funded necessary support and fair compensation, programs, families, and children feel the impact of early learning educators who decide to leave the field. I cannot tell you how difficult it is to hire qualified teachers to lead ACCA classes and support our children and families through trauma, learning loss, toxic stress, food insecurity, and more.

Let me make one thing very clear. We are not babysitters. Early childhood educators are professionals responsible for day-to-day interactions that influence the developing brain architecture of children. Disparities in development begin to emerge in infancy and widen over time without consistent, nurturing care and high-quality learning opportunities provided by effective, competent, well-trained, and well-compensated educators. This is what we do at ACCA. We invest in our teachers and ensure children have equitable access to proven, quality, research-based, and developmentally appropriate learning experiences.

Make no mistake. ECE investment is a national security imperative. If America is to continue to lead the world, it needs an educated, healthy, resilient, innovative, and competitive labor force. This begins with the youngest among us.

At least 70 percent of Americans between ages 17 and 24 are not eligible for military service due to obesity, mental health issues, drug abuse, or lack of a high school degree. Expanding the pool of qualified recruits should not only be a task for the military. Addressing childhood obesity, substance addiction, and poor academic achievement requires significant funding in our education and public health systems. This must include investing in early education because many of the lifelong problems cited can start to be positively addressed long before children enter elementary school. This is how early childhood education can help our military readiness. American national security and economic leadership and the strengthening of our democracy depend on it.

Due to the pandemic, thousands of us have risked our lives to serve young children and working families. From our perspective, all we ask for is the financial support and bipartisan will to give our youngest ones a real opportunity at the American Dream. Likewise, families need an overhauled early learning ecosystem that provides quality and fair access to early education and prepares children for lifelong success. Also, tuition needs to be affordable, programs high-quality, and the system should work for all, especially underserved working families.

Without relief and stabilization funds, we would never have survived the pandemic. Child care relief funding has kept ACCA and many other programs from going under, but we are fearful for the future. We—and by “we” I mean small child care centers and large child care centers, for profit and nonprofit programs, faith-based programs, and family child care centers alike—do not want to go back to the challenges of the past—we want to be part of the effort to build a child care system that will work for our children, our families, our staff, and the businesses in our community that rely on us.

In my mind, our child care system is a cake; too often, we have tried to pretend that we can use three eggs for baking a cake that the recipe says takes ten eggs, and then we have been surprised when the cake does not come out the way it should. It makes no sense for our Nation to put so few eggs (or so little money) into child care such that educators are paid such low wages and offered minimal benefits while parents cannot afford to access it. Reconciliation allows us to get so much closer to providing the ten eggs we need. Here is what those eggs would lead to:

- (1) Funding that covers the cost of care, which includes fair compensation for the skilled, valuable, and essential work of our early childhood educators,
- (2) Options for families to be able to choose quality child care options in ways that provide stability for them, for their children, and us,
- (3) Alignment between child care and early learning, where centers, homes, and schools support working families and support children's positive growth and development.

Child care is a lifeline to our families, and early childhood educators are essential. I urge you to support us by building on relief that has allowed us to keep going and providing substantial and sustained investments through reconciliation to rebuild and strengthen child care programs like ACCA so we can support parents and children.

Thank you for listening to my story, and I look forward to your questions.

[SUMMARY STATEMENT OF MARIA-ISABEL BALLIVIAN]

Speaking as the executive director of a high-quality child care program, Ms. Ballivian's testimony will focus on the importance of strengthening our child care ecosystem and reducing costs for working families so that we can support America's children, workers, educators, and employers.

Key points will include:

- Child care is a lifeline to our families and early childhood educators are essential.
- Yet programs face extensive challenges in navigating a broken early childhood education system in which service is too expensive for families, while our operating margins are chronically thin, and teachers earn poverty wages despite their valuable work.
- Quality is of utmost importance in early childhood education. This, along with the need to build supply, is why we need to invest in the early childhood education workforce so that they do not have to rely on public programs like food stamps or leave child care for higher-paying jobs in other fields.
- The situation has worsened in the pandemic, and the reality is that while relief has helped programs on the ground, the lack of certainty and stability has programs facing a crippling emergency.
- Small child care centers and large child care centers, for profit and non-profit programs, faith-based programs, and family child care centers alike, do not want to go back to the challenges of the past. Rather, we want to be part of the effort to build a child care system that will work for our children, our families, our staff, and the businesses in our community that rely on us.
- That effort must include sufficient support through the reconciliation process. Our child care system is a cake; too often we have tried to pretend that we can use three eggs to bake a cake that the recipe says takes ten eggs, and then we've been surprised when the cake does not come out the way it should. It makes no short-or long-term sense for our Nation and our states to put so few eggs into child care. Reconciliation provides the opportunity we need.

The CHAIR. Thank you very much.
We will turn to Ms. Reynolds.

STATEMENT OF ELLEN REYNOLDS, CHIEF EXECUTIVE OFFICER, GEORGIA CHILD CARE ASSOCIATION, SANDY SPRINGS, GA

Ms. REYNOLDS. Good morning, Madam Chair, Ranking Member Burr, and the Members of the Committee. I am Ellen Reynolds, Chief Executive Officer of the Georgia Childcare Association, which serves the 4,400 licensed childcare programs in Georgia. Today, I

come for you representing the voice of license providers, be they family, home, or center based, nonprofit or for profit, faith based or secular, or Government funded like early Head Start.

There are over 3.8 small businesses—excuse me, million small businesses who educate the country’s youngest learners, 50 percent of which are minority owned businesses. And I thank you for this opportunity to speak on their behalf. While I recognize today’s hearing as partisan, I want to stress that prior to this year, childcare has never been a partisan issue.

I believe it is the sincere desire of this Committee to ensure working families have access to high quality, affordable childcare, and I would urge you to build—to continue building on the rich history of bipartisan work as you consider enacting new policies. With testimony limited to 5 minutes, I will get straight to our recommendations. We strongly recommend a historic investment of at least \$400 billion to childcare through this year’s reconciliation process.

While we are very grateful for the ARPA’s stabilization funds, state regulatory agencies and providers are concerned about the cliff effect that is coming in September 2023, when ARPA stabilization dollars expire, and in September 2024, when ARPA discretionary dollars expire.

Without further investments, the country will face a catastrophic decline in access to childcare, as providers will no longer be able to pay teachers competitive rates nor provide tuition relief for families. We believe funding must be included in the reconciliation process because we do not believe Congress will allocate enough funding to make a material difference in access to childcare through the traditional budget process.

Consider the recently passed omnibus budget bill as exhibit A to that point. While we are grateful for the \$231 million increase to CCDBG, that amounts to a 4.3 percent increase in spending. With inflation at 7.5 percent, the funding does not help states keep pace with inflation, which has historically been the case. This is a prime example of how childcare funding has historically eroded over time.

Congress should fund the historic investments in childcare through CCDBG. Why? Because as a practical matter, we do not expect a large number of states to participate in either the childcare or the universal pre-K program, as outlined in Build Back Better as is currently written. Currently, 39 states have balanced budget requirements. As Build Back Better is written, there is no way for states to accurately estimate the state match required to participate.

Would you commit to buying a house without knowing how much your monthly payment would be and whether you earned enough money to make that payment? No, and neither will many states, and not just the states who refuse Medicaid expansion. Doubt me? This is actually reflected in the CBO scoring report, which estimates that up to 40 percent of children will not participate in Build Back Better’s programs.

To give you an actual current basis for comparison, according to Georgia State Licensing Agency, 86 percent of all Georgia 4 year olds are currently being served by a licensed program in Georgia today. Meaning only 14 percent of all Georgia 4 year olds are in

an unlicensed setting, such as at home with their parents, grandparents, or nanny. Thus, the CBO has grossly underestimated demand and the cost of providing the program as written in Build Back Better.

The CCDBG is a carefully crafted bipartisan compromise which clearly establishes—with clearly established precedents already in place which could be used to expand services and increase wages immediately. The naysayers will tell you that CCDBG is too broken to be used to expand access to childcare while making it affordable for families. In fact, Congress just used CCDBG during the pandemic to do just that with the CARES Act reconciliation and ARPA dollars.

Again to use Georgia as an example, Georgia has eliminated co-pays and is providing free childcare to all children on subsidy for 18 months. All staff, including custodians, chefs, bus drivers, will receive \$3,000 in supplemental wages directly from the state. ARPA stabilization dollars, grants to providers further support employee wages as Georgia requires providers to spend 70 percent of the stabilization grants on employee wages and benefits and family tuition relief.

Georgia will serve an additional 10,000 children through September when the ARPA funds end. Georgia has increased provider reimbursement rates for all tiers under our quality writing system by 15 percent. And Georgia has increased the income eligibility to the maximum of 85 percent of the state median income. I have included just a few examples of each of the ways your individual states who use CCDBG stimulus funds to accomplish similar goals in your states in my written testimony.

Just a few last notes. Having three programs with different application eligibility processes would be extremely confusing for parents as they struggle finding quality childcare now with one streamlined process. BBB would necessitate states to build out at least two additional eligibility systems, going against the progress we have made in creating one statewide eligibility system as the results of the ACA.

CBO scoring estimates that childcare providers are reimbursed—will be reimbursed less in 2028 for childcare than they are charging now, but also with caps on tuition, which would make paying increased wages to teachers impossible and decrease access to childcare from center closures.

Build Back Better will triple the regulatory burden for both state regulatory agencies and the Federal Office of Childcare, as each program would likely require a 3-year plan with annual progress reports and with monitoring visits of each of the three programs at least once every 3 years.

The CHAIR. Ms. Reynolds, you are over time. If you could just summarize your last comment—

Ms. REYNOLDS. Yes—two more paragraphs. Build Back Better would cripple the workforce and create shortages by requiring all teachers to have bachelor's degrees in 5 years. Georgia has achieved that goal with 3,800 lottery funded pre-K classrooms, but it took 15 years to reach that goal with funding supports from our regulatory agency to attain those degrees. In closing, we thank you for elevating childcare to a priority in the Nation that needs invest-

ment and funding, and we stand ready to help you and appreciate any questions.

[The prepared statement of Ms. Reynolds follows:]

PREPARED STATEMENT OF ELLEN REYNOLDS

Good morning, Madam Chair, Ranking Member Burr, and Members of the Committee. I am Ellen Reynolds, Chief Executive Officer of the Georgia Child Care Association (GCCA), a trade association representing the 4400 licensed childcare providers in Georgia. Today I come before you representing the voice of licensed providers, be they family/home or center based, non-profit or for-profit, faith based or secular, or government funded like Early Head Start. There are over 3.8 million small businesses who educate the country's youngest learners, 50 percent of which are minority owned businesses, and I thank you for this opportunity to speak on their behalf.

While I recognize today's hearing is partisan, I want to stress that prior to this year, childcare has *never* been a partisan issue. I believe it is the sincere desire of this Committee to ensure working families have access to high quality, affordable childcare, and I would urge you to continue building on the rich thirty-year history of bipartisan work as you consider enacting new policies.

With testimony limited to 5 minutes, I will get straight to our recommendations.

We strongly recommend a historic investment of at least \$400 billion to childcare through this year's reconciliation process.

We are very grateful for the ARPA stabilization funds, but state regulatory agencies and providers are concerned about the cliff effect that is coming in September 2023 when ARPA stabilization dollars expire and in September 2024 when ARPA discretionary dollars expire. Without further investments, the country will face a catastrophic decline in access to childcare as providers will no longer be able to pay teachers competitive rates nor provide tuition relief for families.

We believe funding must be included in the reconciliation process because we do not believe Congress will allocate enough funding to make a material difference in access to childcare through the traditional budget process. Consider the recently passed Omnibus Budget Bill as "Exhibit A" to that point. While we are grateful for the \$231 million increase to CCDBG, that amounts to a 4.3 percent increase to spending. With inflation at 7.5 percent, the funding does not help states keep pace with inflation, which has historically been the case. This is a prime example of how childcare funding has historically eroded over time.

Congress should fund historic investments in childcare through the CCDBG:

Why? Because as a practical matter, we do not expect a large number of states to participate in either the childcare or universal pre-k program as outlined in Build Back Better. Currently, 39 states have balanced budget requirements. As BBB is written, there is no way for states to accurately estimate the state match required to participate. Would you commit to buying a house without knowing how much your monthly payment is and whether you earn enough to make the payment? No, and neither will many states (not just the states who refused Medicaid expansion).

Doubt me? This is actually reflected in the CBO's scoring report which estimates that up to ***forty percent*** of children will not participate in Build Back Better's programs. To give you an actual, current basis for comparison, according to Georgia's state licensing agency, 86 percent of all Georgia four-year-olds are currently being served by a licensed program in Georgia today, meaning only 14 percent of all Georgia four-year-olds are in an unlicensed setting such as at home with a parent, grandparent or nanny. Thus, the CBO has grossly underestimated demand and the cost of providing the program as written in BBB.

The CCDBG is a carefully crafted bipartisan compromise with clearly established precedents already in place which could be used to expand services and increase wages immediately. The naysayers will tell you that the CCDBG is too broken to be used to expand access to childcare while making it more affordable for families. In fact, Congress used CCDBG during the pandemic to do just that with the CARES Act, reconciliation, and ARPA dollars.

Again, to use Georgia as an example:

- Georgia has eliminated copays and is providing *free* childcare to families for 18 months.

- All staff including custodians, chefs, etc. will receive \$3000 in supplemental wages directly from the state.
- APRA stabilization grants further support employee wages as Georgia requires providers to spend 70 percent funds on employee wages and benefits.
- Georgia will serve 10,000 addition children through September when ARPA funds end.
- Georgia has increased provider reimbursement rates for all tiers under our quality rating system by 15 percent
- Georgia has increased the income eligibility to the maximum of 85 percent of the SMI.

I have included just a few examples of ways each of your individual states have used CCDBG stimulus funds to accomplish similar goals in my written testimony.

And just a few last notes:

- Having three programs with different application and eligibility processes would be extremely confusing for parents as they struggle with finding quality childcare now with one streamlined process.
- BBB would necessitate states to build out at least two additional eligibility systems, going against the progress we have made in creating one statewide eligibility system as a result of the ACA.
- CBO scoring report estimates that childcare providers will be reimbursed **less in 2028 for childcare than they are charging now but with caps on tuition**, which would make paying increased wages to teachers impossible and decrease access to childcare from center closures.
- BBB would triple the regulatory burden for both state regulatory agencies and the Federal office of childcare as each program would likely require a three-year plan with annual reports to progress and with monitoring visits for three programs every three years instead of one.
- BBB would cripple the workforce and create shortages by requiring all teachers to have bachelors degrees in 5 years. Georgia has achieved that goal with our 3,800 lottery funded GA Pre-K classrooms, but it took Georgia **fifteen years** to reach that goal with funding supports for teachers to obtain degrees which are not included in BBB.

In closing, the providers across the Nation thank you for your support that has kept the childcare industry alive throughout the pandemic. They thank you for recognizing the importance of childcare and elevating it to a policy priority to build a better, sustainable system for families and children going forward. And we stand ready to be of assistance in any way we can and encourage you to please reach out to the provider voice in your state.

Thank you for your time.

Senate HELP Committee Members and ARPA State Highlights

The following chart includes a list of Members from the Senate Health, Education, Labor, and Pensions (HELP) Committee that live in states that have used funding from the American Rescue Plan Act (APRA) to improve the child care infrastructure. The chart also includes ARPA highlights in Arizona, Georgia, Ohio, and West Virginia, as these states have red to blue Senators. A full list of state ARPA highlights can be found *here*.

Member/State	ARPA Dollar Highlights
Patty Murray (D-WA), Chair	<ul style="list-style-type: none"> • Washington announced a shift to meet or exceed the federally recommended reimbursement rate (75th percentile of the current market rates).
Bob Casey (D-PA)	<ul style="list-style-type: none"> • Pennsylvania provided \$600 in pandemic relief awards to eligible child care employees.
Chris Murphy (D-CT)	<ul style="list-style-type: none"> • Connecticut paid National Association for the Education of Young Children (NAEYC) and National Association for Family Child Care (NAFCC) accreditation fees to help providers maintain quality.

Member/State	ARPA Dollar Highlights
Maggie Hassan (D-NH)	<ul style="list-style-type: none"> • New Hampshire temporarily raised reimbursement rates by 10 percent.
Jacky Rosen (D-NV)	<ul style="list-style-type: none"> • Nevada temporarily paid on enrollment instead of attendance.
John Hickenlooper (D-CO)	<ul style="list-style-type: none"> • Colorado temporarily paid on enrollment instead of attendance. • Colorado will be increasing rates by 5 percent for the next 2 years. • Colorado provided testing kits, per employee, to child care providers.
Tammy Baldwin (D-WI)	<ul style="list-style-type: none"> • Wisconsin started a Workforce and Recognition Stipend program that offered a stipend of at least \$350 for staff.
Tim Kaine (D-VA)	<ul style="list-style-type: none"> • Virginia expanded eligibility to 85 percent of SMI. • Virginia waived copayments for eligible families through the end of 2021. • Virginia covered child care costs for essential workers by allowing parents seeking work to be eligible for financial assistance.
Tina Smith (D-MN)	<ul style="list-style-type: none"> • Minnesota will be increasing rates by 5 percent for the next 2 years.
Ben Lujan (D-NM)	<ul style="list-style-type: none"> • New Mexico became the first state in the country to tie reimbursement rates to the true cost of quality care, rather than using a market rate survey. Market rate surveys focus more on what parents pay rather than the true cost of providing quality care, which is often significantly higher. • New Mexico provided scholarships for credentials including, AAs, Bas, and Mas for the child care workforce alongside its wage supplement program. • New Mexico provided \$1,500 to child care workers.
Richard Burr (R-NC), <i>Ranking Member</i>	<ul style="list-style-type: none"> • North Carolina waived copayments for eligible families through the end of 2022.
Roger Marshall (R-KS)	<ul style="list-style-type: none"> • Kansas covered child care costs for essential workers by allowing parents seeking work to be eligible for financial assistance. • Kansas' Department of Health and Environment (KDHE) partnered with Battelle—a leader in the field of science and tech—to provide rapid, self-delivered COVID-19 tests to all licensed child care providers in the state.
Mitt Romney (R-UT)	<ul style="list-style-type: none"> • Utah announced a shift to meet or exceed the federally recommended reimbursement rate (75th percentile of the current market rates).
Jerry Moran (R-KS)	<ul style="list-style-type: none"> • Kansas covered child care costs for essential workers by allowing parents seeking work to be eligible for financial assistance. • Kansas' Department of Health and Environment (KDHE) partnered with Battelle—a leader in the field of science and tech—to provide rapid, self-delivered COVID-19 tests to all licensed child care providers in the state.
Bill Cassidy (R-LA)	<ul style="list-style-type: none"> • Louisiana waived copayments for eligible families through the end of 2021.
Mike Braun (R-LA)	<ul style="list-style-type: none"> • Louisiana waived copayments for eligible families through the end of 2021.
Tommy Tuberville (R-AL)	<ul style="list-style-type: none"> • Alabama waived copayments for eligible families through the end of 2021.
Ohio	<ul style="list-style-type: none"> • Ohio's Hero Pay program will provide \$1,200 to child care employees, divided over 4 quarters. • Ohio covers 10 absent days per 6-month period when a child using subsidies is absent. Child care subsidies are often paid based on a child's attendance.

Member/State	ARPA Dollar Highlights
Arizona	<ul style="list-style-type: none"> • Arizona lowered copayments for families to \$1 per day.
Georgia	<ul style="list-style-type: none"> • Georgia expanded to 85 percent of SMI. For Georgia in particular, this will enable an additional 10,000 children to be served until October 2024. • Georgia is paying providers full published tuition rates through October 2022, making childcare free to all families on subsidy scholarships for 18 months. • Georgia announced a rate increase of 15 percent in all quality categories until 2024. • Georgia announced \$1,000 payments to the child care workforce in 2021 and will provide an additional two rounds of payments in 2022 for a total of \$3000 in direct payments to ECE workforce including cooks, custodial staff, teachers, etc.

[SUMMARY STATEMENT OF ELLEN REYNOLDS]

The Georgia Child Care Association, representing licensed owners and directors of childcare centers make the following recommendations:

(1) Congress should make an historic investment of at least \$400 billion in childcare through the budget reconciliation process *this year* because the traditional budget process will likely not include significant funding to make a material difference in access to affordable childcare for working families. If Congress does not, the country will face a catastrophic crisis in access to childcare nationally when ARPA stimulus funds and discretionary funds end in September 2023 and September 2024 respectively.

(2) Congress should fund childcare through the CCDBG rather than creating two new childcare programs for several reasons:

(a) States are not likely to choose to participate in the childcare and pre-k programs as currently written in Build Back Better because states cannot accurately estimate the cost of their state match, (CBO's scoring document underscores that as it estimates 40 percent of children will not participate).

(b) The CBO scoring report estimates that childcare providers will be reimbursed *less in 2028 for childcare than they are charging now under BBB, but with caps on tuition*. Given that the amount estimated by CBO in 2028 is *less* than providers currently charge parents in states with a low cost of living like Georgia, let alone states like California, there is no way that providers will be able to pay the increased wages and benefits to teachers and staff intended by BBB.

(c) Capping provider tuition will cripple programs when Congress fails to adequately fund BBB over time as has historically been the case. It is during these times that family copays/tuition are used to pay teachers and enhance quality when congressional funding doesn't keep pace with inflation.

(d) Creating three childcare programs will create new barriers for parents who currently struggle to access subsidized childcare with one program. Having children in three different programs with three different scopes will be more burdensome for parents, not less.

(e) New childcare (ages 0–2) and universal pre-k (ages 3–4) programs under BBB would require states to build new eligibility systems for those programs. Without additional funding to create those systems, this may actually undo the progress made under the Affordable Care Act through which states created a single integrated eligibility system so parents can find all benefits for which they qualify in one eligibility system.

(f) The CCDBG is a carefully crafted bipartisan compromise with clearly established precedents already in place which could be used to expand services and increase wages immediately.

(g) *Congress just proved the effectiveness of using the CCDBG* to expand eligibility for families, expand number of children served, eliminate tuition and family copays, increase employee wages, and to increase provider rates for quality rated centers with the CARES Act funding, the Consolidated Appropriations Act, 2021, and the APRA stabilization and discretionary dollars.

(h) BBB would triple the regulatory burden for both state regulatory agencies and the Federal office of childcare as each program would likely require a 3-year plan with annual reports to progress and monitoring visits for each of the three programs every 3 years instead.

(3) Congress should eliminate the requirement in statute that all universal pre-k teachers have a bachelors degree within 5 years of passage of the act because this artificial deadline is unattainable and would cripple the industry. Georgia, which has had lottery funded pre-k for 4 year olds for 29 years, has attained that goal for the 3800 lottery funded classrooms, but it took Georgia fifteen (15) years to meet that goal. Georgia achieved that goal by providing financial supports and incentives and buy tuition support through the lottery funded HOPE Scholarship and Grant program where 90 percent of tuition is subsidized for ECE teachers because ECE is designated as a "high demand" career for which there is a shortage of teachers with bachelors degrees. BBB does not provide any support or tuition assistance to help teachers attain a bachelors degree, and during the pandemic, Georgia had to offer waivers for teachers without these degrees who were seeking to attain the degree because there were not enough teachers to serve all the classrooms of 4 year olds in lottery funded Georgia Pre-K. Instead, have the Federal Office of Child Care hold states accountable for progress toward a goal of bachelors degrees for UPK after an assessment by each state of the time and resources it would take to reasonably meet that goal.

The CHAIR. Thank you. We will now begin a round of 5 minute questions, and I ask my colleagues to please keep track the clock and stay within those 5 minutes. I mentioned earlier that the Childcare Development Block Grant serves only one in nine eligible children, and even for the families that receive benefits under the program, they can't always find affordable childcare.

In fact, half of Americans today live in childcare deserts, and those shortages are most prominent in our rural communities as well as communities of color. So even as the funding for Childcare Development Block Grant has increased, those problems have persisted, and the number of children served through that block grant have been gradually decreasing over the past decade. Workers are still earning poverty level wages, and as they leave for higher paying jobs, providers are closing their doors.

We can't ignore those facts, and we need to take what works for serving children and families and build on it, and we need to realize that the broken pieces should be left behind. So Ms. Allvin, let me start with you. Looking at the current state of childcare, how does the Democratic substitute address some of the systemic failures of the current system?

Ms. ALLVIN. Thank you, Senator Murray. I think it is really important to think about the system as a whole. And what this proposal does that hasn't been done before is to contemplate the entire system. Because of the deep scarcity in our history, we have always picked pieces of the system and tried to fix it at the expense of other pieces.

For example, as we tried to solve the preschool and three and 4 years having access, we watched how the bottom fell out of the infant toddler market and the precipitous decline of family childcare homes. We watched, I know from my experience in Arizona, states are always deciding between do they serve more families, or do they actually pay the actual cost of care? They are always making Sophie's choice. I think the difference in the need and the solution so far have—there has been a huge gap.

Having that match up is really important. Families are always trying to decide between affordability and quality and sometimes

find themselves in solutions where they have to go to unlicensed, unregulated, and sometimes unsafe care. And I think this starts to solve to that problem.

I want to specifically address compensation because we have seen some really dramatic progress in the last 2 years that states have used relief funds to add bonuses, add wage supplements. But to be clear, that is not addressing compensation systemically and long term. That is a stopgap solution in trying to find—to trying to make the market not implode. I don't think any of us in this room would stay in a field for \$24,000 a year, knowing that there might be a bonus at the end of it, or there might be a wage supplement at the end of it.

We have to pay professional salaries, health insurance, and retirement benefits permanently through employers that align to the science and the economics of early childhood education. And this gets at that in a way that we have never contemplated before.

The CHAIR. Thank you. Yes, I say childcare is an economic issue. Lack of childcare keeps parents, especially women, out of the workforce, and for teachers to whom many receive poverty level wages, as we just heard, that increasingly low pay makes it very difficult to continue to do what they love when they can't afford their own basic necessities. This isn't a red state or a blue state issue because parents everywhere in every state worry about whether they can find and afford high quality childcare.

That is exactly why the Senate Democratic substitute expands eligibility to serve way more eligible children. We want as many parents as possible to save money on childcare and have better options and a little less stress, so we made this a really good deal for the states. The proposal includes a very generous match rate for states. 90 percent of costs are covered by the Federal Government and the cost of the overall package, including childcare, is paid for by raising taxes on big corporations.

The proposal also includes funding for Head Start and local Governments if a Governor chooses not to participate. Ms. Allvin, I would like to hear your thoughts on state participation under the current proposal. And from your experience with your state level work and your work at NAEYC, are we thinking the right way about state incentives?

Ms. ALLVIN. Thank you for the question. I do—when I think about this, I do draw on my experience from Arizona, and I know that there is always both a partnership between Federal and State Governments and also a tension between Federal Government and State Governments.

This notion of are we getting the accountability mechanisms right, are we making sure we are keeping good track of taxpayer dollars and not being overburdensome. And I think there has been a lot of speculation about state take up and state match. And I think it is really important to start with some key assumptions. From what I have seen, Governors, state legislators want childcare to be affordable for families. They want early childhood educators to have professional salaries and health insurance.

The childcare employers want to both keep kids safe while their parents work and deliver on the quality that we know the science

dictates. But they have never been able to do that with the scarce resources that have been in the system.

I would be startled based on the last 2 years the innovations that we have seen that a state is turning down this funding. We have seen enormous increases in getting close to paying the actual cost of care in red and blue states, as you said, in Arizona, in New Jersey, in Tennessee, in Pennsylvania, in Michigan, in Wyoming, in Wisconsin, where they have raised rates to get closer to the cost of care.

I think when Governors have the incentive and have the tools, they want to do right by families and children. So I am optimistic about how states will take this funding up. I think it will take a lot of partnership between the Federal Government and the states—and the State Government. But in my experience, this has been a bipartisan issue and is something that both Governors in all states will consider.

The CHAIR. Thank you very much. I am way over time. Senator Burr.

Senator BURR. Thank you, Madam Chair. I agree with Ms. Allvin. I think states do want more money for childcare. I don't think states want us to run it. And that is what this bill does. I mean, with all due respect to my colleagues, when you raise the cost by \$13,000 a year for childcare, you are now above the average private preschool, pre-K, kindergarten, and first grade cost of some of the premier private schools in this country.

There may be greater subsidies to a lot of parents, but the parents that don't qualify for a subsidy are going to be paying about \$26,000 per child per year for their childcare. That is based upon a progressive analysis of Build Back Better. Now, people seem to brush off the fact that CBO, state legislators, and policy analysts all have agreed that there are states that will opt out of this.

It has way too much Government, way too many requirements. So Ms. Reynolds, in your experience working with state legislators over the years, can you talk about the consideration state legislators and Governors make when they decide whether they can afford to take on programs like this?

Ms. REYNOLDS. Yes, Ranking Member Burr. In Georgia, we have seen that experience. Obviously, the ACA afforded a very generous match of 90,10, and our state, along with many others, chose not to take that. If you are talking about the—it is not just a 90,10 match. If we are talking about UPK, then you are talking about more of like a 33, 34 percent match by states. So that becomes exponentially more costly.

I will tell you one of the things I first heard from our regulator, their first concern was we cannot estimate this, and I don't know how a State Legislature would, with a constitutional balanced budget requirement, go in and commit early on to a program that once you are in it, you are really committing, even though there is a couple of years ramp up, you are really committing to whatever your portion of the match is without any real way to estimate that cost. That is a very real concern.

States care about their Triple-A bond rating because that is how they bond—that is how they borrow cheap money. And while I do think that all State Legislatures do want to provide access to qual-

ity childcare, they are—in Georgia, like 53 percent of our budget is absolutely automatically dedicated to health care. The next 30 percent is dedicated to K–12 through entitlements, no discretion by our Legislature over what they are paying for that.

When you get down to the discretionary funds that they have to allocate, you are talking about a limited number of funds, at least in a State like Georgia, that has—that entire part that they control for all the rest of Government is around 15 to 20 percent of their fund base. So there is simply not enough funds.

If you can't actually—if you have to commit before you can figure out what the cost is, how do you identify the revenue sources to absolutely ensure that you have the funding to cover the costs?

Senator BURR. We have offered a lot of plans up here that you can't figure it out until you have already passed it, what it is going to cost. Even the Chair admitted that they are going to be states that opt out of this. And of course, you talked about the workarounds. So tell me how those workarounds destabilize, or diminish over the decades, the work that has been done.

Ms. REYNOLDS. Well, I mean, I would say to those who say CCDBG doesn't work, I would say the calls coming from in the House, it is because into an easy way to fix it—I mean, it is because Congress neglected it over time. We can amend those laws to encompass 0 to 5. We can amend those laws to expand the eligibility that is desired, and we support under BBB. But you have to have—and I am sorry, get me back to your original question, because I feel like I am going—

Senator BURR. The damage that would be—

Ms. REYNOLDS. Let me—yes, I have got a very specific example. So prior to the last reauthorization where you all graciously injected \$2.5 billion in funding, because CCDBG had been underfunded by Congress for so many years, the Federal guidelines recommend that you reimburse providers at the 75th percentile for quality. Georgia was reimbursing providers at the 9th percent of the market rate survey, which is absolutely abysmal, absolutely not enough.

Is what part of what led to a shortage in infant toddler care that we are still seeing in Georgia. We were able to make great strides without with that last infusion of the 2.5 billion and bring it closer to the market rates. But if you actually funded this and required states to reimburse providers of the 75th percentile, that would go a long way to fixing the problems the CCDBG.

Senator BURR. Thank you, Madam Chair.

The CHAIR. Senator Casey.

Senator CASEY. Chair Murray, thank you for having this hearing. I want to thank you and the Ranking Member for being here and to raise these issues. In particular, I wanted to thank Chair Murray for her leadership over many, many years on the importance, the essential nature of childcare for families.

We know that access to affordable and high quality early care and learning is critical to both child development and to our economy. Every study shows that. It is irrefutable. We know as well that investments in children more generally allow us to have a higher skilled workforce. Investments in children allow us to

outcompete China or any other country. Investments in children help us grow GDP.

There is even an organization we have all known for at least a quarter century, Fight Crime, Invest In Kids. I think in a soundbite, they captured the essential nature of investments in children. You could substitute other words for fight crime, but that is one of the benefits of investing in children. So we know this from the data. And yet as a Nation and certainly at the Federal level, we haven't done nearly enough about it.

My staff heard recently from a childcare provider in Philadelphia about the meaningful difference that childcare makes in the lives of families. In this case, a family was in a shelter, but because the parents had stable, reliable childcare, they were able to find both a job and a home. That is because, in part, the childcare stabilization grants that were in the American Rescue Plan made that possible.

In this case, the provider used these grants to raise the wages of childcare workers. They are able to retain staff and maintain the number of childcare slots that they are providing. So it is clear these stabilization grants made a substantial difference, but the provider has to make tough choices. They couldn't raise wages while also reducing costs for families and expanding the number of childcare slots.

I guess the main question I have, and I ask anyone on the panel who wants to take this, how could the bill, the Childcare for Working Families Act, have addressed the interwoven challenges of childcare costs, access to childcare, and workforce shortages?

Ms. KASHEN. Thank you for that question, Senator Casey, and for your longtime leadership on children's issues. The bill—the proposal would make sure that every family who needs it has access to affordable, high quality childcare, and it addresses all three parts, right.

It makes sure that it is affordable for families, that the care that they are getting for their children is high quality and puts money behind that, and it raises wages for early educators. And that is a big part of raising quality as well, because when you have a stable workforce that is economically secure, you can recruit and retain amazing educators to stay there.

The beauty of this proposal is that it really addresses all of those by partnering, the Federal Government partners with the State Governments, along with parents, and providers, and employers. It really brings everyone together to serve children and families much better.

Senator CASEY. Anybody else want to comment on the bill?

Ms. REYNOLDS. I will just like to add that I think one way that it can be improved, Build Back Better, in terms of when you are trying to get to that goal. We—the research absolutely supports the bachelor's degrees and training, and credentials does enhance quality.

But the reason Georgia has been able to do it is because we had stipends and tuitions to support, and we—through the quality dollars—and we also had lottery funded scholarships that we are—childcare was designated by Governor Deals a high demand field where we have a shortage and that was, he left 4 years ago to the

Chair's point about how long we have been struggling with these issues with wages, to help them.

I do think the funding is—we want to increase wages but increasing their wages won't be simply enough to say, oh, then they can go spend the money on tuition to go achieve these higher quality degrees and training and lift the quality of the programs. I really want to encourage you as you consider deliberations to either look at like we have done with doctors, if they go into childcare deserts, that tuition is forgiven or to find some tuition supports to help teachers.

Because I do not—if you raise the wages but turn around and require them to do the degrees, you are really not helping them manage their daily home and have enough income for a living wage if it has got to turn around and be spent on tuition.

Senator CASEY. Thanks very much. Thanks, Chair Murray.

The CHAIR. Senator Scott.

Senator SCOTT. Thank you, Chair Murray, for the opportunity to address the witnesses on such an important topic around childcare and preschool, looking for ways to really improve the outcome for the kids who are growing up in sometimes challenging circumstances. I think about good intentions. I think both sides probably have good intentions when it relates to the conversation and sometimes the debate around providing high quality childcare to folks who are in desperate need of it.

I think about the approach that was going to be taken in the Build Back Better plan. That approach would have increased, according to the progressive think tanks, increased the cost of childcare from \$15,888 to around \$29,000. In an attempt to make childcare more affordable, I think they would have made childcare less affordable.

Again, we look at creating multiple systems or at least a different approach to childcare that actually is harder to manage for the average family when you think about the 12 million kids today who are in childcare that is not fuzzed to a family member. Those kids need the highest quality of access possible.

If we want to see folks coming back to work, solving this problem, bridging the gap is so critically important to the kids who are literally looking for a safe place to learn, parents who are looking for a way to be able to have their kids in a safe environment, a good environment so they can continue to work because you can't be at work and at home at the same time. And we saw that challenge exacerbated throughout the pandemic.

Parents who needed to be at work but could not find a place for their kids had to make what was an easy choice for most parents, taking care of your kids first. That is why so many parents work. And so one of the things I have done over the last four or maybe 6 years ago is make sure that we kept the choice in the hands of the parents.

Through the legislation and the amendments that I made, the legislation several years ago, and today I introduced legislation, the Childcare and Development Block Grant Reauthorization Act of 2022 because the Childcare and Development Block Grant program has assisted working families and their children for more than 30

years, all while ensuring that parents have maximum freedom to make the best decisions for their children.

In South Carolina today, thousands upon thousands of kids under the age of six and their parents in the workforce need those options in their quiver, so to speak, to make the best decisions for their kids. This is a lifeline for low income families looking to participate in the workforce or continue their education.

This bill also traditionally enjoyed immense bipartisan support. That is why we are actually having a conversation, in my opinion, today. My new bill would make responsible enhancements to the CCDBG program to better support America's working families. One very important part that has been there the need to continue to be there is giving vouchers so that parents can make the best decisions for their kids.

Ms. Reynolds, with my minute left, I know that you understand and appreciate this issue. You also represent 900 license centers in Georgia. I believe that the nature of choice is critical for parents and their peace of mind while they are working. Can you address the importance of that flexibility?

Ms. REYNOLDS. Absolutely. And I think you have heard every single panelist up here support that. So what I would like you to see is that the industry is united, and we know that the bill has moved significantly in the direction of recognizing that mixed delivery is key, whether it is for profit, not for profit sector, whether it is in Head Start, whether it is in private providers. Families come with different needs.

Children come with different needs. And we also, I want to stress that, because sometimes I think this point gets lost, I agree that we have never looked at dividing childcare and 0 to 2 and then 3 to 4. It is a 0 to 5 process for us. We know that a child's brain is 80 percent of the way—the flexibility ends at around 3 or minimizes and 80 percent develops when they hit age 3.

We really want parents to have all of the choices so that they can identify, as their child comes with unique needs, some maybe disabilities, some maybe challenges with sensory developments, whatever it is, they can work and find that opportunity that is best for their child. And so I think that is a very key component to it that I think Build Back Better has incorporated over time as well. Like it is—we all believe in the parents having choice.

Senator SCOTT. Thank you so much. Sorry, I ran over time. Thank you.

The CHAIR. Thank you.

Senator Murphy.

Senator MURPHY. Thank you very much, Madam Chair. This is as important a hearing as we are going to have. When I am in Connecticut, especially as a parent of two school aged kids myself, I know that nothing causes parents to tear their hair out more than dealing with the increasingly unaffordable cost of childcare and the relative unavailability of quality childcare options today.

We are a family that can afford care for our kids, and yet it frankly takes up hours and hours every week just trying to arrange that care and make sure that it is there. So let me just delve into two subjects that I wanted to touch on today, and I thank you all for your tremendous testimony and working in this critical field.

First to you, Ms. Kashen. I want to talk a little bit about the employer's perspective on the investment that we are contemplating. In Connecticut, we have a lot of major companies that have frankly asked the State Legislature for a big public sector commitment to childcare. Just a handful of them that have testified recently in Connecticut, Bigelow Tea, General Dynamics, Electric Boat, Boehringer Hartford Health Care.

124,000 parents of young kids in Connecticut said in a recent survey that, we believe that 124,000 parents have testified that their work has been disrupted by childcare issues. And employers see this too, their inability to recruit good talent because of the lack of availability of childcare.

I remember meeting one young woman, a parent of two, who was out of the workforce simply because she couldn't find care for her youngest child. And of course, that story can be replicated literally millions of times over people, who are out of the workforce for one reason only, because they can't find childcare. That hurts them, but it also hurts employers, too. So what is employers' take on the status of childcare affordability and how it impacts their bottom lines?

Ms. KASHEN. Senator, that is exactly right. There is a huge push by business leaders to invest—for Congress to invest in childcare, and that is because they know that business disruptions cost a lot of money childcare related business disruptions. The report that I just did with the Center for Economic Policy Research found that across the Nation, we could gain \$60 billion in economic activity by reducing those childcare related business disruptions.

That is a lot of money. But the other thing is just a very personal piece too, I think about Jessica and Jason Morrison in Pennsylvania, who Jessica works full time. They have two kids. Jason has been home during the day, taking care of their kids, and he works for Uber and Lyft at night and on weekends. So basically they are not really seeing each other. He was offered a great job.

He was very excited. The employer was so excited to have him. They could not find or afford childcare. They found waitlists. They found blocks every chance they got. And so he had to say no to that job. And that is what is happening a lot around the country for dads, for moms who cannot do the work they want to do because they don't have access to affordable childcare.

Senator MURPHY. I think it is important to put it in that broader economic context. Second question, I want to drill down on a particular time of the year that is really tough for parents. I will pose this question to Ms. Evans Allvin on behalf of the industry, but I know others could answer as well.

As Senator Murray knows, I have spent a lot of time on this Committee talking about the importance of good summer programming for kids. I thought it would have been a mistake to just send kids back to summer school last year. I thought that they needed a little bit more sort of holistic and comprehensive care. But parents will tell you that summer is the nightmare, and the amount of time and energy they spend trying to get their kids in good care and the amount of income that they forego during the summer, is really extraordinary.

A recent survey suggested that 57 percent of families said that at least one parent made a sacrifice during the summer to care for

kids that involved a reduction of income. That is catastrophic for families that are living paycheck to paycheck. What is the particular barriers that families face during the summer, and how can the proposals that we are considering help?

Ms. ALLVIN. Senator, I can tell you from personal experience with three children that the summer is a nightmare, and I get nervous every time we start planning for what the activities will be in the summer and how we are going to figure it out and wing it, as most families do. And that is why the idea of full day, full year care, birth to 5 is really important. We don't solve this problem with just a part day program or just a small investment. We solve it when it is full day for you—full day, full year care.

That is the notion of both keeping kids safe while their parents work, which happens in a full year, and maximizing on what we know the science of high quality early childhood education. You really look at, Ellen might have mentioned this, but look at also how the field has responded over the last 2 years with the pandemic.

Other than a brief shutdown at the beginning of the pandemic for public health reasons, childcare has largely been open and childcare providers, early childhood educators have made herculean efforts to ensure that children are safe, that it is a safe environment, but it is still that it is a high quality, early learning environment, and we have watched that happen. They have done it on shoestring budgets, and it is just not fair, it is not fair, and we send the wrong message to them when we do that.

I also just want to take a minute to address the question about costs to families. I am not sure where we are getting the statistics that this is going to increase cost by \$13,000 to families. And in fact, it is free for 3 and 4 year olds. It is pre-K that is free for 3 and 4 year olds.

What I have seen, the cost estimates that I have seen goes as far as for a family earning \$130,000 a year to drop costs by \$13,000. So I just think we need to get clear on kind of the impact that will have and make sure that we are aligned on the math that we are using.

Senator MURPHY. Thank you. Thank you, Madam Chair.

The CHAIR. Thank you.

Senator KAINE.

Senator KAINE. Thank you, Chair Murray and Ranking Member Burr. And thanks to the witnesses. So I am a—I was a Mayor and I was a Governor. I would love this democratic plan in either of those roles, and I was a parent of three kids. And over the course of their early childhood, they were sometimes at home with my wife, sometimes in a home base setting that somebody else was running, sometimes in a public school pre-K program, sometimes in a church based pre-K program.

I have seen this as a parent, and I would love this plan. I agree that the capping of out of pocket costs at 7 percent of income will save a family that is at \$130,000 about \$13,000 a year. The average family will save about \$5,000 a year. But what I want to really do right now is, I am amazed at the bipartisan nature of this hearing in terms of what people are agreeing on here.

There are some differences on details but let me just summarize what all of our witnesses and I think thus far are the people who are asking questions agree on. One, that a greater investment in high quality childcare would be good for kids. Two, that the greater investment would be good for families. Three, that the greater investment would be good for educators.

Four, that the greater investment would be good for the workforce. So we all agree on all of that. The second point of agreement, in terms of second beyond the virtues, is our witnesses have basically agreed, Chair Murray, with your proposed—the size of your proposed investment. You have a proposal on the table for early childhood and pre-K that is a \$382 billion proposal.

Ms. Allvin talks about, quote from page two of her testimony, “the \$400 billion investment in childcare and pre-K outlined in Senator Murray’s most recent proposal rightly posits and reflects what the American public believes.” That is Ms. Allvin’s testimony. Ms. Reynolds’ testimony, page one, “we strongly recommend a historic investment of at least \$400 billion to childcare through this year’s reconciliation process.”

You have a \$382 billion proposal. The witnesses invited by both Democrats and Republicans have said it should be a \$400 billion proposal. We never hear that at a Committee hearing like this, where people are in agreement on it. And there are other areas of agreement among the witnesses.

One, that the ARPA moneys that we voted on last March really, really helped. Second, that we need to keep pre-K and childcare as we are thinking about making an investment, we need to keep both aligned. You can’t just sort of touch one part of the system and not the other without maybe having some unintended consequences. That is important. Third, that we need a mixed delivery system that will provide for high quality provision, whether it is in a public school or home based setting, a nonprofit, a for profit, a faith based setting, mixed delivery is really important.

Finally, that we want any setting to be high quality. We never have a hearing like this where we agree on so much. That is not to downplay that there are some differences in how do we make this happen, but the notion that everybody seems to agree that we need to do this, and it needs to be at an investment level, Chair Murray, that is higher than your proposal slightly, that is extremely heartening.

Now, Ms. Ballivian, I want to ask you this question, because of the particular childcare center at Annandale, a Christian Child Center that you work at. Talk about the importance of making sure that we are supporting a mixed delivery model, to include not just public school settings, but the broad spectrum of high quality childcare that we have in the Commonwealth and in the Country.

Ms. BALLIVIAN. Thank you for your question. I think there is a true cost for childcare and a cost that we need to pay in the right moment or at the wrong moment. In my experience, I have seen how children benefit from the work that I do. I have seen how families depend on us to provide for their families, to provide for their children. And I have also seen what happens when we are not there for them. What happens when they are not having access to the services that we offer.

Let me tell you, we are at a moment in America when we cannot afford not to be there for those children and those families. The importance of having children ready to enter the schools, ready to enter our military, ready to make a difference in the world is huge, and the pandemic has just made this even more important.

Every day I am opening the door of our program to children that are not coming with what they need to succeed, and the work that we are doing helps in so many ways. Just take the fact that children in our program are getting healthy meals every day. Children in our program are learning to make healthy choices.

We have a curriculum that supports all areas of their development. We are giving them an opportunity to have an equal chance to improve their lives, and with that, improve our economy, and with that, improve the position that we have in the world.

Senator KAINE. Ms. Ballivian, thank you so much. And thanks to all the witnesses. Chair Murray, I yield back.

The CHAIR. Thank you.

Senator Braun.

Senator BRAUN. Thank you, Madam Chair. No doubt about it. Coming from the world of running a business just 4 years ago, childcare is something that I think employers definitely are trying to find what the right solution is. I remember in my hometown of Jasper, Indiana, one of the leading companies that started right there actually did that years ago. And then, I think found that it was too complicated, and then let the rest of the providers there locally take it over, which would have been, even to this date, less of an issue than what I think it is nationally.

But that would be our good fortune where many would not share that. And of course, from that variety of faith based, local entrepreneurs doing it. I guess the one thing that gives me pause is that we are talking about an amount of money that if it were in the original construction of Build Back Better, it would have been half of what we spent back in 2008 and 2009 roughly through TARP, and the idea that we want to commandeer something else again at the Federal level.

I know from the little over 3 years I have been here, the natural default is when you have got issues that are of concern, parents, employers, just taking care of our kids in general, this is a place that people look to. I found that it generally ends up creating a lot of investment that sometimes does not hit the mark.

I think what I am interested in from among the panelists and got maybe a little less than a minute each is, do we need more Federal Government in it, or should we be looking to employers and states that almost categorically seem to get things done more effectively and affordably? So give me your general comments on that and we will start on the left over here.

Ms. ALLVIN. Thank you, Senator. I absolutely believe that the programs and providers in this country that are providing childcare are the right providers to be providing care. This is a market based system that faith based programs need to be in and private providers. So I absolutely believe that the market sits where the market should be and that should continue to sit in that place.

At the same time, the financing, the economics of that market are fundamentally broken. They have been for forever. The supply

and demand don't match. And I don't see this as the Government starting to insert itself in the delivery of services and how programs are run or the experiences that children have, but rather to give parents more choices by providing financing support to a broken economic structure.

In our system, I think it is pretty common. You see the Federal Government step in, in other industries where that has been the case. And so I don't think it is unusual to ask the Federal Government to make an investment in an industry that by itself, the supply and demand don't meet.

Senator BRAUN. Thank you.

Ms. KASHEN. Thank you, Senator. I would agree with that. Basically, states would like to do the right thing. States would like to invest more in childcare. They are doing more in preschool, but the money just isn't there. And the Federal Government needs to partner with them to address the fact that there is a broken market there. That the costs, the prices that parents are paying is high, and yet the wages that early educators are making is low. It is a broken market.

The way to solve that is for the Federal Government to invest the funds needed so that the states can help run the programs through the local community programs. And so I think, as you know, as Ms. Reynolds said, we all agree there should be really diverse settings, that the funding should go to a childcare center in one community and family childcare in another, and a faith based program in another.

That is what parental choice is all about, actually putting in the money to build the supply of childcare that is available for every family who needs it.

Senator BRAUN. Thank you.

Ms. BALLIVIAN. No matter—thank you for the question. And no matter whether your children are in a nonprofit organization, for profit program in the school system, or in a family childcare setting, we all understand the importance of high quality care and education. So far, that quality cost has been put on the burden of the providers. We can no longer continue to sustain that. We are getting to the point where we are thinking we need to provide for our families. We can no longer afford to bring milk at the end of the day.

Without Federal funding, where are we going to put the costs of these? Back on the families? They cannot afford that either. 90 percent of the children that are served have families that are eligible for subsidies as they stand now. They deserve and they are benefiting, and we are benefiting from the programs that we are running, but the funding needs to come from everyone. We all benefit from the work that we do. It is just fair that we all pitch in and help a little.

Senator BRAUN. Thank you.

Ms. REYNOLDS. Thank you, Senator. What I would say is absolutely in agreement. States don't have the funding, they cannot do this without the Federal partnership. The flip side of that, I would say, is that we do want to preserve, and I think part of the pushback I have heard is that from the Governor's office in Georgia

and even in Alabama, because I talked to them regular too, is that we still need some discretion in how we apply the program.

I would argue, the Office of Childcare has traditionally been one more of technical assistance rather than oversight and licensing. So the experts at the actual like how this is going to implement on the ground are the state licensing agencies. I think the Federal role for the Federal office is to make sure where states are falling behind, like if we want to get to that bachelor's degree requirement, well, look, Georgia, you have already done it for 4 year olds, so let's start working on 3 year olds.

But there are states that may not have done it for 4 year olds. So that is where the Federal Government comes into play. But states very much want autonomy over eligibility limits—they want a range. They—it is just like the Federal Government. Everybody wants some autonomy in the process, and they are going to want some of that flexibility.

Senator BRAUN. Thank you. We are over the time and just one last statement, be careful who you choose as a long term business partner. Currently, every additional dollar we spend here, we borrow it, and 30 percent of our budget in general is borrowed. Not a good long term business partner. That is the point I need to make in light of trying to find a solution to an important issue. Thank you.

The CHAIR. Thank you.

Senator Hassan.

Senator HASSAN. Well, thank you so much, Madam Chair and Ranking Member Burr, for this hearing. And thanks to our witnesses, not only for being here, but for the really important work that you all do. I want to start with the question to Ms. Kashen. Families across the country are struggling with rising costs, including the high cost of childcare.

Right now, programs like Head Start and the Childcare Development Block Grant program help a relatively small number of families, but most middle class granite staters for childcare needs don't have access to these programs. The lack of access to safe, affordable childcare is keeping some parents out of the workforce, exacerbating our workforce shortages, and hindering economic growth. So how would expanding Federal investment in childcare help lower costs for more families in New Hampshire and all across the country?

Ms. KASHEN. Thank you so much for that question. So what this proposal would do is give every family the freedom to choose what works best for them that is affordable, and it would do that by building out the supply of childcare. So it addresses all the different parts of the puzzle. It addresses making it more affordable for families. It addresses putting money into the sector to make sure that states can help to grow the local supply of childcare in any different type of setting.

It makes sure that programs are quality. One of the things that Ms. Reynolds has mentioned is a BA, and one of the great things about this proposal, it puts money into help support early educators to get additional credentialing and to do the kinds of things that they would want to do.

I think this really will guarantee childcare for every eligible family to support those parents who are working and make sure that they have stable and reliable, safe, nurturing care for their children.

Senator HASSAN. Thank you so much. Ms. Allvin, a question for you. There are many rural areas around the country, including in my home State of New Hampshire, where families do not have access to high quality, early education programs. This is in part because of a limited supply of childcare centers, and because of difficulty filling staff vacancies. Ms. Allvin, how could additional Federal dollars help increase the availability of early education programs in rural communities?

Ms. ALLVIN. Thank you. And I, having spent a lifetime in Arizona, know of what you speak. We did an enormous amount of work with our rural communities, with our tribal communities, and the conundrum of childcare that we have talked about today is even harder in rural communities. And so you have seen not only the lack of access, but the lack of access for providers—for early childhood educators to higher education. You have seen, you have to have scale in order for the profit or the PNL to work in childcare to break even. You can't do that in small, rural programs.

This precipitous decline in family based childcare is coupled with a squeeze that is even worse for rural programs. And again, CCDBG is foundational, it is critical, and it hasn't solved the problem of rural childcare in America. And what the proposal on the table does is create the incentives, the structure for rural communities to be able to invest in ways that the scarcity that sits in CCDBG hasn't allowed us to do over time.

I think it will be really important. We always hear from rural communities that they feel as though they are left out, that they are left behind, and it is true that. That is the case, that is what they have experienced. And creating this floor of quality expectations and creating a floor of financing that says, we are with you, we have got this, even if these are tiny programs that have trouble making ends meet, we will be there as partners for you.

Senator HASSAN. Well, thank you for that. I really appreciate it. Look forward to continuing to work with you on this. Ms. Ballivian, thank you for all the work that you are doing to support young children and families in your care. I want to highlight the importance of early intervention for young children. Over the past 2 years, many early intervention specialists, like speech and occupational therapists, have often not been able to screen children in a timely manner for additional services that they need.

That results in screening backlogs. I recently introduced a bill that would increase funding for early intervention services under the Individuals with Disabilities Education Act to better support infants and toddlers with disabilities. How do you think additional Federal support for early interventions will help you address the needs of families who have infants, toddlers, and young children with disabilities?

Ms. BALLIVIAN. I think it is crucial to have additional support. The services that we are getting right now are just simply not enough to meet the needs that we see. In our program, about 40 percent of the children that we are currently serving have an IFSB

or an IB already. And yet those services are not really able to meet all their needs. A lot of the work is left to the teachers that are caring for them during extended hours during the day. And services go out during the summertime, for example.

We have children that are bussed in to receive services in a nearby school for a couple of hours a day, and then we are being left with caring for them and supporting their needs through the entire day as their parents are working. Receiving additional support to meet those needs would make such a huge difference in their lives, but also it would alleviate some of the stressors that we have in our work.

Senator HASSAN. Well, thank you and I appreciate that. And just, I note how important it is that early intervention services start truly early, so any kind of backlog in screening is obviously its own kind of delay and has a ripple effect. So I thank you so much for all your work. Thank you, and thank you, Madam Chair.

The CHAIR. Senator Murkowski.

Senator MURKOWSKI. Thank you, Madam Chair, and to the Ranking Member. Really appreciate the opportunity to have these discussions this morning. I think it is pretty clear out there that our childcare provider is in this country, certainly in my state, are really barely making ends meet. Providers are competing with other employers for workers. That makes it a challenge.

Far too many parents cannot afford high quality childcare, even if they can find it. And so how we address this and treat it in the—with the serious nature that it demands, recognizing that we have to value the services, the care, the commitment that come from childcare providers for our little ones—and if you look at it, it doesn't look like we place that value on it.

That is certainly what we are hearing from you all this morning. So I appreciate that we are looking to ways to ensure that we are providing more support, that we are really providing for value. But I also recognize that it is not always about the money. The money is important. But I have looked at the Build Back Better and some of the—some of the provisos within that and how it might apply in my state, and I am glad that Senator Hassan had raised the issue of childcare in rural areas.

We have got situations where we would love to ensure that all of our childcare workers, all of our childcare families are licensed providers and would be able to participate in something that would allow them to receive subsidies. But sometimes what we have in small areas, remote areas, you have got in-home childcare providers who are often unlicensed, not due to lack of quality, but they may be in a village that does not have running water into everyone's home. It does not have a flush toilet into everyone's home.

That perhaps heats their home by woodstove. One example of just kind of you would never thought of this, in order to be licensed, you have to have a yearly inspection of fire extinguishers that are on the premises, but it can cost up to \$3,500 to fly an individual to a village to inspect the fire extinguishers on an annual basis. And so a lot of times what you have are really qualified individuals, but they can't meet these licensure requirements.

Another challenge that we have looked at within Build Back Better would require that providers participate in their state's quality

improvement system and rate high in that system within just a couple of years. But in Alaska, less than half of our providers participate in our quality rating system because it has not yet been completely built out. It only has two of the five levels of quality ratings that are available so far.

I am looking at this and I am saying, alright, what is it that we have to do in order to really make sure that we have quality providers, that our families are able to afford the care for their children, but we have got to make it work here. And so I don't want us to be in a situation where we were with No Child Left Behind, where the one size fits all approach didn't fit a rural State like Alaska. And we had to work and fight for exemptions and waivers from everything, not because we didn't want to achieve high standards, but because some of them were virtually and practically impossible.

Ms. Reynolds, I see you are nodding your head here in agreement about some level of flexibility. And that is why I have looked at what Senators Burr and Scott intend to introduce with regards to the CCDBG program because it does allow for additional flexibility. But how—let me ask you, Ms. Reynolds, I am going to stop my soliloquy here and ask, if you are concerned about another one size fits all in an effort to try to address what I think we all agree is a very real problem with how we provide for quality childcare for our kids and our families that are needing to access them.

Ms. REYNOLDS. Thank you for that question. And absolutely, Senator Murkowski. That is kind of what I was getting at with having the arbitrary 5 year degree for bachelor's degrees because you got to meet a state where they are. And in Georgia, we don't have that problem, and it would not have occurred to me that it could cost \$3,500 to fly an inspector to check those things.

I think it is very real. We had the same thing with quality rated. We just, this year and it was supposed to be a year ago, but it got delayed because the pandemic, required you cannot take subsidized childcare and provide those services if you are not quality rated. Also, just for the first time with the ARPA funds was the first time they ever actually gave a bonus to people that had signed up for quality rated but were not quality rated. It is the first time our state has ever recognized—

Senator MURKOWSKI. Wait can I—what do you mean? They signed up for it—they weren't quality rated. What—

Ms. REYNOLDS. You are now considered, if you are in the process moving toward being quality rated, you were counted as being in the process. They had benchmarks you had to meet. If you didn't meet those, then they would just enroll you some program. But they—if you are a low income center in a rural area without a lot of funding, it—how are you supposed to get to quality rated if there is no funds for you to help get that quality rating. And our licensing agency 10 years ago was very innovative and went out and raised \$10 million in the private sector to try to help do some of those incentives.

But thanks to the ARPA dollars, they now actually are offering those funds because that is something we need in Georgia. And we have a lot of the rural areas just like Arizona, a lot of the childcare deserts. That is where I do—so it is at both ends, right. We abso-

lutely need the Federal investment. States cannot do it on their own.

We absolutely need the Federal of the childcare to help us in making these benchmarks. But also states look very different. Georgia looks different than Alaska that looks different than Vermont or Maine. So that is where we do need some discretion for states to look at where they are, take the goals of the Build Back Better, and try to work toward achieving those goals, but starting where they are, and we need the Federal Office of Childcare to have that flexibility. And they did this honestly with the background check.

Georgia pass a background check before the Federal law came into effect. Georgia had far more stringent requirements. The Office of Federal Childcare did not let us reduce our requirements, they said Georgia, you are good where you are, even though Alabama and South Carolina is not where you are, so we are going to meet them further back, but you have got to have that flexibility because states look very different.

A building capacity in each state looks very different. So, but I also don't think you can do it without the Federal investment because there is not the funds available at the state level to do it.

Senator MURKOWSKI. Thank you. Thank you, Madam Chair. Appreciate the conversation.

The CHAIR. Thank you.

Senator Smith.

Senator SMITH. Thank you, Madam Chair. I really appreciate this hearing. And Madam Chair, as you laid out in your opening remarks, and as the witnesses have described so fully, the lack of affordable, high quality childcare and pre-K is a major problem for families and for businesses, and it is holding our economy back.

As you said, and as I have seen in Minnesota, our childcare system is fundamentally broken for parents and kids, for businesses who are looking to recruit and retain talent, and for providers. And Ms. Ballivian, I couldn't help but notice the catch in your voice as you were describing what it is like to try to keep a childcare center together in the face of these deep challenges.

I have heard that in the voices of providers in Minnesota over and over again, especially in rural parts of the state. I also have to say I agree with what Senator Kaine was saying a few moments ago. As a former Lieutenant Governor, the kind of strategy that we are talking about advancing here is exactly what I would like to have seen.

I remember as Lieutenant Governor asking the question, what would we need to do to clear out the Childcare Assistance Program, which was the state, Federal CCDBG program. Like what would it take to actually be able to fill the list, to provide care for everybody who's on the list? And I was essentially told, well, that is just not really possible. That is never going to happen. So I think that the issues, the proposals that we are talking about here have broad bipartisan support.

The cost of inaction—I am so in touch with from the conversations I have had in Minnesota. So let me just dive into this a little bit in terms of costs because everybody is talking about lowering costs for families. Certainly, Democrats are focused on doing every-

thing we can do to lower costs for families. So consider this, this is from the Federal Reserve Bank of Minneapolis that noted the lack of affordable childcare has forced many parents to drop out of the labor force to care for children, where some childcare costs now exceed their wages.

More than three quarters of respondents in the survey that they did identified affordable childcare as a significant or extreme challenge for job seekers. In Minnesota, where we are one of the higher cost states for childcare, I hear about this all the time. It should not cost working families a year's worth of in-state college tuition to pay for childcare, when we have a plan right now to solve this problem that can lower families costs, it can improve quality, it can increase the supply of childcare, and it can raise wages for childcare providers and for businesses so that it all works.

Let me just ask this. I am going to direct this question to Ms. Allvin first. Some of our Republican colleagues have proposed a reauthorization of CCDBG as a solution to this childcare crisis. Can you tell me, is this really a solution to the problem that ails our childcare system right now?

Ms. ALLVIN. Thank you, Senator. To be clear, I first heard about the proposal this morning, so I haven't read the details of it and look forward to doing that. But that said I think as Senator Burr referred earlier to the huge bipartisan history in early childhood education. And I know, I think we were involved at NAEYC in what happened with CCDBG under Senator Murray's leadership, with Senator Alexander a few years ago. So there both has never been a partisan hearing, and there has never been enough in CCDBG to fix this system.

Both those things are true. And I to—the proposal on the table right now, and what we have seen, is the only solution that I have seen that again actually takes this system as a whole and addresses all of the complexity, and where we point to market failures, and where we point to things were, oh, it didn't work quite right.

Not enough kids had better reading scores, whatever it is, and you see the headlines, in every one of those you can also say, and there was never enough funding invested to make the science of early learning and the economics of early learning match what we are investing in the system. Until we can say that it is not even fair actually to question the outcomes of our solutions because we have dealt with scarcity for decades.

Senator SMITH. I think that is exactly right. And I am—I have always been a strong supporter of CCDBG. I think that what you are pointing to, though, is that we have sort of a systemic failure in the way that the whole system works. And when we try to fix little pieces of it, we end up not really getting at the root causes of the problems that we face, right?

Ms. ALLVIN. Right. Absolutely.

Senator SMITH. Right. I just have a couple of seconds left, but I want to come to Ms. Ballivian because in your testimony, you talked about the challenges of how families make just enough money to not qualify for support, and that creates this massive logistics challenge for the providers as well as the families.

Of course, families incomes don't stay steady throughout the course of a year even, so there is this cliff effect. Could you just

talk a little bit more about that one example of how that sort of logistics challenge becomes such a barrier for families?

Ms. BALLIVIAN. Yes. I am flooded with examples right now. But the one that really hits home is a about a couple of parents that had two children enrolled in our program.

The mother worked as a teacher in the school system and the father was a firefighter. They had two children and one of them had a special needs. They just couldn't keep up with the tuition, and we were able to secure some funding through the additional support that we get from the churches, and they were able to keep the children with us for about 6 months, but ultimately they had to remove their children.

I had teachers come in with tears in their eyes because they knew how important that place was for these children. And the day that I had to say goodbye to those children, I cannot tell you how upset I was because it is not their fault. They have the same rights that any other children have to access the services we provide, and we must ensure that all children in America have the opportunity to be loved, to be protected, to be safe, and that all parents have the opportunity to provide for their children in ways that allow them to succeed.

It is just too hard. It is just—I was recently engaged with an organization, Devotion to Children it is called, and they are helping us off set some scholarships. I had—just a \$1,000 can go right a long road. Some of my families are—to be eligible for subsidy, they need to be working, of course, but what happens when somebody gets pregnant and has to go on maternity leave?

I was just thrilled when our State in Virginia provided for some flexibility and ensured that if you become eligible for childcare, you will remain eligible for the entire year of eligibility. That makes a huge impact in the lives of these children and their families too.

Senator SMITH. Thank you so much. I am so sorry for going so over, Madam Chair. Thank you so much. That was wonderful.

The CHAIR. Thank you.

Senator Rosen.

Senator ROSEN. Thank you, Madam Chair, Ranking Member Burr. This hearing is so important, and I just want to thank all of you for your passion, your care, your concern, your worry, your love for our children, our children are our future. They are. They will be us one day and we have to prepare them for that.

I just so appreciate what you do. And I want to talk a little bit about SBA loans for nonprofit childcare businesses because I think it is one way to lower costs for parents and boost access to affordable, high quality childcare programs. We can make more childcare providers eligible for the full scope of small business support. Currently, only for-profit childcare providers have access to SBA and all the programs that they have.

Nonprofit providers only have access only to the SBA's micro loan program, which is capped at \$50,000. So this blocks access to capital for nonprofit childcare to establish new facilities, to expand existing ones. Nonprofit childcare can be your local church or synagogue, boys and girls club. Something in your community. There are childcare deserts all over this country.

To address this problem, I have introduced a Small Business Childcare Investment Act. It is bipartisan legislation that would allow not qualified, nonprofits small business childcare just to have the same access to the SBA that for-profit companies have.

Ms. Ballivian, as the Executive Director of a nonprofit childcare center, you just talked a little bit about the financial challenges, but if we were to open your business up or other businesses that of, small businesses, to be able to get the same resources that others do through the SBA, how would that change things for you?

Ms. BALLIVIAN. I think childcare needs to be sustainable over time. I think that—I was just recently invited to expand our program, and as it is, childcare does not provide for profit gains. We are really depending on a lot of support. Our guys particularly like it because we are getting a lot of additional support from local Government. We don't have to pay for rent, we don't have to pay for maintenance of the building, and that has allowed us to really provide the level of quality that we want children to access.

I think that having access to finance supports like an SBA loan could be meaningful in some cases, but that would not be effective unless there is a sustained amount of funding investment coming to our field. When you work in a setting like the one I work, you need to find a way to meet the demands of quality.

We need to have low ratios. We need to have environments that are effective for young children. We need to have access to materials, equipment. With the pandemic, believe it or not, all the furniture has been ruined with the amount of strain that we were doing with bleach, and all our puzzles and books have been ruined.

We just had to redo all of that. Having that ARPA funds come to the rescue has been incredibly important to us. So thank you for your initiative, and I am sure that programs will be able to access that.

Senator ROSEN. Thank you. I want to move on to Ms. Allvin and Ms. Kashen because I want you both to speak about the current availability for affordable childcare for parents who work nontraditional hours, like our firefighters, like our nurses. I am from the State of Nevada. What, our casino industry, our hotel industry, 24/7, 365.

Their shifts are going all the time, and so they have to be able to take care of their families as well. So Ms. Allvin and Ms. Kashen, what are—well, I guess I have to take it probably off the record, but really, what recommendations do you have for Congress to help us address this? I see my time—maybe Ms. Allvin, you can just address it quickly.

Ms. ALLVIN. Sure, absolutely. Thank you, Senator. And I will quickly say our Idaho affiliate and our Nevada affiliate support your bill, your bipartisan bill. So thank you very much for that. You are right. We have never even come close to solving the issue of nontraditional hours. And when you think about the service industry, restaurants, casinos, I know for tribes, it is tricky.

What we need, much like rural communities, it is very similar. The solutions are right. It has to be affordable for families, which also creates an issue where there is supply for—there is got to be enough supply because families can't find it. They are using unlicensed and unregulated care.

I also think it is a moment where employers will partner—if they see the Federal Government taking the lead on this, it is an opportunity to partner to create solutions that we haven't seen before. But everyone is fearful with the lack of resources that are available in the system to take the first step. That is why this step is such an important step.

Senator ROSEN. Thank you. Thank you, Madam Chair.

The CHAIR. Thank you.

Senator Hickenlooper.

Senator HICKENLOOPER. Great. Thank you each for taking the time out and talking about this important issue. I went right from being a small businessperson into being the Mayor of Denver. And one of the first things, I think perhaps the first thing I did was convened three different commissions. One was a commission, one was a task force, one was a committee. Each one was bipartisan, and each one had private sector, public sector people to look at quality early childhood education.

We did this for 30 months. Little did I suspect that it would be so drawn out and that there was so much activity and research in it. And in the end, we went to the ballot as a city with a sales tax. We got—if you remember the Corse family in those days, Pete Corse was still the CEO of Corse Brewing Company, one of those conservative families politically in the country, and he was on that list. He served on one of those commissions. He came to every meeting, and he supported that tax increase.

I think we are past the point of recognizing that we even need to discuss. This was in 2004 where we did all this work and that went to the ballot in 2005. So I think we need to look at what are the realities and that is what you guys are doing a great job of talking about today. We have got 80 percent of our childcare centers in Colorado are facing staffing shortages. Those are the ones inside the city of Denver, but they are all across the state. I think we have to have a workforce that can fully support expansion.

I thought I would start with you, Ms. Allvin. How do we best recruit childcare educators, the workforce, within the system that is right now? And then, how would might we change that? And how do we work with high schools and post-secondary schools to encourage early educator pathways? What does that look like? And then how do—I mean in the end, as you guys have said and are aware, there is competition for workforce. And so how do we make sure that those early educators aren't lured away?

Ms. ALLVIN. Thank you, Senator. And to be clear and agree with the great Senator from the great State of Alaska, we believe firmly that quality can exist in every setting. But to do that, it means that the early childhood educator in that setting is well-prepared.

The 2015 National Academies report said that there is a discrete set of knowledge, skills, and competencies to capitalize on the science of early learning, the through line between language and math, between exploring environments and having social, emotional impact. And so having a well-qualified workforce is an imperative.

That is at the credential level, that is at the associate's degree level, the bachelor's, master's degree level, and Ph.D. And we are kind of doing a lot of hand-wringing right now about why we can't

get a workforce, why we are having these huge shortages. We shouldn't be hand wringing. Our history is super clear, when you have somebody with a degree in early childhood education making \$11 or \$12 an hour and they can go to target and make \$24 an hour, I don't think that story is complicated.

We recently, I interviewed 30 system leaders in higher education in the spring, and we produced a report on higher education. Higher education is ready to invest. If they get the signal that we are going to invest as a country, they too want to invest in ensuring that our workforce is fully prepared. But I struggle to see, and you can see it in this pandemic, every other industry has responded and look at nursing, right.

Nursing you don't reduce the barriers to entry. You don't make it easier. You don't pay people less. You don't give a bonus one time when we have a nursing crisis. You make sure you have highly qualified skilled RNs and LPNs and nurse CNAs. You pay them what it costs, what the market bears.

We are not doing that in early childhood education. So the key to all of this is a funding system where employers can pay their early childhood educators professional salaries, health insurance, and retirement benefits. I can almost guarantee you we won't have a workforce crisis if we do that.

Senator HICKENLOOPER. Yes. I sure hear—and I am just about out of time, so just going to work my way down. I will get written questions to each, everybody. Ms. Kashen, just quickly, what are some common sense bipartisan solutions we can work on to lessen the strain of childcare on working families? Because I think that is again—I mean, this is so confounding because we are not paying anybody enough money, and yet we are still costing too much for the parents of children.

Ms. KASHEN. It is a great question. Thank you, Senator. So basically invest Federal dollars so that we have the ability to lower costs for families. Make sure no family pays more than 7 percent of their income. And invest to build the supply of childcare in a way that raises the compensation of the early educators. I think that is very, very important.

I just want to note one more quick thing is that when we talk about bipartisan solutions, the Senator from Alaska talked about the idea of a one size fits all, but actually what this bill does, what this proposal does is create state flexibility. That is something I think that really is a bipartisan approach where stakeholders get to have a say in what things look like and so they could actually communicate about the need to get the fire extinguishers and there is money in the bill to help pay for that too.

I actually think that this is a very flexible bill that has a lot of bipartisan answers in it.

Senator HICKENLOOPER. Great. Thank you to each. I will yield back to the Chair.

The CHAIR. Thank you.

Senator Burr.

Senator BURR. Thank you, Madam Chair. I appreciate our witnesses today. Ms. Kashen, I think if Senator Kennedy were here, he would probably co-sponsor my bill on community block grants. And somebody mentioned earlier they didn't know where the

\$13,000 increase came from. That came from the People's Policy Project, \$13,082 increase per child. And they went on to say, and I quote, "wage and quality mandates mean unsubsidized parents will take a beating."

The DC report, where they have instituted something similar to Build Back Better in DC, they had to put out a report. Here I quote them, "non-subsidy providers would need to increase prices charged to parents. Those serving families who could not afford to pay higher cost might be forced to close. Any of those outcomes could reduce affordability and access to childcare in the District of Columbia."

I urge my colleagues, don't make this mistake. I know there is great pressure to do Build Back Better. But this is not the right bill. Engage in a bipartisan way. Let's put together a childcare bill that we can be proud of. That we can look at and that doesn't build a Federal top-down childcare system that destroys what we have tried to do at the state levels across this country.

There is one thing that unbelievably I am confident of, is that about 30 states will opt out of this. I am not sure that we are doing justice to the kids in those states saying, well, we will just work around the decisions the states make.

No, we need to be partners with the states. This is not a partnership. I thank the Chair.

The CHAIR. Thank you, Senator Burr. I want to be clear the Democratic proposal would make childcare more affordable, not more expensive, for millions of families. And in fact, a family making \$130,000 annually will save \$13,000 a year on childcare. This proposal would actually provide childcare programs with more funding through subsidies and grants, which could be used to raise wages and does not create unfunded requirements that would be passed on to other families.

On the contrary, this proposal puts money back into the pockets of 9 in 10 working families and would be transformational for families and for providers. So finally, just I want to be very clear that what Democrats want to accomplish on childcare is lowering costs for families, giving parents more and better options for providers, and raising childcare workers' wages to stabilize this important part of our economy.

The Democratic proposal takes in the parts of CCDBG that work and builds on it to fix the broken system. We leave behind what doesn't work, because that is what legislating is. I think we should all be able to agree, the status quo on childcare is not meeting the needs of our constituents, and it is on us to innovate and deliver better. The bottom line is that right now, states get a set amount of money each year, and they are forced to calculate the number of families they can serve based on how much money they have.

That means some families are left out. As we have talked about today, only 1 in 10—1 in 9 eligible young children receive assistance, let alone all the families who are not eligible. That is unacceptable today. I hope that Republicans can finally recognize that because only serving 15 percent of eligible kids today does not cut it. That is exactly why our proposal serves more working families because we recognize more people need help affording childcare.

We will finally raise wages for early educators so that we can retain talented and dedicated teachers and expand options for fami-

lies by helping new providers open their doors and add more slots. And let's not gloss over the fact that 90 percent of the cost will be covered by the Federal Government, all fully paid for by making the wealthiest pay their fair share. I am also incredibly glad all of our witnesses today have spoken about the American Rescue Plan. That is a bill not a single one of our Republican colleagues voted for it.

States have done amazing things with that money and have prevented many of our childcare providers from shutting their doors, as some of you stated. But that was a short term solution. And very soon we are going to be back to the status quo, which again does not work for working parents or kids, all because right now, the only Federal investment in childcare leaves the vast majority of working parents and kids out on their own.

This hearing, I think, has really made crystal clear, change is needed. It needs to happen now. Children and families and providers need Congress to act and pretty fast. With that, I just want to say I want to thank all of our colleagues who participated today. I want to thank all of our witnesses for an excellent discussion.

Ms. Alvin, Ms. Kashen, Ms. Ballivian, and Ms. Reynolds, thank you all for participating and for a thoughtful discussion.

For any Senators who wish to ask additional questions, questions for the record will be due in 10 business days, April 5th at 5 p.m. With that, the Committee stands adjourned.

ADDITIONAL MATERIAL

March 2022

Dear Members of Congress,

Child care and pre-kindergarten (pre-K) are foundational supports for families and the American economy that have been under-resourced for far too long and nearly decimated by the pandemic. **We write to underscore the urgency and necessity of passing investments that support affordable, quality child care and mixed-delivery pre-K in reconciliation, to lower costs for families and raise wages for providers.**

These investments support women, families, and the economy overall and cannot be overlooked nor left behind.

Through federal relief dollars such as those in CARES and the American Rescue Plan Act, Congress saved the child care system from complete freefall. These supports have staved off the worst of massive program closures, but the depths of the challenges are such that the early childhood workforce continues to face deep uncertainty and staffing shortfalls that are making child care harder for parents to find and afford.

As COVID-19 accelerated the sector's collapse, millions of parents, especially mothers and women of color, have been pushed out of the labor force. The reality is that child care is the workforce behind the workforce—it is the sector that makes work possible for others. Yet providers are unable to recruit and retain early educators, disproportionately women of color, without the investments that allow them to raise wages for a skilled, competent, and valuable workforce that has risked life and health for poverty wages. Parents cannot find, nevermind afford, care for their children; studies suggest that up to two-thirds of programs in some states currently have waitlists. The pandemic did not create this child care crisis, but it exacerbated it, making plain its fragility as well as the vital role that it plays in our economy. The need for investments in child care and pre-k have never been clearer: for families, our economy, and children who too will suffer from the lack of access to stable, high-quality early childhood education.

This investment is not about returning to the pre-pandemic status quo, which was itself unsustainable; even prior to the pandemic, investment in child care fell far short of meeting families' needs, with only an estimated 1 in 9 federally eligible children younger than age 6 receiving support in 2019. However, the structural changes to the economy, with major retailers raising their compensation while child care programs are unable to follow suit, has permanently blown up the tenuous equilibrium. We face a once-in-a-generation opportunity to finally address the child care crisis. Despite inaccurate analyses attempting to undermine the impact of these investments, families will see real relief from rising costs, faith-based providers will have the

opportunity for full inclusion, and programs will receive meaningful investments to help them meet the costs of providing high-quality care provided by compensated early childhood educators.

We—parents, educators, programs, organizations, and allies—urge you to return to the negotiating table and hammer out a deal that includes child care and preschool. These supports for families with children from birth through age 5 will also unlock additional investment in much-needed before, after, and summer care for school-age children, and should lead to increased support for the broader “care economy” inclusive of home and community based services, paid leave and the child tax credit. Now is the time to invest in families, women, children, care, and education, and to value the workforce that performs this essential work.

Sincerely,

National Organizations

2020 Mom
 A Better Balance
 ADFW Family Child Care Network
 All Our Kin
 Alliance for Public Waldorf Education
 America Forward
 American Federation of State, County
 and Municipal Employees (AFSCME)
 American Federation of Teachers
 Bank Street Education Center
 Learning starts At Birth
 Better Life Lab at New America
 Campaign for America's Future
 Center for Study of Law and
 Social Policy (CLASP)
 Child Care Aware of America
 Child Welfare League of America
 Children's Funding Project
 Children's HealthWatch
 Coalition of Labor Union
 Women, AFL-CIO
 COLAGE
 Connected Beginnings
 Division for Early Childhood of
 the Council for Exceptional
 Children (DEC)
 Educare Learning Network
 Family Centered Treatment Foundation
 Family Equality
 Family Values @ Work
 First Children's Finance
 First Five Years Fund
 Hispanic Federation
 Institute for Women's Policy Research
 Interfaith Children's Movement
 Main Street Alliance
 MAZON: A Jewish
 Response to Hunger
 Mom Congress
 Montessori Educational Programs
 International (MEPI)
 National Advocacy Center of the
 Sisters of the Good Shepherd
 National Alliance to End
 Sexual Violence
 National Association for the
 Education of Young Children

National Association of Councils
 on Developmental Disabilities
 National Birth Equity Collaborative
 National Council of Jewish Women
 National Council of Jewish
 Women, Houston
 National Domestic Workers Alliance
 National Education Association
 National Organization for Women
 National Partnership for
 Women & Families
 National Urban League
 National Women's Law Center
 New America's Early & Elementary
 Education Policy Program
 OEM Fabricators, Inc.
 Oxfam America
 Parents as Teachers National Center
 Proveedoras Unidas Association
 RESULTS
 Save the Children
 Save the Children Action Network
 Service Employees International
 Union (SEIU)
 Supermajority
 The Education Trust
 The National Association
 of State Leaders in Early
 Education (NASLEE)
 UltraViolet Action
 Union for Reform Judaism
 United State of Women
 Waldorf Early Childhood
 Association of North America
 YMCA of the USA
 ZERO TO THREE

ALABAMA

Organizations

Bright Futures, Too
 Ms. Connie's Child Care/EHS
 (Auburn University Early
 Head Start Program)

Individuals

Casey Sims
 Holly Glasgow

John R Whitman
 Kelita R Sawyer
 Vicki Craig

ALASKA

Organizations

Alaska Children's Trust
 Aurora Lights Childcare Center

Individuals

Anna McGovern
 Becky Ingram
 Cecilia Harmon
 Jen Clark
 Lisa Ann Oberle
 Michael Murray
 Panu C. Lucier
 Shirley Pittz

ARIZONA

Organizations

Arizona Association for the
 Education of Young Children
 Arizona Council of Human
 Service Providers
 Children's Campus
 Coconino Coalition for
 Children & Youth
 Explora Childcare
 Nana's House of Childcare
 Pascua Yaqui Tribe Child
 Care Program
 Prevent Child Abuse Arizona
 Valley View Early Learning Center

Individuals

Patricia A. Gleason
 Nancy A. Hartman
 Patricia Barton
 Christina A Smith
 McKenzie DeCoite
 Mary Sue Watson
 Rosie Gutierrez
 Claire Louge
 Vanessa Navarette

Mark Hayduke Grenard
 Sherrie Lynn Crandal
 Tanya Abdellatif
 Beverly Wohlert
 Sandra Diehl
 Keli Osborn
 Dr. Eric Bucher
 Jess Herrera
 Susan E Randolph
 Sylvia Ducharme

ARKANSAS

Organizations

Bentonville Schools Child
 Enrichment Services
 Central Christian Academy
 EOA of Washington County
 Children Services
 Helen Walton Children's
 Enrichment Center

Individuals

Claressa Wood
 Cyndi Musick
 Deb Kee
 Deborah L Fish
 Doris Diana Martinez
 Dr. Kathy Pillow-Price
 Elaheh Badiei
 Genia Bennett
 Hazel Rua
 Henrietta Puiett
 Jessica Serio
 Jessica Slavens
 Jill Gunderman
 Julie Heien
 Kisha C. Fish-Gripp
 Latasha Waeltz
 NeShundra Cherry
 Raushanah Rahmaan
 Samantha Pantoja
 Sarah Thompson
 Sherrie Gillespie
 Susan D Edwards
 Tayler Slavens

CALIFORNIA

Organizations

4Cs of Sonoma County
 A Learning Experience
 (Family Day Care)
 Aguirre Family Daycare Preschool
 Aly's Angels Family Child Care
 Angeles Family Child
 BAHIA Inc.
 Bananas Inc
 Box72 and Hopeful Honee's
 on a STRUT Success
 Bubba's Babies Family Day Care Home
 Bubbles and Colors
 Build Up California
 CACFP Roundtable
 California Alternative Payment
 Program Association (CAPPA)
 California Association for the
 Education of Young Children
 California Child Care Resource
 & Referral Network
 California Family Child Care Network
 Central Unified School District
 Preschool Program
 Child Care Law Center
 Child Development Resources
 of Ventura County, Inc.
 Childg60
 Children Now
 Children's Council of San Francisco
 Children's Resources and Referral
 of Santa Barbara County
 Chula Vista Elementary School District
 Cindy Clark Springer
 Circle of Friends Child Care Center
 Community Child Care Council
 (4Cs) of Alameda County
 Community Child Care Council
 of Sonoma County
 Connections for Children
 Cozy Home Daycare
 Crystal Stairs, Inc.
 Early Edge California
 Educators for Peaceful Classrooms
 and Communities
 EveryChild California
 Family Resource and Referral Center
 First 5 California
 First 5 Sonoma County
 Flowery 4C's Preschool
 Fuller's family daycare
 Go Kids, Inc.
 Happy Face Family Childcare
 Happy Hill Childcare
 Hardy family Childcare
 Head Start California
 Infant Child Enrichment Services, Inc.
 Kidango, Inc.
 Kids Club Family Child Care
 Kids Collage Preschool
 Kids Konnect Infant Care
 and Preschool
 KinderKirk Preschool
 Little Flowers Family Child Care
 Long Beach Day Nursery
 Low Income Investment Fund
 Marin Child Care Council
 Mexican American
 Opportunity Foundation
 Miss Aquila's Family Child Care
 Montessori Teacher Academy
 Mrs. Sharon Allen Daycare
 My ECE Community
 Natalia Siradze
 National Council of Jewish Women,
 Greater Long Beach & West
 Orange County Section
 Neighborhood House Association
 Never Stop Growing Inc
 Only Love Children's Center
 Orange County Association
 for the Education of Young
 Children (OCAEYC)
 Pacific Clinics HS/EHS
 Parent Voices California
 Parent Voices Fresno
 Peek-a-Boo Daycare
 Pena-Briseno Family Child Care
 Poppy Montessori
 Reyna Family Daycare
 Ruby's Kiddy Academy
 Family Child Care
 San Francisco Waldorf School
 Sh'ma Koleimu
 Skinner Family Child Care

St. Mark Preschool
 St. Therese Family Daycare
 Subia Family Child Care
 Susi's Playhouse Childcare
 Terra Manor DbA Hugs
 Foster Family Agency
 The Children's Cottage
 Daycare and Preschool
 The Hedgerow Program
 The Little Butterflies
 The Marin Family Child
 Care Association
 The Wolf Pack Child Care
 TOOTRiS - Child Care On-Demand
 UC Berkeley Early Childhood
 Education Program
 United Ways of California
 Valley Oak Children's Services, Inc.
 Windsor Unified School District

Individuals

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 Alessandra Lezama, TOOTRiS CEO
 Alexandra Rounds
 Alicia Delagarza
 Alicia Klymishen
 Alicia Rodriguez
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 Ambar Pena-Briseno
 Amber Sanfilippo
 Ana Kanagui
 Andre Blakely
 Angela Asch
 Angela Breslin
 Ann Dewi Mooney
 Antoinette Ratliff
 Araceli
 Aressa Coley
 Beatriz Leyva-Cutler
 Benu Chhabra
 Bess Sternberg
 Beth Collier
 Betina Monterrosa
 Betty Rappaport
 Blanca Aguilera
 Brandy Beazley, RN

Cathy Biermann
 Charla McCoy
 Charlotte Ochiqui Hans
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 Jennifer Greppi

Jennifer Kraemer
 Jennifer Triolo
 Jenny Copeland
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 Jessica Barriga-Tovar
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 Jose Vargas
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 Josephine Stamps
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 Julia Capper
 Julia Fewell
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 Julian Torres
 Julie Cates
 June Solnit Sale
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 Karen Cagan
 Karen L. Marlatt
 Katherine DeLoach
 Katie Sebastian
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 School District Trustee
 Kiia Cooksey
 Kym Johnson
 L. Christine Hansel
 Laila Taslimi
 Lalitha Srinivasan
 Lara Magnusdottir
 Laura Keeley-Saldana
 Lauren Mirov
 Leah Catching
 Lesley Diaz
 Lisa Borhaug
 Lisa Jimenez
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 Marialuisa Villasana
 Marilyn Hubert
 Marisol Rodriguez
 Mary Ellen Wasson
 Mary Ignatius
 Mary Suzanne Rogers
 Maryssa K. Mitsch
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 Miriam Huerta
 Molly Dickens
 Mounia Chems
 Naeemah Charles
 Nancy Strohl
 Nancy Wyatt
 Natalia Mendez
 Natalia Ugalde
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 Nieka McCovery
 Nina Buthee
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 Scarlett Rios
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 September Jarrett
 Shanae LaSalle-Munford
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Susanna Mandel
 Tatiana Gill
 Thalia Silva
 Tina Skinner
 Toni Robertson
 Wendy Mitchell
 William Villalpando

Colorado

Organizations

ACCESS Housing of
 Adams County Inc.
 Almost Home, Inc.
 Angel Hugs Daycare LLC
 Before/After Care in SD27J-
 Roadrunner's Club
 Children's Center at Red Rocks
 Community College
 Clayton Early Learning
 Colorado Children's Campaign
 CPCD
 Early Childhood Council
 of Larimer County
 Garfield 16 Preschools
 Healthy Child Care Colorado
 Jarrow Montessori School
 Jump Start Early Learning Center
 & Quality Child Care
 Little Learning Buddies LLC
 Montessori Education
 Center of the Rockies
 Parent Possible
 Peas in a Pod, LLC. DBA - Sweet
 Pea Center for Early Learning
 Rocky Mountain Children's
 Discovery Center
 Sarah Hewitt - Angel Hugs
 Daycare LLC
 Shining Mountains Montessori School
 Sunflower Hill Childcare
 The Early Childhood Partnership
 of Adams County
 The Efshar Project

Individuals

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 Cheryl Gould
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 Cindy Krut
 David Foley
 Debbie Senoff
 Dr. Cathrine Aasen Floyd
 Emily R Lichtenstein
 Emma Pinter, Adams County
 Commissioner
 Erin Ellis
 Erin McMahon
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 Kristen Morel
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 Lisa Armao
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 Sarah Mudd
 Seth D. Webb

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 Sharon Juel
 Shelby Vosk
 Sheryl Pearson
 Sophia Abraham
 Susan Padgett
 Tara Kaspar
 Taran Schneider
 Tealyn L-S
 Toni Green
 Ty Johnson
 Virginia Jaime

Connecticut

Organizations

Action Early Learning Center
 ALL ABOUT KIDS INC
 All our kin
 Alphabet Academy of Connecticut
 Angel Wings Daycare
 Apple Blossom School
 and Family Center
 Atlas Training Center, Inc.
 Branford Early Learning
 Branford Family Resource Center
 Bright & Early
 Bright Beginnings Family Daycare
 Calvin Hill Day Care Center
 Carrot Patch Early Learning Center
 CAST Preschool and Childcare Center
 CERCLE
 Charter Oak State College
 Child and Family Agency of
 Southeastern CT, Inc
 Child Works Preschool
 Children's Learning Centers
 Of Fairfield County
 Children's Village
 Children's Community School
 Community Children's Center
 Community Health Resources
 Connecticut Children's Collective
 Connecticut Voices for Children
 Consolidated School District
 of New Britain Preschool
 CT Afterschool Network
 CT Association for the Education
 of Young Children
 Divino Niño Day Care
 Early Childhood Collaborative
 of Southington
 East Hartford CONNect
 Easterseals Children's
 Academy-East Campus
 EdAdvance
 EdAdvance BASES (Before and After
 School Extended Services) Programs
 Enfield Family Resource Center
 FCCH y HARTFORD Family Child
 Care Educators Community
 First Congregational Church
 Child Development Center
 First Steps Home Daycare
 First United Methodist Nursery
 School and Kindergarten
 Giant Steps Daycare
 Hamden's Early Learning Program
 Hamden's Partnership for
 Young Children
 Hartford Neighborhood Centers
 Housatonic Child Care Center
 HRA of New Britain
 JM Enterprises, LLC
 Kids Wonderland/CWT
 Resolution Teen Center
 Kim's Daycare
 Knight Hall School and Child
 Care Center, Inc
 Little Munckin Day Care
 Little Star
 M&M House of Love Daycare
 Mari's Place Family Daycare
 Mayflower Montessori School
 Meriden New Britain Berlin YMCA
 Middlesex Coalition for Children
 Middletown BOE Preschool Program
 Middletown Even Start
 Family Learning
 Middletown Public Schools
 Middletown School Readiness
 Mishkan Israel Nursery School/
 Calvin Hill Day Care
 My Little Rascals Too
 Mz. Sue's Zoo Family Daycare
 NECC
 New Britain Public Schools
 New Britain Schools Preschool
 New Britain YWCA
 New Haven Children's Ideal Learning
 District (NH ChLLD), Inc
 New London School Readiness Council
 Niantic Community Church
 Children's Center
 Northwest Park Early
 Childhood Center
 Northwest Regional Early
 Childhood Alliance
 Norwalk ACTS
 Norwalk Community College
 Overbrook Early Learning Center
 Parents as Teachers
 Program, EdAdvance
 Plainfield Family Resource Center
 Play to Learn Childcare
 Plymouth FRC Preschool
 Preschool Abound Academy
 RELC
 RELC in New Britain
 Roosevelt Early Learning Center
 Sharon Family Child Care Home
 Southfield Children's Center
 St. Francis of Assisi Preschool
 St. Paul Christian School
 Stamford BOE at Rippowam
 TEAM Inc
 The Alliance for Bloomfield's Children
 The Center: A Drop-In Community
 Learning and Resource Center, Inc.
 The Children's Learning Center
 at Mitchell College
 The Connecticut Association
 for Human Services
 The Global Child, LLC
 The Learning Center at Piper's Hill
 Torrington Child Care Center Inc.
 Trinity College Community
 Child Center
 Twinkle Little Star Learning Center
 Village Green Nursery School
 Watch Me Grow Early Care &
 Education Center, Inc.
 Waterbury Bridge To Success
 WCNS
 Westville Community Nursery School

Wethersfield Early Childhood
Collaborative
Women's League Child
Development Center
Woodbridge Child Center
YWCA New Britain

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Amy Morales
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Amy Peltier
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Barbara VIta
Beth Oberlander
Brian Snyder
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Christine Buckley
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Cindy Snow
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Dominique O'Connell
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Gail Nolan
Genevieve Muñoz
Gina Williams
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Haley Cunningham
Hannah Peragine
Heather Black
Heather Logan
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Jamie Kucher
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Jennifer Larson
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Jennifer Walker
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Jessica Bromberg-Alvarado
Jessica Guth
Jessica S. McLawhon
Jessica Sager
Jessica Salvador
Jill Mahoney
Joanne Kelleher
John Jevitts
John Wyse
Jose Fernandez
Julia Giblin
Julie Clark
Justin Freiberg
Karen M. Franchi
Karen Pascale
Karen Rainville
Katherine M
Kayleen Cimini
Kelly Esborn
Kelly Goral
Kendra Brown
Kim Ballard
Kimberly Silway
Krista Clark
Kristin A. Berry
Laura Newburgh
Lauren Dennehy, LCSW
Leah Moriarty
Leticia Mangual
Linda Obedzinski
Linda Torv
Lisa Candels
Lisa Dahn
Lisbeth Berzosa
Lori Fast-Minkema
Lori J Borysewicz
Lydia Ciollo
Lynn Reichart
Marelys A.Feliz-Garcia
Margot Broom
Maria Giarrizzo
Marianne Keith
Marilyn Hnato
Martha Wylie
Mary Ann Varga
Maureen C Leitao
Maureen LaVallee

Meg Formica
 Meghan Montesanti
 Melissa Whitson
 Michele G. McGennis
 Michelle Beauregard
 Michelle Briasco
 Michelle O. Dent
 Milena Acevedo
 Mindi Ann Vissicchio
 Mini Santosh
 Myra Ambrogio
 Nancy Wheeler Dickson
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 Tracey Josey
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 Trudy Rottino
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 Vanessa Vowe
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DC

Organizations

DC Action
 School for Friends

Individuals

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 Deborah Weinstein
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 Sharon Sherry
 Shasun Sular
 Sindy Benavides
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 Sydelle Barreto
 Vicki Shabo

Delaware

Individuals

Dorothy Dobbyn
 Suzanne Price
 Barbara McGeehan

Florida

Organizations

Amazing Explorers Academy
 Arleen Family Home Child Care
 Baker Large Family Child Care Home
 Children's Forum
 Edna Pertilla Family Child Care
 Family Child Care Association
 of Jacksonville
 Florida Family Child Care
 Home Association
 Florida Policy Institute
 Greater Horizons Academy
 Happy Place Child Care LLC
 Heavenly Kids Academy
 Kendrick Family Lg CCH
 Kidd's R Us Family Childcare
 Lakeland Montessori Public
 Charter Schools
 Learn To Shine Home Preschool
 Louise Snead Family Childcare
 Mary Smith Family Childcare
 Methodist Learning Center
 My Precious Lillie's Home
 Childcare Facility
 Our Blessings Early Learning Center
 Pettit Large Family Childcare
 Prosperity Childcare Training Network
 Shekinah Christain Learning Center
 Singleton Family Daycare
 Summage Family Home Daycare
 Trinity child Development Center
 Wozna Smith Family Child Care Home

Individuals

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 Joan Glickstein
 Joanna Andersen
 Josey Taylor
 Josie Hill
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 Katrina Spencer
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 Lynn Marie Barras
 Melissa Clements
 Mila Salvant
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 Nancy Moses
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Georgia

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 Demetria Reid
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 Marcie Singletary
 Michael Morrier
 Michele McClannahan
 Mindy Koplon Binderman
 Molly Wheeler
 Roberta Malavenda
 Savannah
 Shalin Curtis Ferrebee
 Stefanie Graper
 Tarah Wolf

Organizations

CDF Action
 Cynthia's Daycare
 GEEARS: Georgia Early Education
 Alliance for Ready Students
 Interfaith Children's Movement
 Kidtastic Care And Learning LLC
 Montessori Administrators of Georgia
 Montessori Partnerships for Georgia
 Noah's Ark Preschool
 Academy of Terrell, Inc.
 Oak Meadow Montessori School, Inc
 Pookie Bear Learning Center LLC
 Professional Family Child
 Caer Alliance of Georgia
 Quality Care for Children
 Roland Tristlay Learning Center
 Tabernacle Child Development
 Center Inc

Hawaii

Organizations

Hawaii Children's Action
 Network Speaks!
 Maui Economic Opportunity
 Puakalehua Early Learning Consortium

Individuals

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 Ted Burke
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Idaho

Organizations

All God's Children Childcare

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 Sandra Davis
 Sheralynn Bauder

Illinois

Organizations

ROE #3 Learning Express
 April's Safe Haven Childcare
 & Preschool
 Asian Human Services
 Association of Illinois
 Montessori Schools
 Blue Jays Learning Center
 Bright Horizons at North Kennicott
 BTG
 Champaign County Early Childhood
 Education/Headstart
 Chicago Commons
 Chicago Foundation for Women
 Child's World Academic Inc
 Children's Home & Aid
 Crystal Lake Montessori School
 Cuddle Care Child Care Center
 Early CHOICES
 Early Intervention
 East Aurora District 131
 Preschool Program

Feltner's Fun Center Child Care	Amy Brennan	Jennifer Crick
GoAEYC- Golden corridor Association for the Education of Young Children	Amy Perkal	Jennifer Journeaux
Good Shepherd Institute Childcare Inc.	Andrea Dabriel	Jennifer Kim
IL Early Intervention Developmental Therapist	Angela Clark	Jessica Olson
Illinois Association for the Education of Young Children	Angela Hubbard	Jodi L. Eppenstein
Illinois Occupational Therapy Association	Anna P Perry	Jonathan Doster
Kids In Harmony Day School	Anne Lea Tuohy	K. Gatica
Latino Policy Forum	Beata Zovkic	Kara Lehnhardt
Love, Laugh & Learn Home Daycare	Becky Kenow	Karen Berman
Mansio Montessori of Geneva	Bella Ibarra	Karen Patton
Millie's Home Daycare	Breanna Freeman	Katharine Gricevich
Mini O'Beirne Crisis Nursery	Brooke Makuski	Katherine Galloway
Myahs Learning Center	Carmen Reid, MD	Kathleen McDermott
North Shore Montessori Schools	Carol Starks	Kathy Kearns, RN BSN
Oakton Community College Early Childhood Education Center	Carolyn Davis	Kayla Bundy
One Hope United - SPROUTED Early Learning and Child Care Centers	Carrie Ann Rafalski	Keeley Sorokti
Open Space Early Learning Center	Carrie Nepstad	Kelly Skalnik
Preschool for All	Carrie Rafalski	Kenny Shackelford
One Hope United	Caryn Friedman	Kevin C Palmer
Prevent Child Abuse Illinois	Chelsea Carr	Kristin Kaufman
Princeville Migrant Head Start and Daycare	Cindy	Kyrie Kenny-Sumrak
Seton Montessori Institute and Schools	Cody Snouffer	Laura Slowey
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Urbana Head Start	Debra Borodkin	Lee Ann Mowers
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	Elizabeth Brown	Maria Fernanda Wetzel
	Elizabeth Huffman	Marianne White Dunlap
	Elizabeth M Gaston	Marisa Fear
	Elizabeth Norman	Mary Peura
	Elizabeth Wilson	Maya Portillo
	Ellen W. Kaplan	Meera Sinha
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	Genny Geronimo	Melissa Williams
	Gerson Ramirez	Michele Keith
	Gina Badalamenti	Michelle Robinson
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 Alice Cottingham
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 Amanda L Feltner
 Amanda Stein

Patricia Helm
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 Rebecca J Kliber
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 Rosanne DeGregorio
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 Sadie Ruholl
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 Sandy Young
 Sara Nadig
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 Sarah Torres
 Shawna Moorad
 Shelley Bromberek-Lambert
 Jack Lambert
 Stephanie Herling
 Stephanie Rodgers
 Suzanne Buralli
 Tammy Helm
 Tammy Wrobbel
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 Tonya Frehner
 Tracey Neumarke
 Valerie Coffman
 Verónica Cortez
 Veronica Smith
 Veronica Vidal
 Whitney Bieber- Early Childhood
 Quality Specialist

Indiana

Organizations

A Child's World Child Care
 A Mother's Gentle Touch
 azz Academie
 Blessings Daycare
 Bloomington Montessori School
 Community Preschool and Childcare
 Creative Kids Care Child Care LLC
 El Campito Child Development Center
 Fervent Care Child Care and
 Christian Academy

First English Lutheran Preschool
 First Things First Porter County
 God's Glory Child Care
 Helen Lieber Early Learning Academy
 Just Like Home Daycare/
 Marcia Chandler
 Krystal's Little Learners
 Level Up Home Daycare LLC
 Love Your Child's Care Childcare LLC
 Manzanita
 Michiana Hispanic Ministries
 Miss Roxy's Daycare LLC
 Ms Rose Child Care
 My Bright Beginnings
 Preschool & Daycare
 My Little Blessings Preschool-Daycare
 Nanas House Child Care
 Learning Center Inc
 Norma's Daycare
 Oak Farm Montessori School
 Shining Stars Child Care
 Sonshine Child Care Ministry
 Southwest Montessori Academy
 Sugar Drop Daycare
 The King's Kids Child care
 The Little Children's Ministry
 Three Little Angels childcare
 Transition Resources
 Trinity Learning Ministry
 United Montessori Schools of Indiana
 VIP Kinder College Inc.

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 Candice Holbrook
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 Dawn Cole-Easterday
 Dr. Randall Garratt
 Etsie Schulman
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 Jessica Davis
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 Karrin Marquell
 Karsten Lingenfelter
 Kedra Foote
 Kimberly Gordon
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 Lacinda Gould
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Iowa

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Donna Godar
 Donna Kennebeck
 Dr. Brian Kingrey
 Jill Applegate
 Jillian LS Herink
 Jolene Rosonke
 Julia Renfro
 Katie McKenzie
 Laura Miles
 Linda May Fitzgerald
 Lou Heiman
 Melissa Ellis
 Pamela Mahoney
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 Sherri Peterson
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Organizations

Caring Corner Christian
 Day Care & Preschool
 Coopers Daycare
 Greene County Early Learning Center
 Julia Renfro's Daycare
 Mud Monkeys Childcare
 St. Paul's Early Learning Center
 Stella Sanford Childcare
 Development Center
 Tipton Adaptive Daycare

Kansas

Organizations

At Home Play School
 Northridge Family
 Development Center
 Kansas Association for the Education
 of Young Children (KSAEYC)
 The Family Conservancy
 Ms A's Lil' Angels Daycare
 Little Mustangs Home Daycare

Individuals

Adria Simecek
 Amber Bletscher

Bray Jermark
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 Cassandra Abert
 Darcie Jackman
 Debbie Hildebrandt
 Diana Hurst
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 Katrina Ballesteros
 Kelly Davydov
 Kelly Woodlock
 Kris Pedersen
 Leigh Ann Montoy
 Madelyn Wehner
 Meaghan Williams
 Michelle Gilbert
 Miranda Stegman
 Mitch Rucker
 Renee Wohletz
 Rhonda Meyer, MS ECSE
 Susan Drewelow
 Theresa Hitt, LCPC, RPT
 Tim Fleming
 Tristen Cope
 Victoria Fleming

Kentucky

Organizations

Kids' World Child Care and
 Learning Center

Individuals

Dr. Merry Q. Denny
 Mary Landrum
 Vicki Keene Tackett

Louisiana

Organizations

Agenda for Children
 Bright Minds Academy
 Bumble Bee Daycare Inc
 Covered Kids Learning Academy
 Cuddly Bear Child
 Development Center
 D J's Learning Castle

East St. Tammany Rainbow
 Child Care Center, Inc.
 Exceptional Care Education
 Froggie's Child Care Inc.
 Fun for Life Learning Center LLC
 Grandma's Arm Child Care
 and Development Center
 Little Starrs Center LLC
 Indigo Tribe School of Learning LLC
 Jazzie's Learning Academy
 Kids House of Learning
 Kidz Academy Christian Daycare
 Kidz Karousel Early Learning Centers
 Little Peoples Workshop
 Little Prince & Princess Academy
 Little Steps Learning Center
 Louisiana Policy Institute for Children
 Magical Moments Learning Center
 Precious Little Lambs Daycare
 Prime Step I Daycare Learning Center
 Prime Step II Daycare Learning Center
 Rubbie Griffin Child Care
 Shiloh Gardens Preschool LLC
 Stellar Academy
 Toddler's University
 Trinity Learning Academy

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 Alicia Franklin
 Anastacia Francis
 Barbara P. Crenshaw
 Courtney N. Baker, Ph.D.
 Dana Newsom
 Dionne Cousin-Graham
 Keith Hitchens
 Kierra Pittman
 Marilyn T. Pritchett
 Meione Horton
 Monique Levine
 Randall K. Foreman
 Robin LaBranch
 Roxanne Prejean
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 Teresa Falgoust
 Tiffany Spears
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Maine

Individuals

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 Ashley M Fickett
 Beth Stacy
 Bonnie Farrar
 Chrissie Davis
 Christa Cook-McKinney
 Deborah Arcaro
 Debra Brisbois
 Denise Bevan
 Elizabeth Biermann
 Emily Short
 Gina Forbes
 Jackie Buotte
 Jane Weinstein
 Jennifer Kirchoff
 Jennifer Leech
 Kasey McBlais
 Kimberly C Simmons
 Lara Rosen
 Laura Day
 Lori Moses
 Marcia White
 Margaret Leitch Copeland
 Martha Monahan
 Meg Sigovich
 Michelle Belanger
 Molly Glidden
 Nicole Patenaude
 Pamela Redstone
 Rosalyn C. Fisher
 Sarah Mallett
 Stephanie White
 Susan J Beemer
 Susan Peoples
 Terri Crocker
 Victoria Forsman
 Victoria Sarver

Organizations

Art Play Nursery School
 Birchwood Day Nursery School, Inc.
 Bouncing Bubbles Child Care
 Busy Bees Childcare, LLC

Chickadee Infant & Toddler Care
 Cornerspring Montessori School
 Creative Play Childcare
 Discovery Corner
 Donna's Daycare Center
 and Preschool inc
 Driscoll Child Development Center
 Family Child Care
 Association of Maine
 H.O.M.E Inc Daycare
 Happy Days Child Care and
 Learning Center
 Just like Home
 Kids At Play Childcare
 Kids' Place- Chebeague Island
 Maine Association for the
 Education of Young Children
 Northeast Hearing & Speech
 Northeast Montessori Institute
 The Children's Ark Learning Academy
 Vicki's Child Care
 Western Maine Center for Children
 Youth and Family Outreach

Maryland

Organizations

Abrakadoodle Art-Central Maryland
 Acorn Hill Waldorf
 Kindergarten & Nursery
 Betsy's Family Childcare
 Blessing Family Daycare
 Carroll Creek Montessori
 Public Charter School
 Center for Young Children
 Laboratory School-UMCP
 Congregation of Our Lady of Charity
 of the Good Shepherd, U.S. Provinces
 Divinity Child Development Center
 Donna's Daycare
 Fabiola's daycare
 Greenbelt Children's Center
 Greenway Learning Center for
 Infants and Children
 HB Child Care
 Joyful Noise Choldcare
 Little Friends Early Learning Center
 Maryland Family Network

Mater Amoris Montessori School
 Miss Caprice's Family Daycare, LLC
 Monocacy Montessori program
 Montessori Schools of Maryland
 My Little Friends Family Child Care
 Our Children's Child Care
 Prince George's County Family
 Child Care Association
 Stephanie Lloyd Family Childcare
 Toni Family Daycare
 Young Care

Individuals

Adam Dietrich
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 Alvine Djakeu
 Amber Gouge
 Aneela Tanveer
 Anna Spencer
 April Kimble
 Bernice Nzioki
 Beth Bowen
 Bethlehem Beru
 Betty Edwards
 Blaire Morrison
 Chris Beady
 Christina Segura
 Christine Lillard
 Christine Seney
 Christopher Chandler
 Cindy Johnson
 Cindy Popol
 Claire Dietrich
 Courtney Wise
 Danny Joe LaBrecque
 Deena Gutridge
 Denielle Heavey
 Dione Hunte
 Donna Majors
 Emelia Boateng
 Felisha Robertson
 Flora L Gee
 Frances McBride
 Francine Marchese
 Helen Blank
 Hugo Torres
 Jacqueline Waas
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 Jessica Nicole Duckett
 Jessica Scheydt
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 Julie Clark
 Julie Hanson
 Karine Njigang
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 Keya Johnson
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 Lauren Franco-Khan
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 Mark L Seney
 Mary Camille Smith
 Mary Ellen Young
 Maya Reyes
 Meena Gaafar
 Meg Evans Headley
 Meg Oates
 Melissa DiVincenzo
 Melissa Fullerton
 Melissa Moore
 Michelle Zaleski
 Miriam Botto
 Molly Carlson
 Monique Elling
 Myra Edwards
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 Nancy P Anselm
 Nicole Gentle
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 Paige Townsend Edwards
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 Ramesh Rayaroth Mamangalavan
 Rashi Sharma
 Rene Shuler
 Ritu Sharma
 Seen Gutridge

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 Sherry Jerrell
 Shreenidhi Prabhakaran
 Stephanie Landon
 Talia Mase
 Therese Mason
 Tony Awojoodu
 Valeria Sena Weltin
 Wendy Shenk-Evans
 Zuleima Lopez

Massachusetts

Organizations

Berkshire County Head Start
 Boston Chapter of the Massachusetts
 Association for the Education
 of Young Children
 Boston Chinatown
 Neighborhood Center
 Boys & Girls Clubs of Dorchester
 Cambridgeport CHildren's Center
 Cape & Islands Common Start Chapter
 Cape Cod Children's Place
 Charlestown Nursery School
 Child Tools Consulting
 Children's Friend Early
 Learning Center
 Connected Beginnings
 Cribs and Cradles Family
 Child Care LLC
 Damarys Family Child Care
 De marian Day care
 East Boston Social Centers
 Edna's Family Child Care
 Edward Street
 Ellis Early Learning Center
 Family Child Care Home
 Florence Doe/Florence care
 Grove Hall Child Development Center
 Harbor City School
 Horizons For Homeless Children
 Island Children's School
 KidZone Child Care/
 Educational Centers, Inc.
 Laurie's Daycare
 Little Sprouts
 MAAEYC

Maria Quezada Family Childcare
 Martha's Vineyard
 Community Services
 Massachusetts Association of Early
 Childhood Teacher Educators
 Milbury Hearstar
 Mill Swan Head Start
 Miss Kitty's Childcare
 Neighborhood Villages
 P.A.C.E Head Start
 Peabody Terrace Children's Center
 Peek-A-Boo! Family Child
 Care & Preschool
 Plum Hill School
 Rainbow Child Development
 Center Inc.
 Salem State University!
 Strategies For Children
 The Boston Foundation
 The Children First Center
 The Community Group
 The Elizabeth Peabody House
 The Family Cooperative
 The Friendship Garden
 Nursery School, Inc.
 The Institute for Education and PD, Inc.
 Together for Kids Coalition
 United South End Settlements
 United Way of Massachusetts
 Bay and Merrimack Valley
 Vincenza Orrizzi
 Worcester Child Development
 Head Start
 Worcester JCC Early Childhood Center

Individuals

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 Aditi Subramaniam
 Adrian Christie
 AJ Hoffman
 Alexandra Marciano
 Alice Hoben
 Alicia Blair
 Allison Henry
 Amanda Slarve
 Amy Heil
 Anna Edtl
 Ari Friedland

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Ayesha S. Cammaerts	Glorivee medina	Lisette Rivera
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Brandi Ramos-Burnett	Huong Vu	Marcia Gadson-Harris
Brian J Gold	Inaya Dia	Margaret Evans-Langhorst
Brianna A. Savage	J. Justin Pasquariello	Maria Gonzalez Moeller
Brittany Hampton	Jean desto	María Otaño
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Catherine Patterson	Jessica ramos	Marybeth Brown
Cecile Tousignant	Jessica Seney	Maureen McCarthy
Cheryl Vince	Jill Fox	Megan Schumaker Murphy, EdD
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Cristina Lopez de Henriquez	Kara Lehane	Mirza O Barrientos
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Darlene Donaldson	Katherine cruz	MyHanh Barrette
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Deborah J Silver	Katherine Severini	Nancy Toso
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Dorothy Swope	Kira Wilke	Patricia Bettencourt
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Emily Grant Souza	Lai Dao	Robin Nickerson
Erica Blundell	Latifah Hasan	Rosa Mediavilla
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Felicia Girouard	Lauren Thompson	Sabina Knight
Flavia Mastellone	Linda Schoonmaker RDH	Sally C. Fuller
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 Steffi Wright
 Stephanie Cross
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 Summer Haggerty
 Sunnie Zechariah
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 Titus DosRemedios
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 Wendy Wagner Robeson, Ed.D.
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Michigan

Organizations

Beyond the Bell Preschool
 Community Coordinated Child
 Care of the Upper Peninsula
 Cradle to Crayons Family Childcare
 Deaf-Tek Studio
 Discovery School
 Eaton Great Start
 Fox River Early Learning
 Michigan AEYC
 Michigan's Children
 Montessori Children's
 House of Lenawee
 Small Wonders Child
 Development Center

The Basilica of Saint Mary
 Montessori Academy
 United Methodist Community House
 University of Michigan
 Children's Centers

Individuals

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 Amanda Buzard
 Amy Bond
 Betsy Walsh
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 Carol L. Williams
 Clifton R Veach
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 Deb Dupras
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 Katlyn Watroba
 Kelly Biondo
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 Melanie J. Hargreaves
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 Noel Kelty
 Pamela Thering-Hansen
 Patricia Ulman
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Minnesota

Organizations

Child Care Aware of Minnesota

Clay County Early Childhood Initiative
 Doctors for Early Childhood
 Early Ventures Learning Center
 Faribault Public Schools Early
 Childhood Programs
 Faribault Public Schools Early
 Learning Program
 First Children's Finance
 Good shepherd childcare center
 Growing Up Healthy
 Little Learners Academy, LLC
 Mary T Wellcome Child
 Development Center
 Minnesota Association for
 Children's Mental Health
 Minnesota Association for
 Family and Early Education
 Minnesota Montessori Network
 MnAEYC-MnSACA
 Renee D. Elden Daycare
 School Readiness Learning Academy
 Start Early Funders Collaborative
 Think Small
 Tiny Tots and Little Tykes, Inc.
 Preschool and Child Care Center
 West Central Initiative
 YWCA Minneapolis

Individuals

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 Allison Corrado
 Alyssa Ingle
 Amy Brower
 Amy McBroom
 Andrea Smith
 Ann McCully
 Antonia M Apolinario Wilcoxon, EdD
 Beth Menninga
 Betty L. Cooke
 Casandra Dennison
 Cheryl Yakacki
 Dale Dobrin, MD
 Dawn Tommerdahl
 Erica Sabin
 Erika King
 Erin Bailey
 Heidi Frankard
 Jennifer M. Barshack

Jessie Hendel
 Jodi Schmidt
 Jody L. Jordet
 Kate E Alfonso
 Kristen Peters
 Laura LaCroix-Daluhn
 Lauren Moberg, LMFT
 Linda L. Olsen
 Liz Amirahmadi
 ManaRae Schaan
 Marie Huey
 Mary Mischke
 Melissa Donovan
 Nancy Johnson
 Nicole LeDuc Meehan
 Olivia Sage
 S. Fisher
 Sandy Malecha
 Sara Mart
 Sara McKeever
 Shawna Maryanovich
 Sheryl Reed
 Whitney L Court

Mississippi

Individuals

Lisa Long
 Grinda Curtis
 Hattie Brenda Secession

Organizations

Mississippi Black Women's Roundtable
 Mississippi Low Income
 Child Care Initiative
 Back to Basics Daycare
 Destiny Discovery Child Program, LLC

Missouri

Organizations

Birdsall House
 Boys & Girls Clubs of the
 Columbia Area
 BRIGHTER DAYS
 CHILDCARE CENTER
 CoxHealth

Kid's Corner Preschool, llc
 Kids Win Missouri
 Missouri State University Child
 Development Center
 MSU Child Development Center
 National Council of Jewish
 Women - St. Louis
 Nurses for Newborns
 Parents as Teachers National Center

Individuals

Amanda Lee
 Amanda Snider
 Amie Squibb
 Amy Kuo Hammerman
 Amy Messner
 Anita Kraus
 Ashley Wheeler
 Brenda Fyfe
 Brooke Rust
 Catherine Gilpin
 Cheryl K. Cunningham
 ChrisSchmidt
 Cynthia Lee Frank
 Deanna M Hallgren
 Dr. Sarah Lockenvitz
 Ellen Nikodym
 Erin Dalager
 Hannah K. Dunville
 Helena Carter
 Jennifer Wardlaw
 Jessica Tran
 Jody Rubin
 Juliana E Hudson
 Kathryn Busen
 Katrina Sturm
 Kelly Wright, MD, FAAP
 Kim Pate
 Laura Wittmer
 Lillian Buxton
 Lindsey Swartz
 Lindsey Vaughan
 Lisa Mack Thompson
 Lyssa Maher-Felton
 Maggie Mundwiller
 Marla Guggenheimer
 Mary E. Ivey
 Patricia Coggins

Rachel Keene
 Rev. Barbara Bowser
 Ron Tompkins
 Sally Drennan
 Sara Ward
 Shelly LaChance
 Sonya Simpson
 Susan Forte
 Susan Hays
 Trevor D Cunningham
 Valerie Paulette
 Veronica Adinegara
 Victoria Godfrey-Zeller
 Victoria Sprenger
 Wendy Dawson

Montana

Organizations

Busy Bee's
 Child Care Resources, Inc.
 FC Child Enrichment Center
 Florence Crittenton Home and Services
 Helena School Age Child Care (SACC)
 Lil Busy Bees
 Munchkin Land
 Raise Montana

Individuals

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 Kelly Rosenleaf
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Nebraska

Organizations

Inspiring Minds Preschool
 and Childcare
 Sharon Luther in-home childcare
 Missy's Daycare Omaha NE
 Children's Educational Services,
 Inc/Little Seeds Preschool

Kiddieagarden Daycare

Individuals

Dr. Lisa R. Roy
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Nevada

Organizations

Children's Advocacy Alliance
Just Kidding Learning Center, LLC
Nevada Association for the
Education of Young Children
The Hills Preschool

Individuals

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Emily Setina
Maria Switzer
Patrice Gardner

New Hampshire

Individuals

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Maureen Salo
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Shannon G Tremblay

Organizations

New Hampshire Montessori
Association
Little Blessings Child Care Center
The Learning Center at
Concord Hospital
Early Learning NH

New Jersey

Organizations

Advocates for Children of New Jersey
Alex Himmel Consulting
Bebloom Children Academy
El Primer Paso, Ltd.
Haneuska's creative hands
family child care
Leyvi Huggins
Love Family Daycare
Molly's Family childcare
Monmouth Day Care Center
NJ Citizen Action
Sabrina Taylor's Home Childcare
The Learning Path
The Westmont Montessori School
West Side Montessori School
Teacher Education Program
YMCA of Metuchen, Edison,
Woodbridge & South Amboy

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Christina N. Stripp
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Cynthia C. Rice
Donna Dolan
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Jennie Shanker
Kathleen Casiano, Exec. Director,
El Primer Paso, Ltd.
Latifat O Bamgbose
Laurel Kornfeld
Lisanne Pinciotti
Lori Harje
Meghan Tavormina
Merideth Benevento

Michelle Roers
Naomi Rosenblum
Sabrina Taylor
Sade Dozan
Saloni Mathur
Sara Wasserman
Sherri Love
Terri Crosbie
Yarrow Willman-Cole
Yinelka Correa

New Mexico

Organizations

A Gold Star Academy & Child
Development Center
Dragonfly Learning Center
Little Steps Learning Center
Mrs. Kelsey's Kiddos
Learning Center LLC
New Mexico Breastfeeding Task Force
NMAEYC
Rhonda's Home of Love
Taos County Imagination Library

Individuals

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Executive Director
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Chelsea Antrim Dennis
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Diana Martinez-Campos
Ellen Middleditch
I. Engle
Jacquelyn I. Chasteen
Jeanette Benavidez
Jeramay Martinez
Kelsey Richardson
Linda Pak
Margo Moriarty
Maria A Quintana
Rhonda Baca
Shawnee Erskine
Susan Keil Smith

New York

Organizations

A Better Balance
 ABC123 Childcare
 Adelphi University Alice Brown
 Early Learning Center
 Advocates for Children of New York
 Bank Street Education Center,
 Learning starts At Birth
 Bella Jara-Sanchez
 Boss Babies Learning Academy
 Bright Beginnings Academy
 Building Blocks Day Care, Inc.
 Camilla's Daycare Inc
 CECILIA GARCIA FAMILY DAYCARE
 Chautauqua Lake Child Care Center
 Child Care Council of Nassau, Inc.
 Child Care Council of Westchester
 Child Development Council
 of Central NY
 Children's Aid
 Children's Center of New Paltz, Inc.
 Children's Learning Center
 Columbia Children's Center
 Dany day care
 DJ Cooper
 ECE On The Move
 Enchanted Garden Holistic Daycare
 First Congregational Church
 Early Learning Center
 Flossys Daycare
 Foundations Early Learning Center
 Fresh Start Family Daycare
 Gan Amy Center for Early Childhood
 Gina Gayford Early Childhood
 Professional Development
 Harmony Daycare
 Heavens little Angels
 Home Spun Daycare
 Joallys Family Group Daycare Inc
 Little Dumplings Place
 Little Flower Montessori Preschool
 Little Footprints
 Little Giants Group Family Daycare
 Little Hearts Playhouse, LLC
 Little house in the village daycare
 Lon & Lils Kidz Daycare

Lynn's LoveBugs Family Childcare
 Mis Angelitos Daycare Inc
 Nanuet Family Resource Center
 New York Association for the
 Education of Young Children
 New York State Universal Pre-K
 One Sweet World Childcare
 People's Daycare and
 Elementary School
 Ripen With Us Child Care Center
 Safe Child Early Learning Center
 Sanctuary Family Day Care
 Shames JCC on the Hudson,
 Early Childhood Center
 Southampton Day Care Center NI
 Susan Sherry's Daycare
 TeeTee's Daycare Inc.
 The Children's Agenda
 The Innovative Daycare Corp
 The Little Creative Minds At
 Work Group Daycare Inc.
 The littleark II inc
 The Treehouse Child Care Center
 Tinker Tree Play/Care
 TSA Salina Infant Center
 Victoria's Castle Daycare
 Waldorf Early Childhood
 Association of North America
 Wecan
 Zoe Loais Daycare Inc

Individuals

Alexandra Dickson
 Ali Bloomgarden
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 Amanda Buonfiglio
 Amy Keang Shea
 Amy Riotto
 Andrea Caligiuri
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 Andrea Girolamo
 Andree Ward
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 Gina G Gayford
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 Janna Patricia Rodriguez
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 Jennifer Hagglund
 Jennifer Owens
 Jennifer Perney
 Jennifer Reberon
 Jess Livornese
 Jessica Flint
 Jessie Daglio
 Joanna Herter
 Johanna T. Crane
 Jonathan Gaston
 Joy Connolly
 Kate Canino
 Katelyn Abbott-Marsh
 Katerina Mountrakis
 Katherine Kappes
 Kathy Moss
 Katie Albitz
 Kayla Chanowitz
 Kelley Gangi
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 Kim White

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 M Beth Cianfrocca
 Madeline Pollio
 Marcia Villiers
 Margaret Lally
 Maria Falgoust
 Marisabel pepi
 Michele V. Ferguson
 Milagros Carbajal
 Mirileny Figueroa
 Monica Gallardo
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 Riya Alex
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 Susan Sherry
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North Carolina

Organizations

A Child's World
 Achievers and Believers FCCH
 Berry Good Care Home Child Care
 Carter's Child Care
 Cathy's Childcare
 Charmayne's Christian Care
 Child Care Resources Inc.
 Child Care Services Association/
 T.E.A.C.H National Center

COS Kids
 Families First dba Cabarrus
 Bilingual Preschools
 Family Centered Treatment Foundation
 Heather F. Morton
 Hillel Preschool
 Kids Cabin
 KidSCOPE
 Kiley Global Christian Academy
 Learning with Music and Play
 Lil Will's Family Childcare Home
 Little People's Playhouse Child
 Development Center
 Mary's Montessori School
 MDC
 MiMa's Kids Child Care
 Montessori Association
 of North Carolina
 National Association of
 Family Child Care
 NC - ACCESS for Community College
 Faculty in Early Childhood
 NC Child
 NC Early Education Coalition
 NC Institute for Child
 Development Professionals
 NC Partnership for Children
 Nurturing Family Child Care Too
 Partners in Learning Child
 Development Center
 PivotED Consulting
 The Children's Room, llc
 The Goddard School Edison Square
 THE PA-PAW PATCH, LLC
 The Village Learning Academy
 Think Babies™ NC Alliance
 Verner Center for Early Learning
 World of Wonder Childcare

Individuals

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 Cecily Fisher
 Celia R. Jarrett
 Charmayne v Fredericks
 China Tickle
 Christie Carson
 Christina Ruiz
 Cynthia Everette
 Cynthia Osborne
 Daniel Hains
 Dayatra K Bradley
 Doris Johnson
 Dorothy H Hartsell
 Dr. Beth Mills
 Dr. Sharon Little
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 Emily Munn
 Erin Speer Smith
 Gina Soceanu
 Harold G. Sellars
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 Heather Vuncannon
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 Jaime Shelton
 James Munn
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 Lara Kehle
 Laura Hilla
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 Mary B. Willis
 Mary Frye Erwin
 Melonie Thompson

Meredith Silver
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 Payton Welsh
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 Randall Wells
 Raquel Thomas
 Richard Caro
 Roberta B Spink
 Samantha Fore
 Sarah Mathis
 Sarah Prezioso
 Silvia Fernandez
 Simone Snook
 Stephanie Kelley
 Stephanie S. Nelson
 Summer Sterling
 Susan Wright
 Tonya Correll
 Whitney Rea

North Dakota

Individuals

Cindy Klang
 Stefanie Plante Berger

Organizations

Sproutlings Preschool LLC

Ohio

Organizations

Action for Children
 AuntieMom's Childcare and
 Resource Center
 Babs & Babies Child Academy
 Blessed Assurance Family Daycare
 Children's Rehabilitation Center/
 Kids Garden Daycare
 Cleveland Heights-University
 Heights School District
 Creative Minds Academy LLC
 Creative Play Center
 Dana Norwood Brown
 Delaware City Schools School
 Age Child Care

Empower Learn Create
 FOR KIDS DAYCARE
 future Generation Child Care Institute
 Gail's Family Childcare, LLC
 Hawthorn Academy
 Highlights for Children, Inc.
 Hillyer early learning center
 K E Y learning center
 Kendal Early Learning Center
 Kiddie Kampus Child
 Enrichment Center
 Kindercare
 Kyla's Kids
 Lateefah Waliagha's family daycare
 Milton's Messengers
 Mini University
 Mommy and Me Childcare and
 Enrichment center LLC
 Morning Star Learning Academy LLC
 Ms. Nitoriya Goff - FCC Owner
 My Place Child Care &
 School Age Center
 Nikki's Daycare
 Ohio Afterschool Network
 Ohio Association for the
 Education of Young Children
 Ohio Nature Based ECE Collaborative
 Parma preschool
 Play Academy
 PRE4CLE
 Prima 1 Daycare and Learning Center
 Renee D Morgan LLC
 Smoky Row Children's Center
 STEPPING STONES LEARNING
 CENTER - WORTHINGTON
 Teach & Learn Childcare Inc.
 The Jungle Gym Adventure Center
 VCC Youth Ed
 Wanda Hardy's Little
 Christians Daycare
 Work Family Balance
 YWCA Columbus
 YWCA Kids' PLace
 YWCA Safe & Sound Childcare

Individuals

Alexandria Digby
 Amanda Rowoldt

Amber Venti
 Angela Ewald
 Autumn K.
 Becky Jo Davis
 Belinda M. Costin
 Benedicta Curtis
 Betty Martínez Germán
 Brandi Yvette Hardgrow
 Candice Zawoiski
 carmen snouffer
 Carolyn G Perkins
 Carrie Bayles
 Chet Snouffer
 Colleen Murray
 Cori Hedrick
 Courtney Koestler
 Dana Norwood Brown
 Deborah Wittenmyer
 Dr. Linda Y Hicks
 Dr. Lynne M. Lawson
 Elizabeth A. Leheldt
 Elizabeth Burnett
 Emily Christescu
 Franklin County Licensed Family
 Childcare Association
 Gail Montana
 Gloria Ditzler
 Grayson Murra
 Gwen Simmons
 Ismahan Youssouf
 Jan Geneva Stafford
 Jen Newton, PhD
 Jen Whitehurst
 Joanna Titus
 Julie A Thorner
 Julie Laux
 Karolyn Poggi
 Katherine Glenn-Applegate
 Kathleen Dahl
 Kathryn Swank
 Kent S Johnson
 Kevin Gilmore
 Kimberly Tice
 Kyla Shellow
 Kyle Arthur
 Lateefah waliagha
 Lee Hakel
 Leslie M Moss

Lila Mansfield
 Lindsey Colopy
 Lisa Mandelert
 Lysandra Snouffer
 Malia Lewis
 Margaret Hulbert
 Margeretta Carrington
 Mary C Dozier
 Mary Zack
 Melanie Henterly
 Michele Ritchlin
 Michelle Bock
 Michelle Connavino
 Michelle Romero
 Mrs Rhoda Allen
 Ms. Linda A. Heath
 Nichelle Harris
 nikki smith
 Nitoriya Goff
 Nora Leary
 Pamela S Steurer
 Porchea Tolbert
 Priscilla Nkwantabisa
 Rachael Temple
 Rachel Konerman
 Rochell D Curry
 Samantha Buhrts-O'Neal
 Susan Householder
 Teri M. Peasley, EdD
 Tiffany Rowland, M. Ed.
 Tifni Ray
 Tracy Lawrence
 Wanda Hardy
 Wanda I Lai

Oklahoma

Individuals

Candace Barrios
 Caren Feuerhelm
 Denise Vega
 Dr.Kelli Dudley
 Evangelina R. Gonzales
 Hanna Lee
 India Williams
 Jami Huck
 Jennifer Rackliff

Kaylee Thulin
 Leabeth Chitwood
 Matthew Thulin
 Michelle Smith
 Patricia R. Casey
 Rep. Laura Boyd
 Sarah Griffin
 Serenity Weeden-Umelo
 Stacy Eglinton
 Taylor Lobo
 Tonja Whatley

Organizations

MCA
 OKAEYC
 The Learning Tree Family
 Home Child Care

Oregon

Organizations

Treasure Valley Children's
 Relief Nursery
 Little Root Children LLC

Individuals

Adrienne Henry, PhD
 Aimee C Apt
 Alyssa Burnham
 Anne-Marie Bley
 Caitlin Curtis
 Candelaria Romero
 Caroline Hather
 Dawn Kriz
 Jenelle Giordano
 Jennifer poinar
 Jennifer Stark
 Jessica A Jones
 Kara McCrossen
 Laura Killgore
 Laurel Cabrera
 Nancy Gurley
 Rev. Jenifer Wagley
 Sarah Garczynski
 Skylar Merkelbach

Pennsylvania

Organizations

1st Years Day Care Center, LLC
 A Child's World Day Care and
 Learning Center, Inc.
 A Mother's Touch Center for
 Child Development
 A Place to Grow Daycare
 ABC Academy
 ABC Children's Center
 ABK Learning & Development Center
 Adat Shalom Preschool
 Along The Way Inc
 Angels Keepers Learning Center
 Angels' Place
 Annie's Bubble Care
 B2B Dynamic Learning
 Barbs Care A Lot
 Beautiful Beginnings, Inc.
 Becky's Lilies and Daisies
 Begin With Us Child Care
 and Preschool, Inc.
 Bel-Air Academy
 Bloom Early Education Centers, Inc
 Bright Beginners Academy
 Bright Future Academy
 BRIGHT FUTURES LEARNING
 CENTERS, INC
 Bright Minds Learning Center
 Building Blocks Child Care and
 Early Learning Center
 Busy Bees Child Care Center LLC
 CAPCC Early Childhood Programs
 Carbondale Ymca
 Care to Learn Child
 Development Center
 Carol's daycare
 Carson Valley Children's Aid
 Center Director
 Charlene Weber FCCH
 Chestnut Hill College
 Chicquita Moodys Group Daycare
 Child Care Access Means
 Parents In School program
 Children Advancing Towards Success
 Children Development Institute Llc
 Children's Village of
 Doylestown Hospital
 Children's Village, Philadelphia PA

Children's Ark Creative Learning Center
 Childrens Development Institute
 Childspace Daycare Centers Inc
 Chippys Mini Home
 Colors Numbers and Shapes Daycare
 Community Services for Children, Inc
 Cooley Group Daycare LLC
 COPE Childcare and Learning Center
 Corry Alliance Childcare and Learning Center
 Crayon Castle Child Care Center
 Creating Landscapes for Families Early Learning Center
 Creative Garden, LLC
 Creative Learning Center
 Creative Learning Environments Inc
 Creative Play Day School
 Crossroads @ Holy Trinity
 Cuddles-N-Care Daycare Center
 Different Expectations Educational Services
 Discover the World Children's center
 Discovery Junction Child Development Center
 Discovery Kids Childcare Center, Inc.
 Dover Bethany Early learning Center
 Early Years Learning Center
 Eastside Family YMCA
 ECE Center at Congregation Or Ami
 Elizabeth Norella group daycare
 Elizabethtown Child Care Center
 Exceptional Learning Academy
 First Friends Child Care
 First Presbyterian Church Child Care Center
 First Start Partnerships for Children and Families
 First Up Champions for Early Education
 Foundations for Learning Preschool
 Frankie's World Foundation
 FUN Academy, LLC
 FunTime Child Care
 Get Set Learning Centers
 Goubz Learning Academy
 Grace Kids Academy, LLC
 Grays Ferry Early Learning Academy
 Greater Wyoming Valley Area YMCA
 Green Byrne Childcare
 Green Trees Early Learning Center, Inc.
 Growing and Learning Center
 Growing Patch Learning Center LLC
 Hands on Learning Childcare Center LLC
 Hansel & Gretel Early Learning Center
 Happy Hearts, LLC
 Harambee Hope learning center LLC
 Harleysville YMCA Early Childhood Center
 Hasan's Interactive Learning Center
 Helping Hands Learning Center
 HEMPFIELD FAMILY CHILD DEVELOPMENT CENTER, owner
 Hiland Childcare
 Honey Brook Early Learning Center
 Honeyland child care
 HopeWorx, Inc.
 Hosanna House Inc.
 Hug Me Tight Childlife Centers Inc
 ICU Stem Academy
 Incredible Kid Academy
 Indiana County Child Day Care Program Inc.
 It's In The Book Childcare Services
 Jane Ullman's Daycare
 Jenkintown Day Nursery
 Jm Daycare LLC
 JOAN SUCKI'S FAMILY HOME DAYCARE
 Jordan's Place Day Care LLC
 Juanita's FCCH
 K-Prep Learning Center
 Ka'ulani childcare
 Karen Showers' Daycare
 KenCrest
 Kiddie City Early Learning Center
 Kiddie Kapers Inc.
 Kids & Us Day Care Center
 Kidz R Us Learning Center Inc.
 Kimberly's Child Care
 KinderCare
 KMC
 Latinos Educando Juntos
 Lawrence county YMCA childcare center
 Learn N Play Daycare
 Learning Ladder Academy
 Lehigh Children's Academy
 LifeSpan School and Daycare
 Little Acorns Learning Center
 Little All Stars Care Center
 Little Appleseed Learning Center
 Little Buddies Childcare
 Little Darling's Daycare
 Little Reflections At Center Valley
 London Bridges Child Development Center LLC
 Lynn C. Mosallem
 Magical Days Learning Center
 Mary's Munchkinland Day Care Center
 Meadville Cooperative Preschool
 Metropolitan Preschool and Nursery
 Mindy Bower
 Miss Jane's Child Care inc
 Mohnton AM/PM Child Care Inc.
 Monique williams family childcare
 Morgan Hill Day Care
 Mt Airy Christian Day School
 Mz. Smiley's Childcare Center, LLC
 Nadine Ellerby Grandma's Daycare
 Nat's Day care
 National Council of Jewish Women, Pittsburgh Section
 New Castle Community Y Daycare
 New Hope Learning Center and Day Care
 North Warren Presbyterian Community Day Care
 Northwest Children's Centre, Inc
 Nurturing Arms Child Care & Learning Center
 Oak Lane Day Care
 Oasis Development and Learning Center
 Ogden Christian Day Care
 Once Upon A Time Early Learning Center
 Our House Montessori
 Our Little School House, Inc.
 Paddington Station Preschool and Childcare, Inc
 Pallavi Priyadarshini
 Pamela Butler Babies
 Parent Infant Center

Caroline Lee	Frances G. Martin, Ph.D.	Joy Walters
Carolyn E. Cooper	Frank J Popowski	Julia A. Brooks
Charlene Nolten	Gina Pilla	Julia Rivera
Charlene Weber	Gina Crough	Juliana Ortiz
Chastidy Stewart	Gina Gantz	Julie baumgardner
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Cheryl Edmonds	Heidi Winkler	Karen M. Quinn
Cheryl Feldman	Helen C. Monroe	Karen Schaeffer
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christine day	Holly K. Cessna	Kath Houlahan
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Cindy A Roberts	Ivelisse Eufrazio-Childs	Kathleen Meath
Claire B Crescenzi	Jackie Groetsch	Kathleen Pearage
Clarisa Marte	Jacqueline Rogers	Kathryn Potalivo
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Cori Edwards	James Patrick Walsh	Keren Toledo
Crystal Arter	Jamie Heffner	Kevin Wunder
Cynthia A Rineer	Jamie Piotrowski	Khadidja Meflah
DANEAN Nelson	Jan Schwartz	kiara courtney
Darla Steiner	Jane E Campbell	Kim Renninger
Davy Bradley	Janet Filante	Kimberly A McKeever
Dawana Gay	Janet Simmons	Kimberly Early, LSW
Deborah Krotec	Janine Sapotichne	Kimberly Rogers
Debra Biernesser	Jasmine Mercedes	Kimberly Zimmerman
Debra Green	Jeanetta Joyner	Kinley Lingenfelter
Denise Barron	Jeannette Winesickle	Kristen Bovell
Diana Storti	Jen DeBell	Kristina Valdez, MSW
Diane Manus	Jennifer Andrews	L and M Children's Learning Center Inc
Domenica N Cipriani	Jennifer E. Hockensmith	Latonta Godboldt
Donna Jimerson	Jennifer Scalise	Laura Farley
Doreen Damskov	Jennifer Sherman	Laurel A. Webster
Dorothy Borden	Jennifer Sroka	Laurinda Guarriello
Dr. Aisha White	Jenny Shahinian	Lia Petrozziello
Dr. Cherie Crosby	Jensen rossi	Linda Ehrlich
Dr. Kristin Bowman	Jerry Weinstock	Lindsay Booz
Dr. Stephanie Blake	Jessica Feng	Lisa Botelho
Elizabeth Billyard	Jessica L Roberts	Lisa Fargiorgio
Elizabeth Farwell Ozer	Joan Enz-Doerschner	Lisa Reyes
Elizabeth Gunderson, Ph.D.	joan sucki	Lisa Speakes
Elizabeth M Castro	Joanna LaCorte	Lisa Tumbleson
Elizabeth Ozer	Joanna Lassús	London Fitzgerald
Elyse Mackay	Joanne Bamgbose	Lorin DiFrancesca
Emma Schmidt	Joanne Regalbuto	Lou Ethel Weatherly
Erin Bailey	Joanne Rutkowski	Loubna El Bdaoui
Erin N Cameron	Jodi Askins	Lyndall Miller
Felis Lynd	John M Boughner	Lynn C. Mosallem
Florencia Aguilar	Joshua D. Kahn	Lynn Hartle, Ph.D.

Lynn Makowsky
 Madeleine Boigon Berg
 Maggie Anna
 Mandy Crozier
 Marcy Bacine
 Margot Rothman
 Maria Rose Snyder
 Marianne Carroll, RN
 Marianne Helou
 Marie Andrew
 Marie Cancilleri
 Marie Marks
 Marie Toussaint
 Marie Webster
 Marilyn Rodriguez
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 Marsha Weinraub, Ph.D.
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 Mary Shaffer
 Mary Stohrer
 MaryLou Beaver
 Maureen J Murphy
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 Melanie W Chadwick
 Merry Smeltz
 Meryl K. Lazar
 Michael B. McElhinney
 Michelle Good
 Michelle L. Ruder
 Michelle Wunder
 Mindy Barbakoff
 Mindy Bower
 Molly Watson
 Monica K Albano Curl
 Monique Williams
 Moriah Tamburello
 Mrs. Nina Darkins
 Ms. Angela Morgan
 Nancy Bartek
 Natacha Pascal
 Natalie Lucas
 Natalie Renn
 Natasha Liggins

Nathalie Borozny
 Nathalie Cabrera
 Nichole S Mathias
 Nicole Allman
 Nicole Gingrich
 Nicole Walskey Carson
 Nora S Newcombe
 Norma Finkelstein
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 Patricia Walker
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 Rachel Engl Taggart
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 Rebecca Kanine
 Rebecca Lipstein, RN
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 Renee Weston
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 Rhea Starr
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 Rosanna Cope
 Rose Snyder
 Ruby Martin
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 Sandra J. Fulton
 Sara Evans
 Sara Tomaszewski
 Sarah J O'Reilly
 Shannon Bearman
 Shannon M Swingle
 Sharay Newson
 Sharon A Wilson
 Sharon Snow
 Sharon Wilson
 Shelley Casey
 Shelley L Candy
 Sheryl Lynn Kimble
 Sheryl Krafft
 Sister Dominica Lo Bianco, OSF
 Soneyet Muhammad
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 Stephanie Baran

Stephanie Clawson
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 Steven M Goodhart
 Sue Jacobs
 Susan A Wilson
 Susan Dawson
 Susana Rincon
 Tamara Fetzer
 Tamikia Jordan
 Tarrell Davis
 Terica Greene
 Terry Newman
 Tessa Stachowiak
 Thomas Rylander
 Thomasina Lee
 Tiffany Thorpe
 Tina I Martin
 Tina Williams-Clark
 Todd Brinkman
 Tonya Kmetz
 Tracy Weaver
 Unis Bey
 Valerie A.Madara
 Valerie Leibert
 Valisa Dutrieuille
 Vanessa Macrina
 Vicki Mazzaferro
 Viola Vetter
 Wehdeh Jenkins
 Wendy Plansinis
 Wendy Wagner
 Wendy Wagner
 Whitney J Poland
 Widalys Ruiz
 Zady M Pineda Endy
 Zaina Cahill

Puerto Rico

Organizations

Department of Education Puerto Rico
 Pequeños Saltarines

Rhode Island

Organizations

COLAGE
 Right from the Start Campaign
 RIAEYC
 Estefany Home Daycare
 Over the Rainbow
 Children's Friend
 Beloved Nyumah

Individuals

Alyson E. Panzarella, M.J.
 Amber Lynch
 Amy Ryan
 Clara Diaz
 Damara Simmons
 Darlery Delacruz
 Denise Phillips
 Dilcia J Perdomo
 Elizabeth Burke Bryant
 Elizabeth Polanco
 Kayleigh Chabot
 Kelly Monson
 Kendra Johnson
 Lisa Hildebrand
 Maegan Hawley
 Marinel Russo
 Martha Donovan
 Phuntsho Choden-Thompson
 Shannon Berthiaume

South Carolina

Organizations

Buddies Child Care Services
 Increasing Dimensions
 FCC Academy, Inc
 Little Places Childcare
 Montessori Educational Programs
 International (MEPI)
 Ms. Niecy's
 Redeemer Children's
 Center & Preschool
 Responsible Action
 Responsible Action PAC
 South Carolina Assoc. for the
 Education of Young Children
 Sweet Spirit Daycare

Individuals

Cynthia Robinson
 Dr. Amanda McDougald Scott
 Katie Egan
 LaTonya A Gary
 Lisa Corning
 Meredith Burton
 Talisha Scott
 Treda Oates

South Dakota

Organizations

South Dakota Association for the
 Education of Young Children

Individuals

Brittney Nathan
 Loretta Leloux
 Alysha Gray
 Janessa Bixel

Tennessee

Organizations

Angie's Doll House Daycare
 Big Blue Marble Academy of Franklin
 Childcare changers
 Fountain City United
 Methodist Preschool
 Gammie's House &
 Gammie's House Too
 Kay Kay's Day Care
 Little Learners University
 McNeilly Center for Children
 Montessori Alliance of Tennessee
 Ms Pam's
 Nanas Childcare
 Nashville Area Association for the
 Education of Young Children
 Southern Tennessee Daycare
 Association of Bedford
 County Tennessee
 The Little College, Inc.
 Trinity Learning Center

Individuals

Alycia Truett

Alyssa Dituro
 Amy Metcalfe
 Anna Wright
 Brenda King
 Bridget Smith
 Carolyn V. Thompson
 Carrie J Holt
 Cheryl Dillingham
 Jaime Yeager
 Jilian Reece
 Kaitlyn Faris
 Kimberly Risner
 Loretta Rudd, PhD
 Miquel Tarrance
 Pam Caruthers
 Robyn Ridgley
 Shawnda Ramsey
 Theresa Yarber
 Toney Boleyjack
 Vivian Bynum, President of Southern
 Tennessee Daycare Association
 of Bedford County Tennessee

Texas

Organizations

ACC Children's Lab School
 Ana's Learning Center
 Association Montessori Internationale
 Austin/Travis County
 Success By 6 Coalition
 Before and After Learning Center
 (Licensed Childcare Home)
 Beginnings and Beyond Child Care
 Big Thought
 Caring Corner
 Central Texas 4c, Early headstart
 Children's Treehouse Buckingham
 Cielito Lindo Spanish
 Immersion Preschool
 Colonial Hill United Methodist
 Child Development Center
 Cornerstone UMC Preschool
 D'UNIQUE REGISTERED CHILD
 CARE FAMILY HOME
 Daddy's D.C. Learning Academy LLC
 Early Childhood Program
 in Humble ISD

ECHL	Ashley B. Richardson	Kimberly Kofron
Emergent ED Child Care Consulting	Bethany J. Robertson	Kolby Monnig
Galveston County Child Care Director's Group	Catherine O'Brien	L Jenkins, M.S.
Global Kids Preschool	Cathy McHorse	Laquita Crayton
Greystone House Montessori	Celestia Welch	Laura Henderson
Growing Tree Child Development Center	Chontrelle K Sturdivant	Laura Martin
Hawthorne Montessori School	Cody Summerville	Lin Moore, Ph.D.
hidalog county head start	Colleen Knight	Lindsey Ballard
Ivy Kids Hobbs	Consuelo Casas	Lisa Smith
KidBridge Academy	Craig Jefferson	Lorretta Footman
Kids 'R' Kids #27	Cyndi Rubio	Lydia Hinojosa
Klein Independent School district	Danielle A. Castle	Lynn Boswell
Kyle's Bright Beginnings Learning Center	Dannielle Benson	Madison Schmakel Mattise
Like My Own Childcare Inc	DARRELL NEINAST	Mandy Gorom Dow
Little Creations Learning Center	David Feigen	Manju Sharma
Little Learners of O'Fallon	Dawn Leach	Margaret B. Puckett, EdD.
Little Rascals Daycare	Deborah Whitley	Maria Elena Dominguez
Little Scholars Tutoring	DeLynn Hudson	Martina Santesteban
Parents Choice of Spring	Desiree Thibodeaux	Mary Crocker
Rainbow Christian Day Care	Donna Bernelle	Mary K Jamsek
Red Bluff Kids Inc.	Donna Bueche	Mary Spring Dye
San Antonio College Early Child Program	Dr. Sharon Dehn	Meghan Green
Sheldon Early Learning Center	Dr. Stacey L Shackelford	Melanie Rubin
Suzzette Braswell	Dr. Wylie Jones Jordan	Melanie Steed
Tarrant County Child Care Management Services	Edward Bradley	Melissa Bailey
Texans Care for Children	Erika Stutz	Melissa Crenshaw
Texas Association for the Education of Young Children	Etta Spivey	Melissa Ellison
TexProtects	Georeba Hardy-Odom	Michelle Montes
The Foundations Montessori	Gloria Neunaber	Micki Fine M.Ed., L.P.C.
Tri-County Community Action, Inc.	Heather Walker	MITZI BARTLETT
United Way for Greater Austin	Javier Valdez	Mykia Burns
	Jennifer Hill	Nancy Hisa
Individuals	Jennifer Turney McLaughlin	Patricia D Jolley
Alex Patel	Jessica Baddeley	Rachel Lovelady
Allison Cardwell	Jessica Slie Trudeau	Rachelle M. Daniel
Ammie Jones Banks	JoAnn Butler	Racquel Washington
Amy Bakken	John Henry Porter	Regina Ng Alvarez
Amy Musick	Jovohn Hornbuckle	Rev. Nancy C. Mossman
Ana De Hoyos O'Connor	Kali Rourke	Robin M. Walter
Ann Hardeman Teich	Karen Browning	Ron Hubbard
Anna K Martin	Karlin Davison	Sarah Ozuna
Anne Graf	Kate Hoffman	Sarojani Mohammed, PhD
	Kathryn Fisher	Scott Wille
	Katie Campbell	Sean Hale
	Katrina Solice	Shamim Arastu
	Kelly Pettus	Shannon Epner
	Kerry Fahey	Shannon Hendricks

Shannon Saldana
 Shelby Redondo
 Sonali Patil PhD
 Stephanie Otero
 Susan Hamilton
 Susan Perry
 Susan Stewart
 Suzzette Braswell
 Taneyska Gomez
 Tessa Fujimoto
 Thais Potter
 Tiffany Amber Alanis
 Tracy Hanson
 Veronica I. Garcia
 Victoria Zuniga
 Wendy Ramirez
 Wendy Uptain
 Yanela Montoya

Utah

Organizations

Davis Head Start
 Early Childhood Alliance
 Roots and Wings Preschool
 Utah Association for the
 Education of Young Children
 Utah Division for Early Childhood
 Voices for Utah Children

Individuals

Anna E. Thomas
 Dr. Kathryn Lake MacKay
 Heather C. Waters
 Julie Backlund
 Kristen Schulz
 Leah Stanton
 Lindsay C Rodgers
 Nanette M. Watson
 Rev. Brigitte Weier
 Shanda Parkinson
 Sharlie Barber
 Summer Gunn
 Tori Hillyard

Vermont

Organizations

Alburgh Family Clubhouse nonprofit
 organization Childcare Center
 and After school program
 Ascension Childcare, Inc
 Bonita Wrights daycare
 BRSU
 Bunny Steps Daycare &
 Pre-School Center
 Carin Messier
 Dandelion Wishes Home Childcare
 Early Education Services
 Hilltop Montessori School
 Kathleen Bixby Daycare
 Kelly's Daycare
 Let's Grow Kids
 Macie's Childcare/ Lynn Macie
 Mary Johnson Children's Center, Inc
 Mountain View Childcare
 Mountain Village School
 Northeast kingdom preschool
 and childcare
 Rabbit Track Day Care
 Sithembiso Muhlauri
 Spring Ahead Childcare LLC
 Stepping Stones Preschool
 Tammie's Day Care
 Vermont Association for the
 Education of Young Children
 Vermont Early Childhood
 Advocacy Alliance
 Voices for Vermont's Children

Individuals

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 Ansley Bloomer
 Brenda S Metzler
 Brooke Brittell
 Caroline Resch
 Christina Nelson
 Coretta Bliss
 Deb Dondzik
 Donita A Benner
 Elizabeth Traver Adolphus
 Emily Pryer
 Emily Wagner

Erica Ward
 Erin K Nichols
 Erin Roche
 Erin Wessel
 Ivy Crowe
 Jacquelyn Prime
 Janet McLaughlin
 Jennifer Dufield
 Jennifer Mazur
 Jessica Abisla
 Joanna Houston
 Katie Titterton
 Kelly Garcia
 Kim Adams
 Kim Freeman
 Kyle Garcia
 Laurie Cloud
 LouAnn Beninati
 Lucie Daley
 Matthew LeFluer
 Rachel Hunter
 Sarah Kenney
 Sharron B Harrington
 Shayla Zammuto
 Sithembiso Muhlauri
 Tammie AB Hazlett
 Terri Layton
 Zoe Kaslow

Virginia

Organizations

Airforce Family Child Care
 Change makers Child Care
 Children's Harbor
 CT FCC
 Division for Early Childhood of
 the Council for Exceptional
 Children (DEC)
 Grandin Court Baptist Preschool
 GUMP
 LeafSpring School at Virginia Beach
 Learn 'n Play Preschool and
 Children's Center
 Montessori Science Program,
 University of Virginia
 Northern Virginia Association for
 the Education of Young Children

Teddy Bear Day Care and Preschool
Virginia Association for the
Education of Young Children
Virginia Promise Partnership

Individuals

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Amanda Perez
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Anne Hedgepeth
Bonita Williams
Brenda Morrissett
Brian Wagner
Brittany Arena
Bweikia Steen
Chris Dunne
Chris Keup
Corey Borgman, EdD
Delysia Riddick
Diane Volcansek
Dina A Cortez
Dorothy Sadler
Emily Bentley
Hannah Lanek Matarazzo
Heather Donaldson Cormons
Heidi Jablonski
Janet Rivara, MSED
Jeanette Contreras
Jennifer Brooks
Jennifer Strickler
Jennifer Sutton
Joyce Oandasan
Julie Renne
Julie Seay
Kara Sensenig
Kim P Gregory
Laura D Brewer
Lisa Girovasi Dornan
Lisa P
Lisa Plot
Mari Giselle Asensio
Marie Sloane
Maureen Coffey
Megan Rogers
Nicole Lazarte
Peggy Ashbrook
Regina D. Crawley
Robert Gundling, Ed.D.

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Rosemary A. Kendall, Ph.D.
Sandra Myers
Sharon Walsh Taylor
Sheri Brenning
Stephanie Calabrese
Susan A Edwards
Suvada Mujevic
Whitney Pesek

Washington

Organizations

Childhaven
Children's Garden Montessori
School of Poulsbo
Economic Opportunity Institute
Sagebrush Montessori
Spokane Child Development Center,
Washington State Parent Ambassadors
WSA Parent Ambassadors

Individuals

Andrea Estes
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Eileen Sliwinski
Gail L. Eshom
Gloria McClintock
Hannah
Heather Fourstar
Holly Porter
Jacque Barnett
Kerri Keenan
Lauren Lynch
Leslie Dozono
Maggie Katz
Maria Cecilia Bunnell
Michelle K Duhon
Rita Calcagno
Robin O'Brien
Sara Hamel
Sonja Lennox
Tracey Byrne
Victoria E. Urias
Yvonne Lara

West Virginia

Organizations

Miss Tiffany's School for
Young Children

Individuals

Kathy Baker
Tiffany Gale

Wisconsin

Organizations

Building Our Future
Caritas Felices Child Care
COA Youth & Family Centers
First 5 Fox Valley
Future All Stars Academy LLC
Great Outdoors Learning Center
Happy Hearts Childcare
Just Playing Child Care
Kathy's Daycare
Kids Are Us Family Child Care
King Family Licensed Child Care
Lisa's Little Ones
Little Lamb Academy
Little Learners Daycare
Los Primeros Pasitos daycare
Main Street Alliance
Malaika Early Learning Center
Marisela's Family Daycare
Mental Health America of Wisconsin
Merary's Family day care
Milwaukee Coalition for
Children's Mental Health
Milwaukee Succeeds
OEM Fabricators, Inc.
Pasitos de Amor Childcare
Penfield Children's Center
probedoras unidas
Provedoras Unidas Association
Raygoza Family Daycare LLC
Rural WI Health Cooperative
Supporting Families
Together Association
The Goddard School
The Registry, Inc.

Three little pigs daycare
 Viroqua Children's House
 Montessori Preschool
 Waukesha County Technical
 College- Education and Human
 Services Department
 WECA Wisconsin Early
 Childhood Education
 WEESN
 Wisconsin Early Childhood
 Association
 Wisconsin Nature Action
 Collaborative for Children
 Yahara River Learning Center
 YMCA of Metropolitan Milwaukee

Individuals

Agueda De Niz
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 Amanda Christianson
 Amanda Tangwall
 Amy Fewel
 Amy Jo Klingsten
 Amy Schuster
 Anita Ramirez España
 Ann McClain Terrell
 Barbara Brattin
 Barbara j Rank
 Bernard Rahming II
 Carmen M Hernandez
 Catherine Hansen
 Chelsea Andrews
 Christine P. Holmes
 Clara Carmona Guerra
 Crystal Vang
 Danae Davis
 David A Espinoza
 Dawn Hays
 Deborah McNelis
 Donna Hess
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 Dr. Siovah Williams
 Emily K Robertson
 Evy Gildrie-Voyles
 Felipa Ramirez
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 Fernanda Leporace

Gerald Slater
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 Jamie Waughtal
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 Kristen Luppino Witzling
 Kristin Jostad
 Leah C Jepsen, MSW
 Linda Leonhart
 Lisa Corton
 Lorene Ketelboeter
 Lorna Grade
 Lynn M. Debilzen
 Margarita
 María E. Hernández. Green
 Planet's Day Care Llc.
 Maria H Arellano
 Marsha R Connet
 Martia Runde
 Martina Gollin Graves
 Mary Niec
 Mary Sue Voights
 Matricia Patterson
 Melissa Droessler
 Melissa Half
 Meradita Moreno
 Michael Avery
 Michele McDonough
 Michelle F Davies
 Myra Stoikes, MEd
 Nicole Thompson
 Nora Flood
 Paula Drew
 Rachel Breitbart
 Rachel Corey
 Rebecca L. Breda
 Renae DeBarbieri

Ruth A Schmidt
 Ruth DeNure
 Sophie Cornfield
 T Blanco
 Tamara Shanelle Johnson
 Tamesha Ingram
 Tammy Dannhoff
 TANIA MARTINEZ

Wyoming

Individuals

Heather Cutts
 Melanie Tuck
 Rebecca Steinhoff

November 1, 2021

The Honorable Chuck Schumer
Leader, U.S. Senate

The Honorable Nancy Pelosi Majority
Speaker, U.S. House of Representatives

Dear Majority Leader Schumer and Speaker Pelosi,

We write in strong support of the child care and pre-kindergarten provisions in the Build Back Better plan. The historic investment and policies outlined in the framework would support the transformative work of building a strong, stable early childhood education system that is affordable and accessible to families in new and critical ways. These policies will:

- Lower child care costs for more than 90 percent of families with young children
- Guarantee high quality child care choices for parents by expanding the supply of safe, nurturing options particularly for infants and toddlers
- Create and support millions of jobs, including for early educators and parents
- Raise the wages of early educators - 95 percent of whom are women and disproportionately women of color - to at least a living wage, with wages comparable to elementary school educators for those with similar credentials
- Provide universal pre-kindergarten for three- and four-year olds in diverse settings that meet families' needs; and
- Support children's healthy development, ensuring that regardless of economic status, race, zip code, language, or ability all children have a strong foundation.

The pandemic brought to light how essential child care and early learning are to our country, while also revealing profound flaws. The bottom line is that America's existing child care market is unsustainable. Most parents can't afford the price of care, while too many Americans live in areas without access to quality care options at all. Further, providers can only charge what families in their area can afford, which often translates to near-poverty wages for early educators. Addressing these present and ongoing challenges requires a comprehensive approach to securing ample child care supply and capacity, while ensuring there are quality options available for families when and where they need them.

The child care provisions in the Build Back Better package are an economic, political, and gender and racial justice imperative. Women's labor force participation is at its lowest level since 1988, with lack of care options comprising a significant barrier. Small businesses are feeling the crunch, with over half (55 percent) of small business owners surveyed stating that the lack of affordable, high-quality child care for employees has had a negative impact on their

business. Young children of color and those in families with low incomes are less likely to have access to affordable and high-quality care that can help them thrive developmentally. And these investments consistently poll as a high priority for the vast majority of voters: Democrats, Independents, and Republicans.

The policy before Congress today will lower the cost of child care and provide pre-kindergarten for millions of families while investing in the higher wages and professional development needed to ensure high quality care for all participants. Families will have a range of center-based, home-based, family child care, school-based, and Head Start options that work best for them. Families will start to feel these changes right away as the system stabilizes in ways that help all families, while those most in need receive financial assistance, and states build their supply of child care, addressing the urgent shortage of slots holding back our economic recovery.

Fifty years after President Nixon's veto of comprehensive child care reform, we are at the cusp of a turning point for a just and equitable child care and early learning system. This is the moment where we take the closest step yet to realizing the first ever early care and education guarantee. It's time to set families up for success and set up early care and education to be a valued and highly desired, long-term career path - our economic prosperity depends on it. We look forward to working with you to enact and implement these policies across the United States.

Sincerely,

&Mother

Acre Family Child Care

Action for Boston Community Development, Inc.

Action for Children

Advocates for Children of NJ

Agenda for Children

All Our Kin

Alliance for Quality Education

American Association of University Women

American Federation of State, County and Municipal Employees

Apple Orchard School

Arizona Association for the Education of Young Children

Arizona Early Childhood Alliance

Arizona Early Childhood Education Association

Arizona Head Start Association

Arkansas Advocates for Children and Families

Barb's Big Backyard Daycare
Birth In Color RVA
Boston College Center for Optimized Student Support
BUILD Initiative
Busy Bees Preschool Center, Inc.
CACFP Roundtable
California Association for the Education of Young Children
California Child Care Resource & Referral Network
California Family Child Care Network
Caring Across Generations
Center for American Progress
Center for Law and Social Policy
Centers for New Horizons
Charlestown Nursery School
Child & Family Resources
Child Care Alliance of Los Angeles
Child Care Aware of Minnesota
Child Care Aware of WA
Child Care Aware® of America
Child Care Council of Nassau, Inc.
Child Care Council of Westchester
Child Care Law Center
Child Care Resource Network
Child Care Services Association/T.E.A.C.H. National Center
Child Tools Consulting
Child Welfare League of America
Childhaven
Children & Families of Iowa
Children at Risk
Children First
Children First of Granby
Children Now
Children Services of Roxbury
Children Unlimited - Family Connections Resource Center

Children's Action Alliance
Children's Advocacy Alliance
Children's Aid
Children's Campaign Fund
Children's Funding Project
Children's Home & Aid
Children's Home Society of Washington
Children's Institute
Children's Trust Fund Alliance
Citizen Action of New York
Clarendon Early Education Services, Inc.
Clayton Early Learning
Common Good Iowa
Commonwealth Children's Fund
Community Child Care Council of Sonoma County, Inc
Coos Coalition for Young Children & Families
Corrine's Little Explorers
Country Kids Child Care LLC
Country Kids Family Day Care
Cribs and Cradles Child Care LLC
Cricket's Corner Learning Center
Crystal Stairs, Inc.
CT Early Childhood Alliance
District of Columbia Association for the Education of Young Children
Early Care & Learning Council
Early Edge California
Early Learning Child Care Inc.
Early Opportunities
East Boston Social Centers
Educare Learning Network
Edward Street
Elisabeth Amen Nursery School at Wheaton College Massachusetts
Engaged Latino Parents Advancing Students Outcomes
EveryChild California

Executives Partnering to Invest in Children
Fairbanks Montessori School
Faith Lutheran Child Care Center
Family Child Care Alliance of Maryland
Family Forward Oregon
Farm Hands Preschool
First 5 Los Angeles
First Children's Finance
First Five Years Fund
First Up
Fitchburg Loves the Children
Florida Policy Institute
Fond du Lac Area United Way
G3 Transformation
GEEARS: Georgia Early Education Alliance for Ready Students
Georgia Association for the Education of Young Children
Golden Corridor Association for the Education of Young Children
Granite State Organizing Project
Greater Franklin Area Family Resource Center
Groundwork Ohio
Hawaii Children's Action Network Speaks!
Health Care for America Now
Hilltop Children's Center
Hollys Little Red Wagon Childcare
Hoosier Action
Housman Institute LLC
Illinois Action for Children
Illinois Association for the Education of Young Children
Imagine That
Impact Monadnock
Indiana Association for the Education of Young Children
Innovative Playhouse
Iowa Association for the Education of Young Children
Iowa Women's Foundation

Jack and Jill Center
Jewish Activists for Immigration Justice
Jewish Federation of Chicago
John F. Kennedy Family Services
Jumpstart
Kanawha Valley National Organization for Women
Kansas Association for the Education of Young Children
Kentucky Center for Economic Policy
KEYS 4 HealthyKids
Kidango, Inc.
Kids Included Together
Kids Win Missouri
Lakes & Prairies Community Action Partnership
Latino Chamber of Commerce of SEW
Let's Grow Kids
Lincoln Nursery School
Lindenwood Child Care
Lionheart Early Learning
Lisa's Little Ones
Little People Nursery School
Little Star of Ours
Los Angeles Women's Collective PAC
Louisiana Policy Institute for Children
Low Income Investment Fund
M & M Sweet Child Care
Magic Garden Children's Center
Main Street Alliance
Main Street Alliance - West Virginia
Main Street Alliance - Wisconsin
Maine Association for the Education of Young Children
Maine Children's Alliance
Maryvale
Massachusetts Head Start Association
Maui Economic Opportunity, Inc.

McCormick Center for Early Childhood Leadership
Milford Family & Community Network CFCE
Milford Thrives
Milwaukee Succeeds
Minnesota Association for the Education of Young Children - Minnesota School Age Care Alliance
Minnesota Child Care Association
Minnesota Prenatal to Three Coalition
Mirza
MomsRising
Montana Association for the Education of Young Children
Montana Head Start Association
Morgantown NOW
Mother Hubbard Pre-School Center
National Association for Family Child Care
National Association for the Education of Young Children
National Association of Social Workers
National Center for Learning Disabilities
National Coalition of 100 Black Women Central Ohio Chapter
National Council of Jewish Women
National Domestic Workers Alliance
National Employment Law Project
National Organization for Women
National Partnership for Women & Families
National Resource Center on Domestic Violence
National Women's Law Center
National Workforce Registry Alliance
NC Child
NC Early Education Coalition
Nebraska Association for the Education of Young Children
Neighborhood Villages
Nevada Association for the Education of Young Children
New Horizon Academy
New Jersey Association for the Education of Young Children

New Life Discovery Schools, Inc.
New Mexico Association for the Education of Young Children
Northern Directors Group
Ohio Association for the Education of Young Children
Oklahoma Association for Education of Young Children
One City Schools
Open Center for Children
Oregon Community Foundation
Otter Creek Child Center
Oxfam America
Paladin
Palmer LifeWays
Parent Voices CA
Parents For Healthy Homes
Parents in Tech Alliance
ParentsTogether Action
Pennsylvania Association for the Education of Young Children
Pennsylvania Partnerships for Children
Planned Parenthood South Atlantic
Poligon Education Fund
POWER-PAC IL
PRE4CLE
Prevent Child Abuse NY
Prichard Committee for Academic Excellence
Pro-Choice Oregon
Pro-Choice Washington
Progress North
Project Matriarchs
Reach Dane
RESULTS
Rhode Island Association for the Education of Young Children
Rhode Island KIDS COUNT
Right from the Start Campaign
Rodel

Roger L & Lisa K Krakoff Family Foundation
Rural WI Health Cooperative
SAFE Haven of Racine
SAL Family and Community Services
Save the Children
Save the Children Action Network
SchoolHouse Connection
Schuyler Center for Analysis and Advocacy
Service Employees International Union
Share Our Strength
Shma Koleinu/Hear Our Voices
Simply Giggle Montessori 4k
Skip-a-Long
South Carolina Program for Infant/Toddler Care
Southwest Ohio Association for the Education of Young Children
Spartan Day Camp LLC
Start Early
Stepping Stones Early Education and Child Care
Stone Strategies
Strategies for Children
Stronger Together Fox Valley
Sunbeam Early Learning Ceter
Supermajority
Taylor Tots Childcare Center, Inc
Teaching Strategies
TEAM for WV Children
Temple Beth Shalom
Texans Care for Children
Texas Association for the Education of Young Children
The Business Council, Inc.
The Care Institute
The Children's Agenda
The Children's Garden Nursery School
The Connecticut Association for Human Services

The Education Trust
The Family Cooperative
The Family Resource Center
The Latino Chamber of Dane County
The Ohio Women's Public Policy Network
The Registry
The Sharon Cooperative School, Inc.
Think Babies™ NC Alliance
thread
TIME'S UP Now
Tiny Trees Preschool
Tiny Tykes, Inc. - Battle Lake
Trans Empowerment Project
Tri-Valley Opportunity Council
Trust for Learning
Trying Together
Union for Reform Judaism
United Parent Leaders Action Network
United South End Settlements
United State of Women
United Way Manitowoc County
United Way of Central Iowa
United Way of Greater Nashua
United Way of King County
United Way of Pennsylvania
United Way of Salt Lake
United Ways of Iowa
Utah Association for the Education of Young Children
Vermont Association for the Education of Young Children
Virginia Early Childhood Foundation
Virginia Promise Partnership
Viroqua Children's House Montessori Preschool, LLC
Voices for Virginia's Children
Washington State Parent Ambassadors

Wellesley Centers for Women
West Central Initiative
West Parish Family School
West Virginia Association for Young Children
West Virginia Center on Budget and Policy
West Virginia Council of Churches
West Virginians for Affordable Health Care
WI Nature Action Collaborative for Children
Wisconsin Alliance for Infant Mental Health
Wisconsin Chapter of the American Academy of Pediatrics
Wisconsin Child Care Administrator Association
Wisconsin Chinese Chamber of Commerce
Wisconsin Early Childhood Association
Wisconsin Head Start Association
Wonderful World of Children
Worcester Child Development Head Start/WPS
Worcester Together For Kids Coalition
WV Working Families Party
Wyoming Kids First
Yahara River Learning Center
Young Horizons
YWCA USA
Zero to Five Montana
ZERO TO THREE

March 21, 2022

The Honorable Patty Murray
 Chair
 Committee on Health, Education, Labor &
 Pensions
 U.S. Senate
 154 Russell Senate Office Building
 Washington, D.C. 20510

The Honorable Richard Burr
 Ranking Member
 Committee on Health, Education, Labor &
 Pensions
 U.S. Senate
 217 Russell Senate Office Building
 Washington, D.C. 20510

Dear Chairwoman Murray and Ranking Member Burr:

We wish to thank you and the members of the Senate HELP Committee for holding a hearing this week on *Child Care and Preschool: Cutting Costs for Working Families*. During the hearing we expect you will hear testimony that will outline the difficulty families face in affording high-quality childcare and preschool for their children. We write to you as representatives of the Jewish community to share our perspective on this issue.

Among the various early childhood providers in the United States, the Jewish community is proud to serve 70,000 children of all faiths, backgrounds, and family income levels each year through our Jewish Community Centers, schools, synagogues, and other facilities, providing them with education and helping their families develop a sense of community and find the resources they need to thrive. Families tell us again and again that they select our centers because of the skilled, warm, and caring teachers and the quality of the education and care. However, the biggest barrier they face in selecting childcare, they tell us, is cost. Our centers charge tuition that is on par with the market rate in our various locales, and yet making the choice to get proper care for their children is out of reach for so many of America's hard-working families, leaving them to select unregulated or unreliable alternatives. As one parent told us in a recent survey, "For my two-income family, the tuition for early childhood was still out of our reach."

Today's families are facing a dramatic rise in costs. Just last month, according to Moody's, the average family experienced an increase of \$296 in its monthly bills. Forty-nine percent of Americans say that rising prices have caused hardship for their family. Even before the recent rise in inflation, childcare affordability was a challenge for families. A 2020 Brandeis University study of Jewish adults in Chicago found that across the generations, it is families with young children who represent the largest share of those who are struggling financially.

To help families cope with increased prices, we support economic legislation that will defray the costs of childcare. Not only will this help families, but it will also contribute meaningfully to the lives of all of our nation's children. Programs like free universal preschool for 3- and 4-year olds and the expansion of childcare subsidies for families making 250% or less of their state's median

income would make an enormous difference for families. In the framework of a mixed delivery system with pay parity for teachers, early childhood centers could begin supporting families as early as August and September of this year. We urge the Senate to utilize the budget reconciliation process to pass universal preschool for 3- and 4-year olds and expand childcare subsidies so that every child and family can afford to grow and prosper. While childcare is complex, these solutions are straightforward. The need is acute—our centers have exhausted relief dollars they received during the pandemic, just as parents are less able than ever to pay for the cost of care. Our centers and the families we serve cannot make this work without an immediate and prolonged federal investment.

We thank the sub-committee for its attention to the matter of childcare and preschool. We are happy to answer any questions or address any concerns you may have. Our community remains grateful for the support of the Congress for the various ways you have helped guide our country back to health over the course of this pandemic. So many challenges remain and yet together the work of repairing the world goes on.

Sincerely,

Shma Koleinu: A coalition hearing the voices of and advocating for children, families, and early childhood education, powered by the Paradigm Project and the Sheva Center at JCC Association

Union for Reform Judaism

The Jewish Federations of North America

**YWCA IS ON
A MISSION**

eliminating racism
empowering women
ywca

March 21, 2022

The Honorable Patty Murray
Chair
Health Education Labor Pensions Committee
U.S. Senate
Washington, DC 20510

The Honorable Richard Burr
Ranking Member
Health Education Labor Pensions Committee
U.S. Senate
Washington, DC 20510

Dear Chairwoman Murray and Ranking Member Burr:

On behalf of YWCA USA, a national nonprofit network of nearly 200 local associations in 45 states and the District of Columbia, I write to thank the Senate Health, Education, Labor, and Pensions (HELP) Committee for holding the hearing titled *Child care and Preschool: Cutting costs for Working Families*. **We share this letter today to highlight the YWCA childcare programs and the ongoing impacts felt by the students, staff, and families they serve.**

For over 160 years, YWCA has been on a mission to eliminate racism, empower women, and promote peace justice, freedom, and dignity for all. **In a typical year, we serve as many as 2 million women, girls, and family members of all ages, and backgrounds in nearly 1,200 communities.** Since 1868, YWCA has provided early childcare programs, and traditionally serve over 200,000 kids annually through childcare, Head Start, and Pre-K programs. These programs promote child development and school readiness, while enabling parents to obtain and retain employment. We believe that a parent should never have to choose between getting help due to a domestic violence situation and caring for their child. For this reason, we provide wrap-around services with intention because it is what our clients deserve.

In this moment of prolonged health, economic, and social challenges for our nation, YWCAs see first-hand the importance of a robust, multi-pronged solution that addresses the myriad of barriers we see each day. While we are extremely grateful for the funds provided by Congress through the pandemic emergency relief bills, no one had the ability to predict the length of the pandemic and the ongoing unpredictability that would result. Additional long-term investments are urgently needed to lower the costs of childcare, support providers, and ensure they have the necessary skills and training to successfully support our children. **YWCA strongly urges Congress to immediately implement robust funding that would expand access to high quality care that is dependable, accessible, and reduce costs for families.**

YWCA acknowledges and whole-heartedly agrees that reducing costs of childcare is an imperative to ensuring families – particularly women and women of color - can return to work **but must not be passed down and rebuilt on the backs of our childcare providers and their families.** Today, communities across the country are beginning to recover, businesses are re-opening, schools are reopening, and parents are going back to work. Yet despite these positive trajectories, YWCA childcare facilities have yet to return to pre-pandemic staffing, operations, and capacity. Some of the barriers identified include:

- The struggle to attract and retain candidates critical to maintaining classroom availability and overall operations. Specifically, YWCAs in Pennsylvania, Iowa, Alabama, Michigan, Hawaii, and

YWCA USA

1400 Eye Street NW, Suite 325
Washington, DC 20005

Minnesota report vacancies for positions available for three to over six months despite valiant efforts to actively recruit candidates. These vacancies have only compounded the ebb and flow of staffing availability resulting from COVID complications.

- In the 4th Quarter of CY2021, YWCA Minneapolis estimated 20 staff vacancies and 50% of their childcare centers were closed as a result of ongoing COVID related impacts and unpredictability. This resulted in a loss of over \$130,000 specifically due to COVID-19 classroom closures.
- As of March 2022, YWCAs in Michigan and Pennsylvania report programs at capacity with significant waitlists, having direct impacts on revenue, operations, staff morale, and an overall ability to serve their communities.

YWCAs continue to feel the economic and workforce shortages resulting from the COVID-19 pandemic and **cite provider salary remaining at near poverty levels and the lack of equitable income and flexible work options as some of the highest impediments to attracting and retaining quality candidates.** That is why we are reminding Members that robust funding and support for livable wages for childcare providers must also be urgently addressed to ensure families can return to work and our economy can continue to thrive. Childcare providers are the backbone of our economy, and it is time we recognize their value.

The results of [YWCA's fourth national survey of women across the United States](#), released earlier this year makes clear that women – particularly women of color – overwhelmingly need and support investments in childcare and believe the time for Congress to take action on these priorities is now:

- 67% of women surveyed said that **high quality, affordable childcare was one of the most or very important things congress can do;**¹
- Notably, 76% of Millennials say it is at least very important for Congress to expand access to high quality childcare, an unsurprising result given that Millennials now make up nearly 40% of the “sandwich generation” caring for both a child and an aging adult.
- Additionally, 77% of Millennials say it is at least very important for Congress to support living wages and skills-based training for childcare professionals.

Failure to immediately address these issues will result in the lack of services available and the inability of YWCAs and its nonprofit partners to continue serving their community. We're calling on Congress to act and address the multitude of issues our women, children, and families deserve, and we appreciate you holding this critical conversation.

Please feel free to contact Pam Yuen, YWCA USA Director of Government Relations, at pyuen@ywca.org or 202-559-7022, if you have questions.

Sincerely,



Margaret Mitchell
Chief Executive Officer

¹ YWCA USA and Finn Partners, “YWWomenVote 2022 Report,” February 2022, <https://ywomenvote.org/wp-content/uploads/2022/02/YWWomenVote2022-1AN-Survey-Findings.pdf>

The Leadership Conference
on Civil and Human Rights

1620 L Street, NW 202.466.3311 voice
Suite 1100 202.466.3435 fax
Washington, DC www.civilrights.org
20036

November 19, 2021



Expand Access to High Quality Early Care and Education for All Children and Families: Support Inclusive Child Care and Universal PreK Provisions in the Build Back Better Act

Dear Senator,

On behalf of The Leadership Conference on Civil and Human Rights, a coalition charged by its diverse membership of more than 220 national organizations to promote and protect the civil and human rights of all persons in the United States, and the 114 undersigned organizations, we strongly urge you to support the Build Back Better Act's inclusion of Child Care and Universal Pre-Kindergarten along with the explicit federal non-discrimination language accompanying the provisions. These new federal funds have the power to transform the lives of young children, their families, and others who care for them.

The Build Back Better proposal builds on the educational opportunity offered by the Elementary and Secondary Education Act of 1965 and the Higher Education Act of 1965 and helps to provide a strong foundation for our youngest residents. The pandemic brought to light how essential child care and early learning are to our country, while also revealing profound flaws and disparities. We know that America's existing child care market is unsustainable. Most parents can't afford the price of care, and too many families live in areas without access to quality care options at all. Further, most providers can only charge what families in their area can afford, which often translates to near-poverty wages for early educators. Addressing these present and ongoing challenges requires a comprehensive approach to securing ample child care supply and capacity, while ensuring there are quality options available for all families when and where they need them.

Since the Civil Rights Act of 1964 became law, Congress has made a commitment that federal funds would not be used to discriminate.¹ Not only will Build Back Better advance racial, gender, disability, and economic justice by ensuring families have access to the care they need and that providers (overwhelmingly women and disproportionately women of color) are treated more fairly, we are greatly heartened that the proposal includes an explicit confirmation – consistent with decades of precedent – that providers participating in federally funded programs, such as the child care and PreK programs in the Build Back Better Act, may not discriminate. While these protections do not expand the scope of existing civil rights laws, they reinforce the commitment Congress has made since the Civil

¹ Passage of the Civil Rights Act of 1964 preceded the passage of the Elementary and Secondary Education Act of 1965 and the Higher Education Act of 1965. Indeed, those expansions of elementary, secondary, and higher education would not have happened had Congress not prohibited the use of those funds to discriminate. Similarly, this expansion to serving the youngest children should follow on that same commitment.

Officers
Chair
Judith L. Lohman
National Partnership for
Women & Families
Vice Chairs
Derrick Johnson
NAACP
Thomas A. Siantz
Mexican American Legal
Defense and Educational Fund
Secretary
Fatima Goss Graves
National Women's Law Center
Treasurer
Lee A. Saunders
American Federation of State,
County & Municipal Employees
Board of Directors
Kimberly Churches
AAUW
Ray Curry
International Union, UAW
Jonathan Greenblatt
Anti-Discrimination League
Mary Kay Henry
Service Employees International Union
Damon Howard
Lawyers Committee for
Civil Rights Under Law
Sherrilyn Ifill
NAACP Legal Defense and
Educational Fund, Inc.
David H. Ison
Japanese American Citizens League
Berjatin Jellicoe
People for the American Way
Derrick Johnson
NAACP
Virginia Kasa Solomon
League of Women Voters of the
United States
Samer E. Khalaf
American-Arab
Anti-Discrimination Committee
Jon Madison
Human Rights Campaign
Marc Morial
National Urban League
Janet Murguis
UnidosUS
Debra L. Ness
National Partnership for
Women & Families
Christian F. Nunez
National Organization for Women
Rachael Pomeroy
Religious Action Center
CI Reform Judaism
Rebecca Pringle
National Education Association
Lisa Rice
National Fair Housing Alliance
Anthony Romero
American Civil Liberties Union
Fawn Sharp
National Congress of American Indians
Liz Shuler
AFL-CIO
Maria Town
American Association of
People with Disabilities
Randi Weingarten
American Federation of Teachers
John C. Yang
Asian Americans Advancing Justice |
AAJC

Interim President & CEO
Wade Henderson

November 19, 2021



Rights Act's 1964 passage. No child or their family should be denied the opportunity to participate in a federally funded program because of their race, color, national origin, sex (including sexual orientation and gender identity), disability, or religion.

Faith-based providers have long been and continue to be a critical part of our nation's child care system and Build Back Better makes clear that faith-based providers are eligible to participate in the program. Indeed, families can choose religious providers and those providers that accept child care certificates can include religious content and programming in their services.² All providers must meet the same set of criteria, including state licensing rules and standard non-discrimination protections that ensure that all eligible families can access these vital services and that children are safe and well cared for.

As you face the opportunity and obligation to repair the harms of the COVID-19 crisis and remedy long-standing inequities in our country, we urge you to focus your effort and attention on ensuring that children, families, and early educators – especially those from marginalized backgrounds, have both the resources they need and the protections to which they are entitled to build back better for themselves, their communities, and our country. If you have any questions, please contact Liz King, education equity program senior director, at king@civilrights.org.

Sincerely,

The Leadership Conference on Civil and Human Rights
 National Women's Law Center
 Human Rights Campaign
 National Disability Rights Network (NDRN)
 Americans United for Separation of Church and State
 Council of Parent Attorneys and Advocates
 9 to 5 Wisconsin
 ADL (the Anti-Defamation League)
 Alliance of Baptists
 American Association of University Women (AAUW)
 American Atheists
 American Baptist Home Mission Societies
 American Federation of Teachers
 American Humanist Association
 American Psychological Association
 Association for University Centers on Disabilities
 Association of People Supporting Employment First (APSE)
 Augustus F. Hawkins Foundation

² Federal funding for programs is provided under BBB through certificates, and grants. If religious providers participate in programs funded by grants, rather than certificates, any religious programming must be paid for solely by the provider and must be offered separately in time or space from the government-funded programming. For programs funded through certificates, religious programming does not need to be separated.

November 19,
2021



Autism Society of America
 Baptist Joint Committee for Religious Liberty (BJC)
 Bayard Rustin Liberation Initiative
 Bazelon Center for Mental Health Law
 Bend the Arc: Jewish Action
 Brain Injury Association of America
 BreastfeedLA
 California WIC Association
 California Work & Family Coalition
 Center for Disability Rights
 Center for Law and Social Policy
 Center for Learner Equity
 Center for LGBTQ Economic Advancement & Research (CLEAR)
 CenterLink: The Community of LGBT Centers
 Child Care Aware of America
 Church World Service
 Clearinghouse on Women's Issues
 Coalition for Social Justice
 CommunicationFIRST
 Congregation of Our Lady of Charity of the Good Shepherd, U.S. Provinces
 Council of Administrators of Special Education
 Disability Concerns, Christian Reformed Church
 Division for Early Childhood of the Council for Exceptional Children (DEC)
 Easterseals
 Economic Opportunity Institute
 Equality California
 Faith Commons
 Faith in Public Life
 Faithful America
 Family Equality
 Family Forward Oregon
 Family Values @ Work Action
 First 5 California
 Freedom From Religion Foundation
 GLBTQ Legal Advocates & Defenders
 GLMA: Health Professionals Advancing LGBTQ Equality
 GLSEN
 Hindu American Foundation
 Hispanic Federation
 Howard Brown Health
 Impact Fund
 Interfaith Alliance
 Justice for Migrant Women

November 19,
2021



Lake Oconee Community Church
 Lambda Legal
 Latter-day Saint Democrats of America
 Legal Momentum, the Women's Legal Defense and Education Fund
 Los Angeles LGBT Center
 Mid Day Women
 Movement Advancement Project
 Movements for Violence Prevention (MVP)
 NAACP Legal Defense and Educational Fund, Inc. (LDF)
 National Advocacy Center of the Sisters of the Good Shepherd
 National Alliance for Partnerships in Equity
 National Association of Councils on Developmental Disabilities
 National Black Child Development Institute
 National Black Justice Coalition
 National Center for Learning Disabilities
 National Center for Lesbian Rights
 National Center for Parent Leadership, Advocacy, and Community Empowerment (National PLACE)
 National Center for Transgender Equality
 National Council of Churches USA
 National Council of Jewish Women
 National Down Syndrome Congress
 National Employment Law Project
 National Organization for Women
 National Urban League
 National Women's Political Caucus
 Network Lobby for Catholic Social Justice
 New Jersey Citizen Action
 Our Family Coalition
 Oxfam America
 People For the American Way
 PFLAG National
 Sadhana: Coalition of Progressive Hindus
 Secular Coalition For America
 Service Employees International Union
 Silver State Equality
 Sisters Lead Sisters Vote
 Sojourners
 Southern Christian Coalition
 SPLC Action Fund
 Stop Sexual Assault in Schools (SSAIS)
 Texas Impact
 The Advocacy Institute
 The Arc of the United States

November 19, 2021



The Education Trust
The Learning Disabilities Association of America
The United Methodist Church - General Board of Church and Society
T'ruah
UnidosUS
Union for Reform Judaism
United Church of Christ Justice and Local Church Ministries
Uri L'Tzedek: Orthodox Social Justice
Wisconsin Faith Voices for Justice
YWCA USA
ZERO TO THREE

NOTE: This letter was updated and circulated with additional signers on December 9, 2021.



December 8, 2021

Dear Senator,

Our mission at NETWORK Lobby for Catholic Social Justice is to educate, organize, and advocate for federal policies and investments that promote the common good and uphold the dignity of every member of society. For almost 50 years, we have been guided by Catholic Social Teaching, which tells us to place the needs of people at the socioeconomic margins at the center of our advocacy. Founded by women religious in the 1970s, we continue their legacy today by building a just society that ensures all people have what they need to live dignified lives. We are proud to have over 100,000 supporters across the country who share our passion for justice.

NETWORK Lobby proudly supports the Build Back Better Act (H.R. 5376). We write today to convey our strong support for critical investments in early childhood education and care. Our support for this transformation investment in early education is rooted in faith. Catholic social teaching calls us to recognize that all human beings are made in the image and likeness of God, deserving of dignity and the support necessary to reach one's full potential.

Currently, the Build Back Better Act allocates \$390 billion to lower the costs of childcare and ensure pre-k for all children ages three to four.¹ This investment will provide a lifeline to working families across the country who have struggled to find affordable and consistent childcare. Additionally, the Build Back Better Act provides \$15 billion for childcare facilities and establishes a Child Care Wage Grant to increase wages for providers.²

In order to guarantee all current providers can access this funding, the legislation utilizes a mixed delivery system.³ This mixed delivery ensures the funding can go towards creating new programs in public schools while simultaneously supporting and investing in all pre-existing pre-k and childcare programs. This system of delivery provides parents with opportunity and access to choose the providers that fit their family's needs whether that be private or public.

Faith-based providers have long been essential to the early education system in the United States and the Build Back Better Act ensures these pillars of community and family life will receive necessary investments and support. The mixed delivery system ensures that faith-based providers will be able to participate in these programs. Additionally, faith-based providers are eligible for facility improvement grants so that they can improve their classrooms and play areas just like public providers.

¹ <https://www.clasp.org/publications/report/brief/understanding-child-care-and-pre-kindergarten-provisions-build-back-better?emci=e1b87264-744c-ec11-9820-c896653b26c8&emdi=9c27be5b-9f4c-ec11-9820-c896653b26c8&ceid=2839416>

² <https://www.ffyf.org/house-education-and-labor-committee-markup-of-build-back-better-act-provisions-spotlights-the-role-of-child-care-and-preschool-in-rebuilding-the-american-economy/>

³ <https://www.ffyf.org/mixed-delivery-systems-encourage-parent-choice-and-strengthen-child-care-programs/>

Respecting the dignity of all persons requires protecting and supporting human and civil rights especially the rights of those who have been marginalized by society. To that end, the Build Back Better childcare provisions restate pre-existing civil right protections. This restatement of current law does not alter civil rights protections, but maintains the long-held legal and moral imperative that providers that accept federal funds cannot discriminate on the basis of race, color, national origin including language, disability, religion, or sex including sexual orientation, gender identity and pregnancy status. NETWORK affirms the application of these key provisions in the Build Back Better bill.

In communities across the country faith-based providers engage in early education work with the knowledge that all children deserve equal opportunity and in recognition that their faith calls them to prioritize the needs of those most in need. The families most often in need are families of children with disabilities and families who are part of the LGBTQ+ community.

Today, one in eight children ages three to five enrolled in early education programs have some significant disability or developmental delay. It is devastating that families with disabled children face significant barriers to accessing affordable childcare. Investments in Build Back Better are critical to ensuring these families no longer struggle with childcare.⁴ Additionally, more than one in three LGBTQ+ families report facing discrimination and nearly 20 percent of LGBTQ+ people reported not seeking out services they need in an attempt to avoid the trauma of discrimination.⁵ The application of federal anti-discrimination law ensures all children can access quality, affordable early educational services necessary to unlock their potential.

As Build Back Better progresses in the Senate, we urge each Senator to recognize the God-given dignity of every child and family and support these universal investments and protections.

Respectfully,

Mary J. Novak
Executive Director
NETWORK Lobby for Catholic Social Justice

⁴ <https://americanprogress.org/article/suspensions-not-support/>

⁵ <https://www.americanprogress.org/article/state-lgbtq-community-2020/>



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THE *Episcopal* CHURCH 

December 10, 2021

The Honorable Charles Schumer
Senate Majority Leader
S-221, The Capitol
Washington, DC 20510

The Honorable Nancy Pelosi
Speaker of the House
H-232, The Capitol
Washington, DC 20515

The Honorable Patty Murray
Chair
Committee on Health, Education, Labor & Pensions
428 Dirksen Senate Office Building
Washington, DC 20510

The Honorable Robert "Bobby" Scott
Chair
Committee on Education and Labor
2176 Rayburn House Office Building
Washington, DC 20515

Dear Majority Leader Schumer, Speaker Pelosi, Chairwoman Murray and Chairman Scott,

I write to you in this critical moment on behalf of The Episcopal Church to express our support of the nondiscrimination provisions in the Build Back Better Act. In particular, I would like to raise our support for explicit language to protect children with disabilities and their families from discrimination in childcare and preschool education. As people of faith, we have a special commitment to preserve and advance the civil and human rights of all people with disabilities as children of God worthy of inclusion in all spaces.

The Church has long supported disability civil rights legislation. Our legislative and governing bodies passed resolutions to support and applaud the passage of the Americans with Disabilities Act (ADA) in 1990, calling for voluntary compliance by all Episcopal entities. In 2015, we reaffirmed our continuing unwavering support for the law and advocated for total compliance with the spirit and intent of the ADA by all covered entities, including public and government entities and places of public accommodation.

Since 1973, Section 504 of the Rehabilitation Act has prohibited organizations and entities who receive federal funds from discriminating on the basis of disability. This means that for decades childcare and education providers, including religious organizations, have maneuvered compliance with this law and worked to provide accommodations without undue burdens. In 1990, the ADA was passed with a specific exemption for religious entities. The inclusion of Section 504 of the Rehabilitation Act and the ADA as part of the nondiscrimination provisions in the Build Back Better Act, therefore, would serve to impact only those that have been required to comply with these laws for several decades.

The Episcopal Church wholeheartedly supports the inclusion of these disability nondiscrimination provisions in order to continue to make our society as inclusive as possible to people with disabilities. Maintaining the disability nondiscrimination provisions in the Build Back Better Act will safeguard the rights and dignity of children with disabilities and their families. Thank you for your consideration.

Sincerely,

Rebecca Linder Blachly
Director, Office of Government Relations
Staff of the Presiding Bishop
The Episcopal Church

An Open Letter from Economists and Public Policy Scholars in Support of Long-term Child Care Investments

September 14, 2021

We, the undersigned, agree that long-overdue, comprehensive investments in affordable, quality child care must be a part of any major economic legislation. For decades, American families and in turn economic growth have been held back by the lack of modern care infrastructure, as working families have been forced to choose between work and caregiving, hampering female labor force participation and reducing productivity. Congress must seize this opportunity to finally support families and unleash economic growth.

Child care impacts maternal workforce participation – constraining economic growth

Since the 1990s, child-care costs in the United States have grown at twice the rate of inflation. In the intervening decades, we've seen American women's labor force participation stagnate and the U.S. transition from being a leader to a laggard in women's labor force participation. Child care access is strongly associated with maternal labor force participation, and child care undersupply leads to costly career sacrifices for women. All told, it is estimated that the child care crisis costs the United States \$57 billion a year in lost earnings, productivity, and revenue. These supply shortages disproportionately impact women, who most-often assume caregiving responsibilities, as well as historically marginalized communities and rural families, significantly weakening many parents' ability to secure and maintain stable employment. For many aspiring entrepreneurs, especially women, child care costs can be prohibitive.

American families are constrained by unaffordable child care costs

American families faced a bleak child care landscape before the coronavirus pandemic struck, with more than half living in child care deserts, where there isn't enough child care supply. For those who can find care, a recent analysis of the Survey of Income and Program Participation (SIPP) shows that the typical working family with a child under five spends about \$13,000 per year on child care. Lowering child care costs for low- and middle-income families, who can spend between 14 and 35 percent of their income on child care, can relieve the financial pressure on families while promoting better long-term health, educational, and civic outcomes for children. In recent years, the child care subsidy system has been chronically underfunded, reaching only 1 in 7 subsidy-eligible children. These costs hold families back from getting ahead, reaching or staying in the middle class, and generating other economic activity.

Comprehensive investments in quality early learning are needed

As economists and public policy scholars – and for some, as working parents – we support President Biden's proposal to invest in early childhood, including affordable and accessible child care for infants and toddlers and public preschool. Child care is critical infrastructure that allows parents to work if they choose. Making child care jobs better compensated is key to attracting and retaining skilled early educators, as the median child care worker only earns about \$12 an hour and roughly half of child care workers relied on public assistance to make ends meet. And a

recent analysis of the costs and benefits from more than a half century of policy interventions found that investments in children's health and education provide the highest marginal return on every public dollar spent.

Investment in child care is 50 years overdue

In 1971, Congress passed bipartisan legislation to establish a national system of locally administered child care that would ensure working parents, in particular working women, could count on safe, reliable, and affordable care for their children. Unfortunately, President Nixon's veto of the Comprehensive Child Development Act set the country on a different path, one in which child care has become a major household expense, accompanied by vastly unequal levels of access, affordability, and quality. Along with other unaddressed challenges, this has held families and the economy back such that for the first time most Americans no longer believe their children will be better off than they are. Fifty years later, we are at a pivotal moment in which policymakers can finally make lasting, necessary changes to the child care system to reduce these long-standing economic inequities.

Now is the time to invest in the millions of low-income and middle-class households who are looking to Washington to find common sense solutions to their everyday problems. Congress supported the immediate relief needs for families and providers of child care, but now it's time to tackle the long-term solutions that will spur our economy. Lawmakers should come together around the shared goal of supporting working parents, compensating our chronically undervalued child care workers, and building a fair and just child care system for our children and our economy.

Signed,

Aaron Sojourner, Ph.D. | UNIVERSITY OF MINNESOTA
Abhay Aneja, J.D., Ph.D. | UC BERKELEY
Ajay Chaudry, Ph.D. | NEW YORK UNIVERSITY
Alice Gates, Ph.D. | UNIVERSITY OF PORTLAND
Alicia Sasser Modestino, Ph.D. | NORTHEASTERN UNIVERSITY
Almaz Zelleke, Ph.D. | NYU SHANGHAI
Amanda Weinstein, Ph.D. | UNIVERSITY OF AKRON
Andres Vinelli, Ph.D. | CENTER FOR AMERICAN PROGRESS
Ann Bookman, Ph.D. | UMASS BOSTON
Anna Markowitz, Ph.D. | UCLA
Anne Winkler, Ph.D. | UNIVERSITY OF MISSOURI-ST. LOUIS
Art Rolnick, Ph.D. | UNIVERSITY OF MINNESOTA
Arthur MacEwan, Ph.D. | UMASS BOSTON
Ayoung Kim, Ph.D. | MISSISSIPPI STATE UNIVERSITY
Betsey Stevenson, Ph.D. | UNIVERSITY OF MICHIGAN
Brian E. Roe, Ph.D. | THE OHIO STATE UNIVERSITY
Caitlyn Collins, Ph.D. | WASHINGTON UNIVERSITY IN ST. LOUIS

Candace Howes, Ph.D. | CONNECTICUT COLLEGE
Caren Grown, Ph.D. | THE WORLD BANK
Carrie Wendel-Hummell, Ph.D. | THE UNIVERSITY OF KANSAS
Catherine Maclean, Ph.D. | TEMPLE UNIVERSITY
Christian Weller, Ph.D. | UMASS BOSTON
Christina Ewig, Ph.D. | UNIVERSITY OF MINNESOTA
Christina Weiland, Ed.D. | UNIVERSITY OF MICHIGAN
Cindy Cain, Ph.D. | UNIVERSITY OF ALABAMA AT BIRMINGHAM
Colleen Heflin, Ph.D. | SYRACUSE UNIVERSITY
Corey Shdaimah, Ph.D. | UNIVERSITY OF MARYLAND
Daphna Bassok, Ph.D. | UNIVERSITY OF VIRGINIA
Darby Saxbe, Ph.D. | UNIVERSITY OF SOUTHERN CALIFORNIA
David Alexander, Ph.D. | ILLINOIS ACTION FOR CHILDREN
David Blau, Ph.D. | THE OHIO STATE UNIVERSITY
Dean Baker, Ph.D. | CENTER FOR ECONOMIC AND POLICY RESEARCH
Deb Figart, Ph.D. | STOCKTON UNIVERSITY
Deborah Phillips, Ph.D. | GEORGETOWN UNIVERSITY
Demie Kurz, Ph.D. | UNIVERSITY OF PENNSYLVANIA
Diana Strassmann, Ph.D. | RICE UNIVERSITY
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Eleni Bickell, Ph.D. | UNIVERSITY OF MISSOURI
Elizabeth Adamson, Ph.D. | THE UNIVERSITY OF NEW SOUTH WALES
Elizabeth Oltmans Ananat, Ph.D. | BARNARD COLLEGE, COLUMBIA UNIVERSITY
Elizabeth Votruba-Drzal, Ph.D. | UNIVERSITY OF PITTSBURGH
Emily Abel, Ph.D. | UCLA
Erica L. Groshen, Ph.D. | CORNELL UNIVERSITY
Farida Khan, Ph.D. | UNIVERSITY OF COLORADO COLORADO SPRINGS
Francesca Bettio, Ph.D. | UNIVERSITY OF SIENA
Francesca Degiuli, Ph.D. | FAIRLEIGH DICKINSON UNIVERSITY
Francine Blau, Ph.D. | CORNELL UNIVERSITY
Gabrielle Pepin, Ph.D. | W.E. UPJOHN INSTITUTE FOR EMPLOYMENT RESEARCH
Heidi Shierholz, Ph.D. | ECONOMIC POLICY INSTITUTE
Hirokazu Yoshikawa, Ph.D. | NEW YORK UNIVERSITY
Jason Furman, Ph.D. | HARVARD UNIVERSITY
Joan Lombardi, Ph.D. | EARLY OPPORTUNITIES
Jocelyn Olcott, Ph.D. | DUKE UNIVERSITY
John Miller, Ph.D. | WHEATON COLLEGE
Joya Misra, Ph.D. | UMASS AMHERST
Joyce J. Chen, Ph.D. | THE OHIO STATE UNIVERSITY

Julia Henly, Ph.D. | UNIVERSITY OF CHICAGO
Julie A. Nelson, Ph.D. | UMASS BOSTON
Julie Matthaei, Ph.D. | WELLESLEY COLLEGE
Juliet Bromer, Ph.D. | ERIKSON INSTITUTE
Justin Wolfers, Ph.D. | UNIVERSITY OF MICHIGAN
Karen Christopher, Ph.D. | UNIVERSITY OF LOUISVILLE
Kate Bahn, Ph.D. | WASHINGTON CENTER FOR EQUITABLE GROWTH
Kate R. Schneider, Ph.D. | JOHNS HOPKINS UNIVERSITY
Kathlene McDonald, Ph.D. | THE CITY COLLEGE OF NEW YORK
Katie B. Garner, Ph.D. | INT'L ASSOC. OF MATERNAL ACTION AND SCHOLARSHIP
Kelly A. Davidson, Ph.D. | UNIVERSITY OF DELAWARE
Kim Price-Glynn, Ph.D. | UNIVERSITY OF CONNECTICUT
Kimberly Christensen, Ph.D. | SARAH LAWRENCE COLLEGE
Kimberly D. Lucas, Ph.D. | METROLAB NETWORK
Kristin Smith, Ph.D. | DARTMOUTH COLLEGE
Lauren Bauer, Ph.D. | BROOKINGS INSTITUTION
Lea J.E. Austin, Ed.D. | CENTER FOR THE STUDY OF CHILD CARE EMPLOYMENT
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Lynet Uttal, Ph.D. | UNIVERSITY OF WISCONSIN-MADISON
Madonna Harrington Meyer, Ph.D. | SYRACUSE UNIVERSITY
Mahala Stewart, Ph.D. | HAMILTON COLLEGE
Marci Cottingham, Ph.D. | UNIVERSITY OF AMSTERDAM
Margaret Jodlowski, Ph.D. | THE OHIO STATE UNIVERSITY
Mark Paul, Ph.D. | NEW COLLEGE OF FLORIDA
Mary C King, Ph.D. | PORTLAND STATE UNIVERSITY
Mary Tuominen, Ph.D. | DENISON UNIVERSITY
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Mimi Abramovitz, DSW | HUNTER COLLEGE
Mindy Fried, Ph.D. | ARBOR CONSULTING PARTNERS
Mohamad Shaaf, Ph.D. | UNIVERSITY OF CENTRAL OKLAHOMA
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Naomi Lightman, Ph.D. | UNIVERSITY OF CALGARY
Natasha Pilkauskas, Ph.D. | UNIVERSITY OF MICHIGAN

Nathan Boucher, Ph.D. | DUKE UNIVERSITY
Nina Banks, Ph.D. | BUCKNELL UNIVERSITY
Peter Q. Blair, Ph.D. | HARVARD UNIVERSITY
Peter Dorman, Ph.D. | EVERGREEN STATE COLLEGE
Phyllis Moen, Ph.D. | UNIVERSITY OF MINNESOTA
Rakeen Mabud, Ph.D. | GROUNDWORK COLLABORATIVE
Randy Albelda, Ph.D. | UMASS BOSTON
Rebecca Ryan, Ph.D. | GEORGETOWN UNIVERSITY
Rhonda Vonshay Sharpe, Ph.D. | WOMEN'S INSTITUTE FOR SCIENCE, EQUITY AND RACE
Rucker Johnson, Ph.D. | UC BERKELEY
Russell S. Hassan, Ph.D. | THE OHIO STATE UNIVERSITY
Ruth Milkman, Ph.D. | CUNY GRADUATE CENTER
Ruth Paris, Ph.D. | BOSTON UNIVERSITY
Sarah Cohodes, Ph.D. | COLUMBIA UNIVERSITY
Sarah Damaske, Ph.D. | PENNSYLVANIA STATE UNIVERSITY
Sarah Wolfolds, Ph.D. | CORNELL UNIVERSITY
Scott W. Allard, Ph.D. | UNIVERSITY OF WASHINGTON
Sharon Wolf, Ph.D. | UNIVERSITY OF PENNSYLVANIA
Stacey Jones, Ph.D. | SEATTLE UNIVERSITY
Suzanne Bergeron, Ph.D. | UNIVERSITY OF MICHIGAN, DEARBORN
Taryn Morrissey, Ph.D. | AMERICAN UNIVERSITY
Thomas E. Lambert, Ph.D. | UNIVERSITY OF LOUISVILLE
Tim Bartik, Ph.D. | W.E. UPJOHN INSTITUTE FOR EMPLOYMENT RESEARCH
Tim Smeeding, Ph.D. | UNIVERSITY OF WISCONSIN-MADISON
Tracy Mott, Ph.D. | UNIVERSITY OF DENVER
Victoria Restler, Ph.D. | RHODE ISLAND COLLEGE
William Gormley, Ph.D. | GEORGETOWN UNIVERSITY
Yavuz Yasar, Ph.D. | UNIVERSITY OF DENVER
Yoonsook Ha, Ph.D. | BOSTON UNIVERSITY
Zoë Plakias, Ph.D. | THE OHIO STATE UNIVERSITY

October 8, 2021

The Honorable Chuck Schumer
Majority Leader, U.S. Senate

The Honorable Nancy Pelosi
Speaker, U.S. House of Representatives

The Honorable Bernie Sanders
Chair, Senate Committee on the Budget

The Honorable Bobby Scott
Chair, House Committee on Education and
Labor

The Honorable Patty Murray
Chair, Senate Committee on Health, Education,
Labor, and Pensions

The Honorable John Yarmuth
Chair, House Committee on the Budget

The Honorable Ron Wyden
Chair, Senate Committee on Finance

The Honorable Richard Neal
Chair, House Committee on Ways and Means

Dear Majority Leader Schumer, Chair Sanders, Chair Murray, and Chair Wyden, Speaker Pelosi,
Chair Yarmuth, Chair Scott, and Chair Neal,

As negotiations on the budget reconciliation process continue, we write to express our united desire for Congress to maintain crucial provisions of the Build Back Better Act including paid family and medical leave, Child Tax Credit, and child care & preschool. These interconnected investments are most successful when they are paired together, in order to sustainably advance families' economic stability, address their care needs, and achieve lasting and positive effects on our communities and economy.

Each of these crucial provisions were included in this historic package by President Biden and Congressional Democrats because they are pro-family, pro-child, pro-work, and pro-business, all at the same time.

Consider the following:

- Only 21 percent of U.S. workers have access to paid family leave through an employer and only 40 percent have access to short-term disability insurance. Nearly one in four employed mothers return to work within two weeks of giving birth and one in five retirees leave the workforce earlier than planned to care for an ill family member. The Build Back Better Act would ensure workers receive partial wage replacement to take time to bond with a new child, care for a seriously ill loved one, or take needed recovery for oneself.
- The average annual cost of center-based child care for an infant is close to \$12,000 per year – a price tag few families can afford for a service that is essential to parents' ability to work. Meanwhile, most Americans live in a child care desert, while the flawed nature of America's child care market leads to low wages for early educators, which leads to high turnover and an inability to recruit or retain early educators. The Build Back Better

Act would make child care and preschool affordable for all families, and build a strong, stable early learning system that meets the needs of families and providers alike.

- The American Rescue Plan Act extended full Child Tax Credit eligibility to 23 million children—disproportionately Black and Latinx children—who previously did not qualify because their families make too little. Maintaining this monthly benefit through the Build Back Better Act for families with children would reach 88 percent of children and youth nationwide, a lifeline for parents trying to pay rent, buy food and clothes, save for their children's education and meet other critical needs. It is estimated that child poverty rates alone will drop 45 percent.

Congress has an opportunity to ensure every child has a strong start in life and every parent has the means to provide for themselves and their families, while also supporting women's labor force participation amid a pandemic and economic crisis that has had a devastating impact on working mothers, in particular. We implore you to pass the Build Back Better Act with the proposed funding for these vital provisions – paid leave, the Child Tax Credit, and child care & preschool – intact.

Sincerely,

1, 2 Buckle My Shoe, Inc.
 1,000 Days
 4C for Children
 A Better Balance
 a2z Academic
 Abby Shapiro Consulting
 Acre Family Child Care
 Action for Children
 Adams Montessori School
 Advocates for Children of New Jersey
 African American Ministers In Action
 Agenda for Children
 Alameda Professional Child Care Association
 Alaska Children's Trust
 Alcuin School
 Alder Montessori
 Alien Montessori Community School
 All About Children Inc.
 All Nestled Inn Family Childcare
 All Our Kin

Alliance for Quality Education
Alphabet Soup Childcare Center, Inc.
Alta Vista Montessori School
America Forward
American Association of University Women
American Federation of State, County and Municipal Employees
American Federation of Teachers
American Institutes for Research
American Montessori Institute
American Montessori Society
Arbor Montessori School
Arcadia Montessori School
Arizona Association for the Education of Young Children
Arizona Montessori Teacher Education Program
Arkansas Early Childhood Association
Arts 4 Kids
Associated Montessori International
Association Montessori International/USA
Association Montessori Internationale
Association of Illinois Montessori Schools
Atlanta Montessori International School
Austin Montessori School - AMI
Ayer Kiddie Depot
Bamboo Grove Montessori
BANANAS, Inc
Beautiful Beginnings Child Care Center
Becker School
Bethel Child Care Services, Inc.
Birch Tree Montessori School
Blooming View Montessori Academy
Blossoming Buds Preschool & Daycare
BMG Consulting
Boston Chinatown Neighborhood Center
Boston University Wheelock College of Education and Human Development

Bristol Child Development Center
Cabell Wayne Family Child Care Association
CACFP Roundtable
California Alternative Payment Program Association
California Child Care Resource & Referral Network
California Family Child Care Network
Cape & Islands Common Start Coalition Chapter
Caring Across Generations
Carl Sundahl Montessori
Carrot Patch Early Learning Center
Casa Montessori Child Development Center
Cascade Care LLC
Cathedral Hill Montessori School
CDF Action
Center for Law and Social Policy
Center for Predictive Analytics
Chaminade University Montessori Lab School
Chesapeake Montessori School
Chesnut Grove Montessori
Child Care Alliance of Los Angeles
Child Care Association of Sussex County
Child Care Aware of Minnesota
Child Care Aware of Missouri
Child Care Aware of Washington
Child Care Aware® of America
Child Care Law Center
Child Care of the Berkshires, Inc.
Child Care Resource Center - California
Child Care Resources, Inc.
Child Tools Consulting
Child Welfare League of America
Childcare Business Institute
Childpeace Montessori
Children Now

Children's Advocacy Alliance
Children's HealthWatch at Boston Medical Center
Children's Institute
Children's Investment Fund
Children's Trust Fund Alliance
Children's Trust of Massachusetts
Children's Village
Children's Workshop Montessori School
Children's Action Alliance
Children's Forum
Children's Trust of South Carolina
Citizen Action of Wisconsin
Citizens' Committee for Children of New York
City Garden Montessori School
Clayton Early Learning
Cleveland State University School of Social Work (Emeritus faculty)
Coalition for Social Justice
Coalition of Labor Union Women, AFL-CIO
Coastal Enterprises, Inc.
Colage
Colorado Children's Campaign
Committee for Hispanic Children and Families
Common Good Iowa
Common Ground Child Care
Commonwealth Children's Center
Community Change Action
Community Montessori School
Concord Montessori School, Inc
Connecticut Alliance of YMCAs
Connecticut Association for Human Services
Connecticut Association for the Education of Young Children
Connecticut Early Childhood Alliance
Connecticut Voices for Children
Coral Reef Montessori Academy Charter School

Corrine's Little Explorers
Council for Professional Recognition
Country Kids Childcare and Early Learning Center, LLC
Crabapple Montessori School
CTK Kids Learning Center
DC Association for the Education of Young Children
De Colores Daycare Center
De Niz Child Care Center LLC
Del Ray Montessori School
Delaware Association for the Education of Young Children
DiAnne Coggins Family Childcare Home
Diego's Family Child Care LLC
Donna's Daycare
Dottie's Family Childcare
E & E Angel's Child Care Center
EAC Montessori School of Ithaca
Early Childhood Education Institute
Early Childhood Education Institute at the University of Oklahoma - Tulsa
Early Childhood Innovations
Early Edge California
EarlyChildhood International Training Center
East Boston Social Centers
East Norwalk Child Care
Economic Mobility Pathways
Economic Policy Institute
Economic Progress Institute
Economic Security Project
Educare Central Maine
Educare DC
Educare Learning Network
Elaine Clark Center
Elisabeth Amen Nursery School at Wheaton College
Ellis Early Learning
Empire Justice Center

Enable, Inc.
Equity Before Birth
Ericka's Early Childhood Consulting
Evergreen Day School
Exceptional Persons Inc.
Family Forward Oregon
Family Nurturing Center of Massachusetts, Inc.
Family Story
Family Values At Work
Family Voices New Jersey
Feminist Women's Health Center
Fire Heart Institute
Firestarter Interactive
First Children's Finance
First Federated Church - Sunshine Preschool
First Five Years Fund
First Up
Fitchburg Loves the Children
Flintridge Montessori School
Florida Family Child Care Home Association, Inc.
Florida Policy Institute
Follow the Child Montessori
For Kids Only Afterschool
Forest Bluff School
Fresno County Family Child Care Association
Future All Star's Academy, LLC
G & T Daycare Montessori Program
Georgia Association for the Education of Young Children
Georgia Early Education Alliance for Ready Students
Georgia Head Start Association
Giant Steps
Gladys Allen Brigham Community Center
Golden Corridor Association for the Education of Young Children
Greater Wisconsin Agency on Aging Resources, Inc

Green County Child Care Network
Groundwork Ohio
Grove Hall Child Development Center
Gulf Coast Montessori
Hamden Early Learning Program
Hamden's Partnership for Young Children
Harbor City School
Hart to Hart Childcare Center
Hartford Public Schools
Hawai'i Children's Action Network Speaks!
Hayward Twin Oaks Montessori School
Heart and Hand Montessori Teacher Education Program
Heart of Illinois - Chapter of Illinois AEYC
Hershey Montessori School
Hilltop Montessori School
Horizons For Homeless Children
Housman Institute
Hudson Hills Montessori
Idaho Association for the Education of Young Children
Illinois Association for the Education of Young Children
Impact Fellows Action Fund
Institute for Childhood Preparedness
Institute for Early Education Leadership and Innovation at the University of Massachusetts Boston
Intercultural Montessori Language School
International Montessori Council
International Montessori Training Institute
Iowa Association for the Education of Young Children
Iowa Women's Foundation
Isthmus Montessori Academy
Jaylene's Drop In Daycare
John F. Kennedy Family Service Center, Inc.
Jumpstart
Juniper Gardens Children's Project, University of Kansas
Kansas Action for Children

Kansas Affiliate of the National Association for the Education of Young Children
Karing 4 Kids Inc.
Kendal ELC
Kentucky Center for Economic Policy
Kentucky Montessori Alliance
KEYS 4 HealthyKids
Kidango
Kidd's R Us FCC
Kiddie Kollege Family Child Care Learning Home, LLC
Kids Included Together
Kids N' Care
Kids Win Missouri
King Family Licensed Child Care
King's Corner Learning Center
Kingsley House
Kozmic Korner Fairlawn
Ladybug Crossing Early Learning Center
Lake Country School
Let's Grow Kids
Lewis and Clark Montessori Charter School
Lincoln Nursery School
Little Angels Academy Inc
Little Critters Early Learning Center
Little People Nursery School
Little Star of Ours Daycare
Little Sunshine's
Little Tots Playcare
Los Primeros Pasitos Daycare
Louisiana Families First Coalition
Louisiana Policy Institute for Children
Love Grows Family Child Care Learning Home
Loyola University Maryland Center for Montessori Education
Lunenburg Learn and Play Home Daycare
M & M Sweet Child Care

Magic Garden Inc.
Magnolia Montessori School
Main Street Alliance
Maine Association for the Education of Young Children
Maine Children's Alliance
Maine Community Action Partnership
Maine Head Start Directors Association
Maine People's Alliance
Maine Women's Lobby Education Fund
Making Opportunity Count
Many Rivers Montessori
Marin Montessori School
Marion County Commission on Youth, Inc.
Mariposa Montessori School
Mary's Little Lambs Child Care and Preschool
Maryland Essentials for Childhood
Maryland Family Network
Maryland State Council on Child Abuse & Neglect
Massachusetts Association for the Education of Young Children
Massachusetts Child Care Resource & Referral Network
Mayflower Early Childhood Center
Meadows Montessori School
Meher Montessori School
Melinated Moms
Merary's Family Day Care
Michigan Association for the Education of Young Children
Michigan Council for Maternal and Child Health
Michigan's Children
Midwest Child Care Association
Mile High United Way
Milwaukee Area Technical College
Milwaukee Succeeds
Minneapolis Youth Coordinating Board
Minnesota Association for the Education of Young Children

Minnesota Montessori Network
Minnesota Prenatal to Three Coalition
Minnesota School Age Care Alliance
Mississippi Low Income Child Care Initiative
Missouri Association for the Education of Young Children
MomsRising
Monroe Preschool, Inc.
Montessori Academy
Montessori Accreditation Council for Teacher Education
Montessori Administrators of Georgia
Montessori Alliance of Tennessee
Montessori Association of North Carolina
Montessori Center of Our Lady
Montessori Children's House
Montessori Children's House and School
Montessori Consulting Services, LLC
Montessori de Terra Linda
Montessori Educational Programs International
Montessori Elementary Teacher Training Collaborative
Montessori In Redlands
Montessori Institute of North Texas
Montessori International School of Bellevue
Montessori Northwest
Montessori Partnerships for Georgia
Montessori Public Policy Initiative
Montessori School of Casper
Montessori Schools of Charlottesville & Lexington
Montessori Works, Delaware
Montessori4autism
Morgantown NOW
Mountain Laurel Montessori School
Mountain View Montessori School
Nashville Area Association for the Education of Young Children
National Association for Family Child Care

National Association for the Education of Young Children
National Association of Social Workers - West Virginia
National Birth Equity Collaborative
National Black Justice Coalition
National Center for Montessori in the Public Sector
National Child Care Association
National Council of Jewish Women
National Domestic Workers Alliance
National Employment Law Project
National Indian Child Care Association
National Organization for Women
National Partnership for Women & Families
National Rural Social Work Caucus
National Women's Law Center
NCIT Capacity Building Hub / BUILD Initiative
Near North Montessori
Neighborhood Villages
Nemours Children's Health
New Britain School Readiness
New Futures - New Hampshire Kids Count
New Hampshire for the Education of Young Children
New Hampshire Montessori Association
New Jersey Association for the Education of Young Children
New Jersey Coalition to End Domestic Violence
New Mexico Association for the Education of Young Children
New York Association for the Education of Young Children
Next Door
Noreen's Family Child Care Home
North Carolina Association for the Education of Young Children
North Carolina Child
North Carolina Early Education Coalition
North Shore Community College
Northern Virginia Association for the Education of Young Children
Northwest Montessori School

Norwalk, CT Early Childhood Office
Nurtury Early Education
Oak Hill Montessori Community School
Oak Knoll Montessori School
Oaks Montessori Teacher Education
Ohio Association for the Education of Young Children
Ohio Voices for Learning: A Reggio Inspired Forum
Oklahoma Association for the Education of Young Children
One City Schools, Inc.
Oregon Association for the Education of Young Children
Pacific Crest School
Pacific Northwest Montessori Association
Paid Leave for All
Paid Leave for the U.S.
Paleta Family Child Care, LLC
Parent Toddler Organization
Parents as Teachers
Parker Montessori
Penfield Children's Center
Pennsylvania Association for the Education of Young Children
Pennsylvania Child Care Association
Pennsylvania Head Start Association
Pennsylvania Partnerships for Children
Perrino Consulting
Philomath Montessori School
Piccolo Mondo Learning Center, Inc.
Platteville Area Industrial Development Corporation
Play and Prep Preschool
Portland Montessori School
PRE4CLE
Prince George's County Family Child Care Association
Professional Family Child Care Alliance
Professional Family Child Care Association of Georgia
Proveedoras Unidas

Public Justice Center
Quality Care for Children
Quest Montessori School
Quincy College
Rattle The Windows
Reach Out and Read Wisconsin
Reba Early Learning Center
Restaurant Opportunities Center of Michigan
Restaurant Opportunities Center of New Orleans
Restaurant Opportunities Center Pennsylvania
Restaurant Opportunities Centers Mississippi
Restaurant Opportunities Centers of The Bay
Restaurant Opportunities Centers United
Rhode Island Association for Infant Mental Health
Rhode Island Association for the Education of Young Children
Rhode Island KIDS COUNT
RIght from the Start Campaign
Rise Up West Virginia
RISEIU State Council
Riverfront Children's Center
ROC - Chicago
Rodel
Sagadahoc County Sheriff's Office
Sagebrush Montessori
Saint Edward's Montessori School
San Diego County Family Child Care
San Diego for Every Child
Sarasota University
Save the Children
Schuyler Center for Analysis and Advocacy
Seton Montessori Institute and Schools
Small Blessings Child Care
Small Steps Family Child Care
South Carolina Association for the Education of Young Children

South Dakota Association for the Education of Young Children
South Shore Stars
Southeast Alaska Association for the Education of Young Children
Southeast Alaska Friends of Montessori
Southwest Ohio Association for the Education of Young Children
SPACES In Action
SPAN Parent Advocacy Network
Springhill Montessori School
Springmont School
Square One
St. Luke's Community House
St. Peter's Child Care Center
Stamford Cradle to Career
Starflower Montessori School
Start Early
Stone Strategies, LLC
Strategies for Children
Sunbeam Child Care Center
Sundari Foundation, Inc. dba Lotus House Women's Shelter
Sunny Day Child Care & Preschool, Inc.
Sunny Hollow Montessori
Supermajority
Supporting Families Together Association
Sussex Preschools, Inc
Sweet Pea Montessori
Tacoma Public Schools
Teaching Strategies
TEAM for WV Children
Temple Beth Shalom of Needham
Texans Care for Children
Texas Association for the Education of Young Children
The Bingham Program
The Boston Foundation
The CAYL Institute

The Center for Guided Montessori Studies
The Centers for Families and Children
The Children's Agenda
The Children's Garden Nursery School, Inc.
The Children's Meetinghouse
The Children's Trust, Miami-Dade County
The Children's House
The Children's House Auburn Montessori
The Children's Tree Montessori School
The Family Conservancy
The Family Tree/Prevent Child Abuse Maryland
The Gingerbread House
The Good Project
The Growing Tree
The Institute for Education and Professional Development, Inc.
The Ivy School
The Learning Experience
The Montessori Institute
The Montessori Institute of San Diego
The Montessori School of Bowling Green, LLC
The Montessori School of Charlottesville
The Preschool Around the Corner
The Walden School
The Workshop Learning Center
Think Babies™ North Carolina Alliance
Think Small
thread, Alaska's Child Care Resource and Referral Network
Three Little Pigs Daycare
TIME'S UP Now
Tiny Treasures Family Daycare
Tipp City Enrichment Program
Torre di Montessori
Tot Learning Center-Skokie Park District
ToTH Montessori

Train Up a Child Learning Center LLC
Trans Empowerment Project
Transcend
Tree of Life Montessori School
Trying Together
Tulane University
Tutoring by Denise
Union for Reform Judaism
United Migrant Opportunity Services Inc.
United States Breastfeeding Committee, Inc.
United Way Miami
United Way of Central Iowa
United Way of Greater Fall River
United Way of Massachusetts Bay and Merrimack Valley
United Way of Wisconsin
United Ways of Iowa
University of Oklahoma Tulsa - Early Childhood Education Institute
Utah Association for the Education of Young Children
Valley Forge Kinder House Montessori School
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Vermont Early Childhood Advocacy Alliance
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Voices for Progress
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Vote Mama Foundation
Walking Home, Inc
Washington Association for the Education of Young Children

Washington Montessori Institute
WCTC Child Development Center & Lab
We Demand More
Weirton Heights Day Care
West Central Initiative
West Virginia Association For Young Children
West Virginia Chapter of the National Organization for Women
West Virginia Council of Churches
West Virginia Family Child Care Association
West Virginia Focus: Reproductive Education and Equity
West Virginians for Affordable Health Care
Westabou Montessori School
Westshore Montessori School
What a Little Birdy Told Me
Wisconsin Chapter of the American Academy of Pediatrics
Wisconsin Early Childhood Association
Women of Reform Judaism
Wonderland Montessori Group of Schools
Working Families Party
Wyoming Kids First
Yimma's Bright Beginnings Daycare LLC
YMCA of San Diego County, Childcare Resource Service
Youth for a Better World
YWCA of Central Massachusetts, Early Education and Care
YWCA USA
ZERO TO THREE



December 15, 2021

Dear Senators,

COVID-19 and the resulting economic crisis have created unprecedented difficulties for virtually every sector of our economy. We know that there are many critical economic mitigation priorities you must consider, but we are particularly concerned about one specific sector: the American child care system. As retired senior military leaders who have managed and navigated complex crisis situations, we write with a warning: **America's child care sector is on the verge of collapse – failure to act could destabilize our economy and our future national security.**

Congress must act swiftly to send the Build Back Better Act, which contains meaningful investments necessary to stabilize America's child care system, to the president's desk.

We are grateful that Congress has taken significant measures to help Americans mitigate the long-lasting financial toll of the pandemic. While some areas of our economy are coming back to life, the effects of the pandemic have disproportionately impacted early care and education programs. Many of these programs faced severe worker retention and availability issues before the pandemic. New challenges have shuttered programs across the country, required early educators to take other jobs, and taken parents out of the workforce. Concerning new data has shown that the pandemic has driven female labor force participation to all-time lows; as the economy continues to reopen, progress is held back by both a lack of available child care and a child care worker shortage.

For more than a decade, our organization, Mission: Readiness, has supported efforts to sustain and expand access to high-quality early care and education programs. Our rationale is rooted in our careers safeguarding America's national security. Today, 71 percent of young Americans between the ages of 17 and 24 – the prime recruiting age – are not eligible for military service. This is largely due to educational deficits, obesity, or a record of crime or substance abuse. These challenges pose a direct and existential threat to the future of the all-volunteer force and America's ability to defend itself. There is no easy solution to reversing these trends – but, after years of analyzing the data, we believe early care and education is the closest thing we have to a "silver bullet" to eliminate this growing threat.

For decades, research has shown that high-quality programs can boost academic performance and make it less likely that young people will turn to crime. Studies in recent years have shown that programs can instill healthy habits that help children avoid developing obesity and the related, underlying health conditions that cannot simply be eliminated in a few weeks of boot camp. Meaningful bipartisan progress has been made at the federal, state, and local levels in recent years to expand access to these programs, help parents stay in the workforce, and secure these outcomes for children in need. Without quick and decisive action, we will backslide. America's future prosperity and security will pay the price.

1212 New York Avenue NW / Suite 300 / Washington, DC 20005 / 202.464.7005

StrongNation.org/MissionReadiness

[Mission_Ready](#)

[MissionReadiness](#)



We are heartened that leaders on both sides of the aisle have recognized the need to solve this crisis. We acknowledge difficult political realities, but would have preferred that Congress address this urgent crisis independent of other policy priorities. While we are not all united in support of all measures included in the so-called “Build Back Better” legislation passed by the House, we have come together on this issue because we believe that the investments in early care and education are too important to abandon and merit final passage. Doing so soon is imperative to ensure state legislatures can help early learning and care providers find their footing when 2022 legislative sessions begin in the coming weeks.

We urge you to immediately pass a final version of the Build Back Better Act containing significant investments in early care and education.

Very respectfully,

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U.S. Army
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U.S. Army
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U.S. Army
North Carolina



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Brigadier General (Retired)
U.S. Army
Maine

Mitch Mitchiner
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U.S. Army
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U.S. Army
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Theodore "Ted" Vander Els
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U.S. Navy
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Brigadier General (Retired)
U.S. Air Force
Minnesota

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U.S. Air Force
Arizona

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U.S. Army
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John Poppe
Brigadier General (Retired)
U.S. Army
Texas

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Brigadier General (Retired)
U.S. Army
Connecticut

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The Leadership Conference
on Civil and Human Rights

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20036



November 19, 2021

Expand Access to High Quality Early Care and Education for All Children and Families: Support Inclusive Child Care and Universal PreK Provisions in the Build Back Better Act

Dear Representative,

On behalf of The Leadership Conference on Civil and Human Rights, a coalition charged by its diverse membership of more than 220 national organizations to promote and protect the civil and human rights of all persons in the United States, and the 97 undersigned organizations, we strongly urge you to support the Build Back Better Act's inclusion of Child Care and Universal Pre-Kindergarten along with the explicit federal non-discrimination language accompanying the provisions. These new federal funds have the power to transform the lives of young children, their families, and others who care for them.

The Build Back Better proposal builds on the educational opportunity offered by the Elementary and Secondary Education Act of 1965 and the Higher Education Act of 1965 and helps to provide a strong foundation for our youngest residents. The pandemic brought to light how essential child care and early learning are to our country, while also revealing profound flaws and disparities. We know that America's existing child care market is unsustainable. Most parents can't afford the price of care, and too many families live in areas without access to quality care options at all. Further, most providers can only charge what families in their area can afford, which often translates to near-poverty wages for early educators. Addressing these present and ongoing challenges requires a comprehensive approach to securing ample child care supply and capacity, while ensuring there are quality options available for all families when and where they need them.

Since the Civil Rights Act of 1964 became law, Congress has made a commitment that federal funds would not be used to discriminate.¹ Not only will Build Back Better advance racial, gender, disability, and economic justice by ensuring families have access to the care they need and that providers (overwhelmingly women and disproportionately women of color) are treated more fairly, we are greatly heartened that the proposal includes an explicit confirmation – consistent with decades of precedent – that providers participating in federally funded programs, such as the child care and PreK programs in the Build Back Better Act, may not discriminate. While these protections do not expand the scope of existing civil rights laws, they reinforce the commitment Congress has made since the Civil

¹ Passage of the Civil Rights Act of 1964 preceded the passage of the Elementary and Secondary Education Act of 1965 and the Higher Education Act of 1965. Indeed, those expansions of elementary, secondary, and higher education would not have happened had Congress not prohibited the use of those funds to discriminate. Similarly, this expansion to serving the youngest children should follow on that same commitment.

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Defense and Educational Fund
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Anti-Defamation League
Mary Kay Henry
Service Employees International Union
Damon Hewitt
Lawyers' Committee for
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Sherrilyn Ifill
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Educational Fund, Inc.
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Benjamin Jealous
People for the American Way
Derrick Johnson
NAACP
Virginia Kase Solomon
League of Women Voters of the
United States
Samer E. Khalaf
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Anti-Discrimination Committee
Jon Meidson
Human Rights Campaign
Marc Morial
National Urban League
Janet Murgula
UnidosUS
Debra L. Ness
National Partnership for
Women & Families
Christian F. Nunez
National Organization for Women
Rabbi Jonah Pomer
Religious Action Center
Civilians for Justice
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National Education Association
Lisa Rice
National Fair Housing Alliance
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American Civil Liberties Union
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National Congress of American Indians
Liz Shuler
AFL-CIO
Maria Town
American Association of
People with Disabilities
Randi Weingarten
American Federation of Teachers
John C. Yang
Asian Americans Advancing Justice |
AAJFJ

Interim President & CEO
Wade Henderson

November 19, 2021



Rights Act's 1964 passage. No child or their family should be denied the opportunity to participate in a federally funded program because of their race, color, national origin, sex (including sexual orientation and gender identity), disability, or religion.

Faith-based providers have long been and continue to be a critical part of our nation's child care system and Build Back Better makes clear that faith-based providers are eligible to participate in the program. Indeed, families can choose religious providers and those providers that accept child care certificates can include religious content and programming in their services.² All providers must meet the same set of criteria, including state licensing rules and standard non-discrimination protections that ensure that all eligible families can access these vital services and that children are safe and well cared for.

As you face the opportunity and obligation to repair the harms of the COVID-19 crisis and remedy long-standing inequities in our country, we urge you to focus your effort and attention on ensuring that children, families, and early educators – especially those from marginalized backgrounds, have both the resources they need and the protections to which they are entitled to build back better for themselves, their communities, and our country. If you have any questions, please contact Liz King, education equity program senior director, at king@civilrights.org.

Sincerely,

The Leadership Conference on Civil and Human Rights
 National Women's Law Center
 Human Rights Campaign
 National Disability Rights Network (NDRN)
 Americans United for Separation of Church and State
 Council of Parent Attorneys and Advocates
 ADL (the Anti-Defamation League)
 Alliance of Baptists
 American Association of University Women (AAUW)
 American Atheists
 American Baptist Home Mission Societies
 American Federation of Teachers
 American Humanist Association
 American Psychological Association
 Association for University Centers on Disabilities
 Association of People Supporting Employment First (APSE)
 Augustus F. Hawkins Foundation
 Autism Society of America

² Federal funding for programs is provided under BBB through certificates, and grants. If religious providers participate in programs funded by grants, rather than certificates, any religious programming must be paid for solely by the provider and must be offered separately in time or space from the government-funded programming. For programs funded through certificates, religious programming does not need to be separated.

November 19, 2021



Baptist Joint Committee for Religious Liberty (BJC)
 Bayard Rustin Liberation Initiative
 Bazelon Center for Mental Health Law
 Bend the Arc: Jewish Action
 Brain Injury Association of America
 Center for Disability Rights
 Center for Law and Social Policy
 Center for Learner Equity
 Center for LGBTQ Economic Advancement & Research (CLEAR)
 CenterLink: The Community of LGBT Centers
 Child Care Aware of America
 Church World Service
 Coalition for Social Justice
 CommunicationFIRST
 Congregation of Our Lady of Charity of the Good Shepherd, U.S. Provinces
 Council of Administrators of Special Education
 Disability Concerns, Christian Reformed Church
 Division for Early Childhood of the Council for Exceptional Children (DEC)
 Easterseals
 Equality California
 Faith Commons
 Faith in Public Life
 Faithful America
 Family Equality
 Family Forward Oregon
 Family Values @ Work Action
 Freedom From Religion Foundation
 GLBTQ Legal Advocates & Defenders
 GLMA: Health Professionals Advancing LGBTQ Equality
 GLSEN
 Hindu American Foundation
 Hispanic Federation
 Impact Fund
 Interfaith Alliance
 Justice for Migrant Women
 Lake Oconee Community Church
 Lambda Legal
 Latter-day Saint Democrats of America
 Legal Momentum, the Women's Legal Defense and Education Fund
 Los Angeles LGBT Center
 Movement Advancement Project
 Movements for Violence Prevention (MVP)
 National Advocacy Center of the Sisters of the Good Shepherd

November 19, 2021



National Alliance for Partnerships in Equity
 National Association of Councils on Developmental Disabilities
 National Black Justice Coalition
 National Center for Learning Disabilities
 National Center for Lesbian Rights
 National Center for Parent Leadership, Advocacy, and Community Empowerment (National PLACE)
 National Center for Transgender Equality
 National Council of Churches USA
 National Council of Jewish Women
 National Down Syndrome Congress
 National Employment Law Project
 National Organization for Women
 National Urban League
 National Women's Political Caucus
 People For the American Way
 PFLAG National
 Secular Coalition For America
 Silver State Equality
 Sisters Lead Sisters Vote
 Sojourners
 Southern Christian Coalition
 SPLC Action Fund
 Stop Sexual Assault in Schools (SSAIS)
 Texas Impact
 The Advocacy Institute
 The Arc of the United States
 The Education Trust
 The Learning Disabilities Association of America
 The United Methodist Church - General Board of Church and Society
 Truah
 UnidosUS
 Union for Reform Judaism
 United Church of Christ Justice and Local Church Ministries
 Uri L'Tzedek: Orthodox Social Justice
 Wisconsin Faith Voices for Justice
 YWCA USA
 ZERO TO THREE

[Whereupon, at 12:08 p.m., the hearing was adjourned.]

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