

ECE Organizing Network

CHILD CARE ORGANIZING ACTIVITIES – FEBRUARY 2016

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9to5

9to5 is a national membership organization of women in low-wage jobs working to improve policy on workplace fairness, equal opportunity and economic security issues. 9to5 utilizes grassroots organizing, policy advocacy, civic engagement and leadership development to engage its members in speaking out for improved child care policies and funding at the federal, state and local levels, and in sharing their personal stories as directly affected parents with policymakers, the public and the media.

9to5 is conducting focus groups of parents and developing networks of ally organizations in **CO, GA and MA** as part of a pilot project exploring the intersections of TANF, low-income child care and low-wage work. 9to5 educates parents about their rights related to low-income child care and other work-family and safety net policies. In **Colorado**, 9to5 leads policy work for parental leave for school activities and pregnancy accommodations; participates in coalition efforts to expand access to low-income child care for parents in post-secondary education, expand the state child care cliff effect pilot program, exempt teen parents and domestic violence survivors from child support enforcement requirements to be eligible for child care assistance, and make the new child tax credit effective immediately. In **Georgia**, 9to5 supports defensive coalition efforts around child care block grant funding. In **California**, 9to5 works with ally organizations to end the maximum family CalWORKS grant, and to improve access to and affordability of quality child care for California families and improve conditions for those employed in the child care industry.

AFT

The AFT represents more than 90,000 educators and staff working in every sector of early education from public schools to Head Start programs, child care centers, university-based lab schools and a range of home based programs. In addition, the AFT represents many of the higher education faculty who teach current and aspiring early childhood educators.

AFT works to expand equitable access to quality early learning and care at the local, state and national level. Current organizing campaigns to achieve this goal include community-labor alliances with broad stakeholder inclusion – parents, educators, small business owners and others – such as in **New Mexico and other cities and states** where there is shared interest and vision among those primary groups.

Utilizing the knowledge and resources of members, AFT works to enhance the professional development programs of local unions in early childhood education and care and leverage power to support communities, families and all the children early educators serve. AFT is participating in the Child Care and Early Learning Action Hub with CCC, CPD and SEIU.

Building Skills Partnership/UCLA Labor Center: Engaging Janitor Parents and their Children

The purpose of this project is to **develop a strong parent-to-parent trainer cohort** that will **educate fellow janitors in their workplaces, union and children's Los Angeles public schools** about how to become an engaged parent or grandparent. **Why work with janitors and their union?** Janitors are the backbone that makes financial skyscrapers shine and L.A. firms ready for business. They are the invisible labor force that makes L.A. work. Justice for Janitors-USWW campaign is celebrating its' 25th historic year fighting for just wages and labor protections for low-wage immigrant service workers. Equal educational opportunities for service workers' kids are one of the union's top priorities.

Ultimately, **their goal** is to **impact early childhood education policies and create a national model** where employers, unions, employees/parents and schools are working in partnership to promote the academic success of all students regardless of race, ethnicity, socio-economic, or immigration status

Research:

Low-wage janitor union households' children are predominantly immigrants living below the poverty. Their children, the fastest growing group of children in the U.S. today, attend some the most under resourced public school in Los Angeles.

Union parents are more likely than other parents to get involved in their children's schools because of their labor and community organizing experiences.

Outreach:

By engaging parents, workers, and organizers as participatory researchers, trainers and curriculum developers, they approach workers and parents as the experts and trainers of this project.

Building a Train-the-Trainer Parent Cohort and Curriculum:

Training a group of janitors' parents and organizers to: survey their peers, analyze data, develop and pilot culturally relevant, worker-centered curriculum and become trainer worker leaders within their respective workplaces, schools and union.

Sharing the Worker/Parent Model

Their goal is to create a national model that partners employers, employee/parents, schools and unions as collaborators in successful early childhood education.

Center for American Progress

The Center for American Progress launched [WithinReach](#), the campaign to put high-quality affordable child care within reach for working families. The campaign aims to create momentum and elevate the

need for a national public solution for child care and pre-k as a major priority on the 2016 presidential election through public education, strategic messaging, earned media, advocacy resources, and more.

In addition to launching a website that includes action resources and an interactive 50-state map, the campaign will release research content, videos, polling, communications resources and more to create public demand for real progress on child care and pre-k for children, families, workers, and the economy. The campaign has also started a table for national groups working on these issues to have a space to regularly communicate and coordinate their work around the election in order to be as impactful as possible.

Center for Community Change

Center for Community Change sees organizing around expansion of child care/early childhood education as part of a broader effort to reduce poverty in the U.S. by tackling the root causes of low pay, un dependable hours, insufficient benefits, insufficient worker organization and an insufficient number of quality jobs. It is also a critical part of a woman's economic justice agenda.

This work is significant for several reasons. First, there are hundreds of thousands of childcare/early childhood education workers, predominantly women and women of color, many of whom are underpaid and experience challenges accessing education, training and credentials. Second, all children need high-quality early learning opportunities in order to maximize their opportunity to succeed in school and later life. But many – particularly children of color and children in low-income families – lack access to high-quality programs. Third, millions of low- and moderate-income parents, depend upon, and frequently cannot find, safe, quality, affordable child care in order to maintain stable employment. This is especially the case for parents who are women, women of color, and immigrant women in low-wage jobs with challenging working conditions.

CCC is supporting organizing work at the intersection of expanding affordable child care/early childhood education for low and modest income parents, improving training and compensation for providers – both individuals and small centers and their workers, and quality early childhood education. CCC plays a variety of roles to support its partners' work on these issues, including policy analysis, communications, resource development and organizing. CCC is also building a cohort of local partner organizations to foster peer-to-peer learning, exchange of best practices, collective problem-solving, and shared commitment to a national strategy. Currently, CCC is working with partners in Alabama, New Mexico, Ohio, and Washington on childcare/early childhood education campaigns.

Center for Popular Democracy

Center for Popular Democracy is working with its network of community-based partner organizations across the country, as well as national allies including labor, to build to scale community-driven organizing on childcare issues. Currently, partners are experimenting with approaches to organize parents, workers, and center owners – both to push back against cuts to subsidies or reimbursement rates, and for proactive improvements in access to affordable care and job quality for those in the industry.

We are poised to move, in collaboration with the Center for Community Change and key labor partners, at least eight local campaigns that will coordinate at the national level. The coordinated effort is designed to create momentum for expanded access, affordability, quality, with good jobs for providers in early education and care.

Through building and engaging parents, providers and center owners in distinct communities in an ongoing way, we hope to build a constituency who can be the voice and power behind a set of integrated federal, state and local demands. Our partners are focused on ensuring that child care is accessible to those most in need, including immigrant communities, low-wage workers (especially those facing variable schedules), and communities of color. To support the growing demand for increased access and quality Early Childhood Education and Care, CPD and our partners are also exploring innovative fair share revenue generation at the state and local level.

In addition, CPD and its state-based partners work to improve economic fairness for women in low-income communities, particularly communities of color, through campaigns to win paid sick days, raise the minimum wage, and secure stable schedules and access to full-time employment.

Child Care and Early Learning Action Hub

AFT, CCC, CPD, and SEIU are uniting to run local and state campaigns on child care and universal pre-K and establish a national communications hub to support and amplify that work. (See separate sections in this document about the work of these four organizations.)

The goal of the hub is to highlight America's child care and early learning crisis in the states as part of a multi-year national campaign to create public demand and build political support for significant public investment in big federal reform that guarantees affordable, accessible high quality child care and early learning for all families who need it, and raises standards for workers in the industry, including a minimum of \$15/hour, core benefits such as paid sick leave, and the right to a union.

CCC and CPD are beginning with local and state policy campaigns in eight states – CA (Oakland), CT, IL (statewide and Chicago), MN (statewide and St. Paul), NM, OH (Cincinnati), OR, and PA (statewide and Pittsburgh). AFT and SEIU are helping to anchor these campaigns, along with running their own worker organizing and issue advocacy efforts.

A top priority of the hub is to build a working table of those progressive groups that are fighting for comprehensive zero-five reform that increases the accessibility of high quality care, lowers costs for parents and raises standards for workers; are connecting that work with racial justice, gender equity, and income inequality organizing; and have state-based field campaign and rapid response communications capacities.

The hub is collaborating closely with the strong community of early childhood advocacy organizations and coordinating tables to drive a common message and national narrative in the policy debates of the 2016 elections and beyond.

Demos

Demos brings a history of rigorous research and advocacy on economic inequality and worker justice issues to our new focus on child care issues, probing the significance of child care to the overall economy and the lives of working families, including child care workers themselves. As part of our larger research effort on affordable child care as a core work support, one of our initial reports will include an analysis of the economic challenges facing families with young children. Demos will be working in alliance with diverse partners on the ground.

Economic Opportunity Institute

The [Economic Opportunity Institute \(EOI\)](#) is an independent, nonpartisan, nonprofit public policy center focused on building an economy that works for everyone by advancing public policies to promote high quality early learning, educational opportunity, good jobs, healthy families and workplaces, and a dignified retirement. We catalyze creative policy solutions.

Over the past 17 years, EOI has realized cornerstone accomplishments for the public good – including paid sick days ordinances in Seattle in 2011 and in Tacoma in 2015, the nation’s most progressive state estate tax in 2006, expanding basic health coverage in 2001, indexing Washington’s minimum wage to inflation in 1998, and **development of the early childhood education career and wage ladder.**

Our work for high-quality early childhood education begins with the teachers and caregivers in this field. Absent good compensation, incentives, education, and professionalization for early learning teachers and caregivers, we will never realize high quality early childhood education.

EOI researched and developed the [early childhood education career and wage ladder](#) to directly address the fundamental components for high quality care: the compensation, education, professionalism, and morale of the child care teacher. The career and wage ladder was first funded through TANF surplus funds in Washington state. Three evaluations disclosed the positive and evidence-based findings that the ladder increased teacher compensation, morale, education, and quality of care. With these findings, the Washington state Legislature voted the career and wage ladder into state law in 2005. It remains state law, even as funding for the ladder has been suspended during Washington’s ongoing fiscal crisis.

Fair Share Education Fund

The Fair Share Education Fund stands for an America where everyone gets a fair shot in life, starting with a high-quality education. Fair Share Education Fund has contributing members in 40 states, and staff in 10 states. Their national team offers expertise to state affiliates working on this issue. On early education they have the following priorities in the states, but would have the ability to work in another of their other active states if there was a need:

- **Massachusetts:** Massachusetts Fair Share is partnering with a network of independent child care providers serving low-income populations to pass city and town resolutions in favor of providing high-quality early education for every child. As a member of the statewide coalition

Put MA Kids First, they work together with community groups, labor organizations, large childcare providers (like the YMCA) and others to improve funding for early educator and child care workers -- a critical barrier to offering high-quality care to children.

- **Arizona, Virginia, and Colorado:** Fair Share Education Fund is working to ensure that children who are enrolled in early education programs are fed and ready to learn, and is working to expand access to school meals for all children. Anti-hunger interventions in early education settings are critical services that kids need to thrive in school and in life. Currently, their on-the-ground staff is bringing together local elected officials to speak out against the challenges childhood hunger presents to kids' success, join in letter writing campaigns and pass local initiatives.

Family Values @Work

Family Values @ Work, formed in 2003, is a national network of coalitions representing more than 2,000 organizations in 21 states building the growing movement for family-friendly workplace policies such as paid sick days and family leave insurance. Family Values @ Work coalitions are active in **California, Colorado, Connecticut, Florida, Georgia, Illinois, Maine, Maryland, Massachusetts, Michigan, Minnesota, New Jersey, New York, North Carolina, Oregon, Pennsylvania, Rhode Island, Vermont, Washington, Washington, D.C., and Wisconsin**. They have helped to win new laws in almost two dozen cities and states, bringing new rights and protections to more than 26 million workers and their loved ones. Many of their state coalitions work closely with partners advocating for improved child care and early education programs, which is closely linked to their work on economic justice for working families. These activists also understand the importance of affordable leave for early childhood development and are powerful allies in their campaigns.

The Garment Worker Center

The Garment Worker Center, a Los Angeles-based center that organizes with local garment workers, recently completed a peer-led study with workers about their child care needs and the barriers they encounter. The findings, documented in a written report entitled *Hanging by a Thread! Los Angeles Garment Workers' Struggle to Access Quality Care for their Children*, revealed that affordable, accessible child care is severely lacking for this community, further complicated by sweatshop wages, long hours, and rampant wage theft.

The GWC is committed to using the findings and recommendations in the report to explore new programs and advocacy in this arena for their members, and has formed a committee of experts to advise them. Next steps include creating a robust information and referral system for workers seeking subsidized child care, working with local experts to provide trainings and support to members informal care providers, and exploring the possibility of establishing a formal child care center for garment workers.

Jobs With Justice

Jobs With Justice is engaged in early education work by incubating and supporting “low wage employer fee” policies. The concept of these bills, which are moving in 2016 in **Connecticut, Colorado and Cook County, Illinois**, is to assess a fee on large, low wage employers. Other cities are exploring possible campaigns in 2016. The revenue for some of these bills would be directed to state-run early education programs to expand access to affordable care and raise standards for early educators. The revenue would be overseen by an advisory board made up of parents, care providers, elected officials and other stakeholders. To advance these policies, Jobs With Justice and its core partner National People’s Action are shaping the policy concepts, coordinating a table of allies, commissioning economic impact studies, producing messaging research, and providing field support.

Main Street Alliance

The Main Street Alliance (MSA) is a national network of state-based small business coalitions with affiliates and chapters in 12 states and an at-large national membership. MSA members are concerned about the rising costs of childcare and the impacts of these costs on themselves, their employees, and their communities. Our network is exploring policy options (with a particular focus on revenue, affordability, and quality) and organizing strategies (both general engagement and sectoral organizing strategies) to engage small business owners throughout our network in 2016 and 2017. Small business owners are important and trusted messengers in the media, with policy makers and opinion leaders and can play a powerful role in advancing policy reforms that benefit small business owners, their employees, and the customers and communities that they serve. While it is often assumed that small business generally opposes revenue positive reforms that benefit working families and the broader community, the Main Street Alliance works to build a shared progressive agenda that aligns the interests of business owners, their employees and their communities.

Make It Work

[Make It Work](#) is a three-year campaign with one big goal: making sure work and family issues are front and center in the lead up to the 2016 election. MIW is seizing a narrow window of opportunity that exists right now: the opportunity to make economic security for women and families one of the defining issues of the upcoming presidential election cycle.

Child care is a top priority issue for Make It Work. Their child care policy ask focuses on making a bold investment in both middle and low-income families that promotes quality jobs, quality care, flexibility and affordability. It would guarantee child care assistance to middle- and low-income families with children aged 12 or younger, ensuring that child care constitutes no more than 10 percent of a household’s pay. It would also compensate child care providers in a way that is more commensurate with their responsibilities by setting a wage of at least \$15 an hour. It calls for a federal investment in child care subsidies that’s large enough to stop pitting families against caregivers and affordability against quality.

Make It Work uses on-the-ground organizing in key states and online, as well as strategic and creative communications, to make sure the demand for quality affordable child care is highly visible in the lead-up to 2016. In 2015, Make It Work made deep investments in early primary states, IA and NV, building off the work they did in GA and MN in 2014. Some examples of the work:

- Engaging 50 Make it Work Ambassadors (super volunteers) in Iowa who knock on doors, talk to the press, host house parties and staff high visibility events to make sure affordable child care and working families issues are highlighted at every opportunity. Our signs that read, “The 1950s called, they want their workplace policies back,” and “Hawkeye for Affordable Child Care” have become a common sight.
- Creating original content to amplify demand for affordable child care and related issues, and to engage key audiences, especially women of color and millennials, on this issue. This includes video testimonials of parents who are struggling with the lack of affordable child care; short, funny [videos](#) underscoring the need for child care that are targeted at millennials, and [#HowWeDolt](#), a comedy short starring *Orange Is the New Black*'s Adrienne C. Moore that illustrates the challenges of working parents, including the lack of affordable child care. It was viewed over 1.2 million times, shared by more than 70 organizations, and was covered by multiple major media outlets, including *Essence*, *USA Today*, *Mommy Noire*, and *MSNBC.com*. Make it Work has also been telling the story about the child care crisis and the need for national solutions through articles and opeds in [Politico](#), [The New Republic](#), [CNBC](#), and [Bustle](#), among others.

In 2016, Make it Work is planning a series of high visibility events around child care that will be executed on-the-ground in Nevada and also online, and is preparing to expand to additional states to motivate voters to exercise their voices on these issues.

MomsRising

[MomsRising/MamásConPoder](#) is a nonpartisan, multicultural organization that is building a grassroots movement of millions of people who share a common concern about the need for a more family-friendly America. Launched in May of 2006, MomsRising has already gathered over one million volunteers and our ranks continue to grow. We use the power of online organizing in coordination with grassroots on-the-ground activities and dynamic media outreach to educate the public about problems facing American families, and to propose common sense solutions. In addition to having over a million volunteers across the nation, we are also increasing our reach as a media outlet and have a combined social media and blogging readership reach to 3.5 million readers. Increasingly, we are developing and distributing content to satisfy and attracting a growing Latina readership and have launched a Spanish language website and blog, [Mamásconpoder.org](#).

Nationally and in selected states MomsRising is working to increase access to high-quality, affordable early learning opportunities including preschool and childcare. We host a weekly, bilingual [#EarlyEdChat](#) on twitter, which since its inception in May 2015, has garnered more than **63 million impressions or potential readers** to date, including child advocacy and policy organizations, mom bloggers, and parent activists. [#EarlyEdChat](#) takes place every Thursday at 2pmET / 11amPT on twitter. Currently, our state level work on early learning is focused on **Washington State, North Carolina, and California**.

Mothering Justice – Michigan

There is a growing need for affordable child in Michigan. At all income levels, parents are struggling to keep up with the growing cost of quality, reliable childcare. Although Michigan offers a childcare subsidy for income-eligible families, the subsidy has failed to grow as quickly as the cost of childcare, often leaving families with little choice but to place their children in unlicensed childcare centers or to rely on informal arrangements, placing their child(ren) at risk. The impact of this lack of affordable, quality, childcare is not limited to its effect on families. When child care is inadequate, parents are less productive on the job, need to take time off to deal with child care issues, or have to quit work all together when their child care arrangements fall apart.

Mothering Justice will be hosting a convening to discuss the issues facing parents in Michigan as they relate to finding affordable, reliable childcare. The outcome of the event would be an action plan to promote policies that directly address the needs of Michigan families. They will be discussing issues such as models of care, after hours care, and affordability. The audience will be childcare providers, parents, lawmakers, early education professionals, business leaders and academics. After the convening Mothering Justice will conduct follow-up organizing with voters and lawmakers after the summit, hosting advocacy and in-district meetings with elected officials, as well as phone banking and a social media campaign aimed at building public support for policies that make childcare more accessible and affordable for Michigan families.

Ms. Foundation for Women

The Ms. Foundation for Women is a national advocacy and grantmaking institution that addresses key barriers to inequality facing women. Core to women's economic security is the ability to participate in the workforce, secure a safe and stable job, access comprehensive health and reproductive care, and have the ability to provide quality care to their communities and families.

Their grantmaking strategy supports grassroots organizations that are:

- A. Integrating child care access needs into low wage worker rights campaigns, particularly highlighting the access issues for immigrants, part time workers, and misclassified workers.
- B. Implementing local and statewide campaigns that engage parents, child care providers and recipients in budget fights that secure and increase child care subsidies for low income and poor families.
- C. Raising the quality of jobs for child care workers through quality community engaged campaigns, resource sharing investments and increasing educational access for care workers.

The Ms. Foundation provides capacity building support through trainings on campaign development, messaging, and advocacy support as well as leadership development opportunities to access senior leaders in the Administration and develop relationships with key federal agencies responsible for child care, women, equal opportunity and work place issues.

National Domestic Workers Alliance (NDWA)

The National Domestic Workers Alliance (NDWA) is the nation's leading voice for dignity and fairness for the millions of domestic workers in the United States, most of whom are women. Founded in 2007, NDWA works for the respect, recognition, and inclusion in labor protections for domestic workers. The national alliance is powered by 42 affiliate organizations—plus our first local chapter in Atlanta—of over 10,000 nannies, housekeepers, and caregivers for the elderly in 26 cities and 18 states.

NDWA works to improve working conditions, pay, respect and training for domestic workers who provide childcare by 1) supporting and coordinating Domestic Worker Bill of Rights campaigns that improve basic protections for nannies and other domestic workers to ensure that every home is a safe and fair workplace; 2) coordinating with other groups such as Make It Work to explore innovative ways to encourage employers to pay their childcare providers improved wages; 3) forming social innovation partnerships with the technology sector that is coming to dominate an increasing share of the at-home childcare market in order to encourage those companies to promote high-road employment; 4) supporting immigration reform and a pathway to citizenship to ensure that the largely immigrant workforce that makes up our membership of nannies and other childcare providers is able to provide quality childcare without fear of deportation.

National People's Action

National People's Action is a nationwide network of grassroots organizations dedicated to racial, economic and gender justice since 1972. National People's Action works in 18 states with more than 100 organizers on the ground working to put people and planet first.

Childcare and early childhood education is an urgent national priority, and one we cannot fail to address if we hope to win large-scale racial or economic justice victories. We have launched a multi-state campaign to expand access to quality childcare and early childhood education and improve the quality of childcare jobs. We are addressing the issue of funding head on by developing bold, new, progressive sources of revenue at the state, county and city levels. We are organizing parents, childcare workers and small business owners in three target states around a bold vision of childcare that 1) gives all families access to affordable, high-quality care that supports parents' work and children's development, 2) ensures parents and children are able to get and keep stable care as long as they need it, 3) ensures childcare jobs are quality jobs and workers can organize, 4) ensures that the most vulnerable children get the best care to meet their complex needs including low-income children, immigrant children, children living in poverty and children with developmental delays and 5) ensures that parents have maximum choice including care in centers and care in the home and care in bilingual and bicultural settings. We are working in deep partnership with National Domestic Workers Alliance, Demos, the Center for Law and Social Policy and the National Women's Law Center on this campaign.

OLE – New Mexico

The OLÉ Working Parents Association is a membership organization of 4,500 parents who fight for universal access to high-quality, affordable early childhood education. Currently, OLÉ has been fighting to eliminate barriers to enrollment in child care assistance that the state is using to turn away eligible

parents. For example, survivors of domestic violence are being forced to sue their abuser for child support in order to qualify, despite regulations that exempt them. As part of this campaign, OLÉ members are also working to insure the state properly implements new CCDBG requirements, such as 12-months of uninterrupted child care assistance.

OLÉ is leading an effort to pass earned sick days legislation in Albuquerque this November. This will benefit thousands of parents who work without sick days, so, rather than staying home to care for a sick child, they often have to send their kids to school sick. The Earned Sick Days campaign is a key component for growing the new union of early educators in New Mexico that we helped to create, as well.

OLÉ's association of early learning center owners signed a collective bargaining agreement with AFT's union of early educators this year. The agreement will create a trust to cover the cost of union members' paid sick days, so when the Albuquerque ordinance becomes law, it will provide an incentive for non-union early learning centers to join our partnership in order to access the sick days fund. We are also working to develop the state's first shared substitute teacher pool, so centers can easily find qualified substitutes when staff take a sick day.

ParentsTogether

ParentsTogether is a startup working to build a multi-racial, cross-class national membership association that will unite millions of parents to fight for childcare and early childhood investment along with other priorities like family economic security, food security, and educational equity.

Parents are obviously a crucial voice on these issues, but we're hard to organize, because we're so often overwhelmed and focused on immediate needs. So the particular strategy ParentsTogether is employing is "functional organizing" (somewhat like the AARP or NRA, but updated for the 21st century). We grow (and, eventually, will fund) the organization by providing direct benefits and services that address parents' daily challenges, and by connecting parents together. Then we layer advocacy and organizing on top of that initial relationship.

Our aim is to be complementary to the wonderful existing policy and organizing efforts in the space -- reaching people they generally can't or don't.

In 2016, we are continuing our focus in North Carolina, working to build a list of 10,000 parents. We are using canvassing, viral marketing, and online advertising to recruit parents to sign-up for our www.q4kidz.org text programs. We will also begin working with state-based partners to test advocacy engagement through our growing parent list. In terms of parents with children ages zero to three, we are conducting some early experiments to explore how our text-based parent content can be extended to parents of younger children, with the ultimate goal of engaging these parents at scale, and mobilizing them for change (particularly around childcare issues).

Parents Voices CA

Parent Voices is a California parent-led, parent-run grassroots organization fighting to make quality child care accessible and affordable for all families. With 20 years of experience and chapters in sixteen counties, they have proven to be a legitimate force driven by the belief that it is parents who must ignite and fuel the process of change. To strengthen their advocacy, the parents conduct trainings on strategic organizing, leadership development, advocacy skills, and relevant issues; send out policy updates and calls to action; build relationships with local, state, and federal elected officials as well as coalition partners; convene local parents to build a support network as well as to take collective action; and finally, share resources, ideas and challenges to weave together strong voices both locally as well as statewide to advance towards a more quality, affordable and accessible child care system!

State Budget Campaign which targets record surpluses and demands investments in:

- Expanding child care subsidies to families who are on the child care waiting list
- Updating child care eligibility guidelines that have been frozen since 2007 so no parent has to turn down a raise or a promotion in order to maintain their child care subsidy
- Increasing reimbursements rates to child care providers which have been held at level more than seven years behind the current market.

Legislative Campaign:

- Sponsoring legislation to implement 12-month eligibility for child care so that parents, children, and child care providers can benefit from stable, continuous services without the fear or threat of losing their subsidy and their economic progress.

Restaurant Opportunities Centers United (ROC-U)

Restaurant Opportunities Centers United (ROC-U) is in the second of a three-phase project to connect their members to accessible, quality, affordable child care. Preliminary research in NYC and Chicago indicate that their members -- restaurant workers -- face multiple barriers. Two of note are affordability and hours, members often work unpredictable and unconventional hours.

They assembled a cohort of NYC-based members to track their use of subsidies and any problems they encounter. In the summer, ROC designed and began to implement a pilot project to address those barriers in 2016. Currently the pilot design focuses on a shared services model. As part of the pilot design, they plan to share the program design with partners here for feedback and advice. In Chicago, they are designing a pilot with two of their high road restaurant employer partners and building a network of restaurant focused providers and plan to have program design guided by provider partners with a pilot launch in 2016. The goal is for both these projects to inform a larger national platform of childcare opportunities for restaurant workers across this nation

Service Employees International Union – Child Care Fight for \$15

SEIU is mobilizing child care teachers and caregivers, working parents, and allies around a vision of accessible, affordable, quality early education and child care where early educators are able to have a

voice in improving quality, raising wages and affordable child care. SEIU is organizing in 16 states around the following efforts:

Congressional Progressive Caucus Resolution and August Townhalls: On July 28, Member of Congress, allies, and child care [Fight for \\$15 activists](#), stood together at the U.S. Capitol with members of the progressive caucus to announce the introduction of a [House resolution](#) demanding a [\\$15/hr wage for all child care workers and greater access to affordable care for all parents](#). Members of Congress and child care teachers brought the message back to their districts with a series of round tables, town halls and rallies during the August recess. [Buzzfeed](#), the [Miami Herald](#), and [ThinkProgress](#) reported on the “new effort that’s bringing together child care providers who want higher pay, organizing as part of the Fight for 15 movement, alongside parents who need their services but struggle to afford child care.”

California’s Early Care and Education Apprenticeship Initiative: Mobilizing parents and early educators to pass legislation that would expand access to training for child care teachers and caregivers. The apprenticeship initiative developed by SEIU’s Child Care team was one of 16 new projects funded by the CA Workforce Investment Board (WIB) and the Employment Development Department (EDD). This initiative will begin as a pilot between SEIU Local 99 family child care providers, Head Start workers, child care center workers and key employers.

Low Wage Employer Fee to Fund Child Care in Connecticut: Early educators are working to pass legislation that would tax low wage employers and fund child care and home care; and work with Connecticut’s Low Wage Employer Advisory Board to highlight the need for affordable high-quality child care for parents and a living wage for child care teachers and caregivers.

Parents, early educators, and center directors testify for new child care investment, affordable child care, quality child care, and quality jobs. Beginning in November, child care teachers joined parents and child care center directors around the country in state hearings testifying at the Child Care Development Block Grant hearings. SEIU’s Child Care Fight for \$15 supporters recommended: (1) New federal and state investments in child care so that child care is affordable for working families; and, (2) Establish a child care wage board to get feedback on child care wages from workers, parents, and other stakeholders, including a \$15/hour minimum wage for child care workers in payment rates for child care providers.

UAW

UAW Locals at University of **Washington** (4,500 Teaching Assistants, Research Assistants, Readers, and Tutors) and University of **California** (6,000 Postdoctoral Scholars) are bargaining to expand childcare subsidies for expenses incurred while working for UW/UC and to expand opportunities for on-campus childcare services. In addition, organized graduate students at **New York University and University of Connecticut** are bargaining for childcare subsidies.

Working Families

Connecticut Working Families is an independent organization that fights to make sure we have an economy that works for everyone. Working Families organizes working and middle-class families to take a stand on issues like good jobs, affordable childcare, fair taxes and quality schools. This year, they will be fighting for legislation that holds large corporations accountable for paying their workers poverty level wages, and abusing public aid programs. The law would charge large corporations a fee for every employee it pays a substandard wage to. That money would then be allocated to services low-income families rely on, including affordable child care. They are planning several earned media events to draw attention to the issue, as well as working with supporters to write Letters to the Editor and Op Eds. They will also bring activists to the capitol to tell legislators why they need to pass this bill.

United Parent Leader Action Network

California-based Parent Voices, the OLÉ Working Parents Association in New Mexico, and Parent Ambassadors in Washington are working with a three other parent leadership organizations—Abriendo Puertas, Chicago-based COFI (Community Organizing & Family Issues), and the Parent Leadership Training Institute—to create a national network of parent leaders and organizations committed to increasing parent leadership and engagement in policy-making. UPLAN expanded the number of organizations engaged in its planning process to include six more groups: Mississippi Low-Income Child Care Initiative, OneAmerica (WA), Teaching for Change (DC), One Pittsburg (PA), Parent Institute for Quality Education (CA), and Witness to Hunger (PA). Several of its members intend to use the growing network to:

- Increase parent engagement in federal ECE policy-making.
- Develop **programs** to assess and assist state-based organizations that are making long-term commitments to organizing parents. Founding members have decades of experience organizing parents around ECE issues, and they have developed successful models that provide a variety of avenues to success. The vision for expanding beyond its founding members is to raise resources that will allow it to train interested organizations' staff in a parent-organizing model that can contribute an authentic parent voice to the ECE debate and ensure that parents are not being merely used as spokespeople for a corporate or policy organization's reform effort. They will research issues related to intellectual property, trademarks and copyright infringement to ensure that member organizations' property is used thoughtfully and accurately.
- Use resources to accelerate state campaigns that provide new strategies to expand high-quality ECE programs. Members have led innovative efforts on a number of fronts: establishing state policies that eliminate barriers to subsidized ECE access; developing legislation to dramatically expand investments in ECE programs; and forming close partnerships with early educators, center owners, labor, business organizations and other allies that are augmenting parents' capacity to leverage significant change. The network will resource efforts like these that can provide a faster roadmap to reform in other states.

Working America

Working America is the community affiliate of the AFL-CIO. They have over 3 million members who are not union members, but they are associate members of the AFL-CIO and they take action on issues that are important to working families -- issues like family sustaining jobs, affordable healthcare, good public education, and retirement with dignity. Working America is working on education issues in some states and sees huge potential to expand this work to child care/ECE issues.

Young Invincibles

[Young Invincibles](#) works to amplify the voices of Millennials ages 18 to 34 on economic issues affecting our generation. This spring, we released a new [report](#) focused on the economic challenges facing Millennial parents, including access to affordable childcare. Eighty-three percent of new moms are Millennials. But Millennials are struggling in today's economy, with more than one in five Millennial parents living in poverty. Ensuring we have targeted policies to help young parents get and stay out of poverty becomes even more important when young parents hold the next generation in their hands. One of the largest areas for potential reform is strengthening childcare opportunities for young parents, which can improve both education and workforce outcomes for young people today.

In particular, Young Invincibles will be looking at how to expand and improve campus-based childcare programs. The availability of campus-based childcare is critical in determining whether parents choose to pursue postsecondary education and whether, once in school, they can complete their degrees. Young Invincibles' activities for the coming year will include hosting young parents roundtables in target states like Florida and Virginia, creating national consumer-facing resources for young families, and working with members of Congress to introduce a bill to improve campus-based childcare.

The ECE Organizing Network brings together grassroots organizations, unions and other groups that work with parents and providers– to build a powerful voice for increased federal investment for quality early childhood education. The Network is coordinated by Netsy Firestein for the First Five Years Fund. www.ffyf.org

For more information, contact Netsy at netsyf@berkeley.edu