

"THE ART OF TEACHING IS THE ART OF ASSISTING DISCOVERY." - MARK VAN DOREN

2020 ANNUAL REPORT



Early Care &
Learning Council

United to Promote Quality



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Ryan Chappell, Infant Toddler Mental Health Program Associate

Andria Ryberg, Director of Child Care Supply

Budhan Ramcharan, Child Care Supply Associate



FINANCIAL SUMMARY

Statement of receipts, expenditures and net assets for fiscal year 2020

RECEIPTS

Contracts	\$2,797,755
Grants/Foundation	53,249
Donations	1,505
Membership	75,847
Rentals	27,769
Staff Consulting	14,200
Special Events	0
Interest	467
Other	1,500
Total Receipts	\$2,972,292

EXPENDITURES

Personnel	\$1,419,691
Consultants	726,620
Contracted Services	55,893
Special Events	199
Fixed Operating Expenses	138,644
Non-Fixed Operating Expenses	133,808
Total Expenditures	\$2,454,855
Net assets, beginning of year	\$1,014,972
Net assets, end of year	\$1,532,409



**MESSAGE FROM THE
EXECUTIVE DIRECTOR & BOARD CHAIR**

Meredith Chimento & Abbe Kovacic



**Early Care &
Learning Council**

United to Promote Quality

Dear Friends,

We made it through an unforgettable year. The Covid-19 pandemic brought the world to a halt, impacting all of us in so many ways. Throughout the course of the pandemic, child care providers and our CCR&R network received the accolades that were long overdue. Deemed essential from the beginning of the pandemic, child care workers stood strong, even as they weathered great financial losses – all the time continuing to support the children and families that they serve. Long overdue national attention and investment was finally realized with a \$2.3 billion investment in child care in New York State. This funding allows for critical increased investments in our field that will make child care more affordable for all families in our state.

The pandemic also brought to light the deep racial divide that exists in our country. While, COVID– 19 impacted persons of color at an alarmingly higher rate than white communities, we went through a long overdue awakening regarding the systemic racism that exists in our country. Children of color, more specifically boys of color, are expelled or suspended from child care at higher rates than white boys. Black and brown child care providers are underpaid compared to their white counterparts. Acknowledging these disparities is a good first step toward repairing the effects of racism in our country.

ECLC and its network of CCR&Rs engage in conversations around racism, acceptance, and supports. We acknowledge that systemic racism exists and that we are working to dismantle undue damages that has plagued communities of color by building equitable practices and systems that support children and families. Our “Leading with Racial Equity Initiative” aims for state and community leaders to understand racial disparities in early childhood systems, while our “Racial Equity Community of Practice” brings together CCR&Rs to contribute toward a support system that intentionally redresses marginalization, creating racial equity through improved practice, policies, programs, and initiatives.

While 2020 presented significant challenges in our community, it has allowed us to reimagine a world where all people are given access to quality and affordable childcare; equitable access to health care; and better support systems, which allow all people to flourish. The ECLC team is grateful to be a small piece of the solution.

Sincerely,

Meredith Chimento

Meredith Chimento
Executive Director

Abbe Kovacic

Abbe Kovacic
Board Chair

**UNITED TO
PROMOTE
QUALITY**

The Early Care & Learning Council (ECLC) is a statewide not-for-profit membership organization representing 35 Child Care Resource & Referral (CCR&R) agencies across New York State. As the only organization of its kind, ECLC is uniquely positioned to educate, share best practices, collect data and provide technical assistance that improves the quality of early care and education in our state. ECLC's statewide presence has made it an effective advocate at the local, state and national level.

2020: A YEAR OF VIRTUAL EXISTENCE: COVID—19 AND NEW YORK STATE CHILDCARE

The childcare industry faced many challenges in 2020 as a result of the COVID-19 pandemic, far and above the usual obstacles of maintaining a quality childcare business. Businesses either closed or made arrangements for their employees to work from home, which allowed many more parents to have their young children at home. Many childcare business were forced to closed because there were no children attending their programs.

In spring of 2020, New York State received **\$163.6 million** from the federal **Coronavirus Aid, Relief, and Economic Security Act (CARES Act)** to provide emergency relief to the child care system. CCR&Rs played a critical role in the distribution of supplies, processing of scholarship and grant applications throughout the pandemic. For the CCR&R network, in addition to the second round of essential worker scholarships, the latter half of the year was dedicated to working with providers on payment of the New York Forward Child Care Expansion Incentive One-Time Reopening/Restructuring and Temporary Operating Grants.

CARES 1	Essential Worker Scholarships and Supplies	\$30 MILLION
CARES 2	Reopening and Expansion Grants	\$65 MILLION
CARES 3	Reopening, Expansion and Rental Assistance Grants	\$68 MILLION
CARES 3	Essential Worker Scholarships	\$20 MILLION

LETTER FROM AN ESSENTIAL WORKER

Dear CCR&R:

We wanted to take a moment and thank you and your staff for all of their hard work in facilitating the Cares Act Grant. Both my husband and I are essential workers and needed to continue to report to work during this pandemic. We have two wonderful school age children and when school closed, we did not know what to do. My husband works the night shift and I work the day shift, so we thought everything would be OK. As the long work hours and stressful days continued to add up, I saw a change in my children and husband. My husband is a combat veteran that has proudly served our country.

However, with the mounting lack of sleep and stressors of this pandemic my husband started to trigger back into military survival mode, which confused and scared our children. My heart was breaking for my husband and our children and I was torn with work responsibilities and the need to be there for my family. I needed to find emergency child care for our children, but was riddled with guilt that I could not afford this unexpected cost of child care. I felt that I had failed my family and could not help them. When I was told about the Cares Grant, I started to cry as I was so overwhelmed with relief knowing that our children could now be able to go to an emergency program! My husband would now be able to get the rest he needed during the day instead of triggering when he was watching the children. My husband too was riddled with guilt that he could not help these unexpected triggers. We know that these triggers are the results of the sacrifice he made for his country and not his fault. Our son thanks me every day, in the morning when I drop them off and at night when I pick them up. He says, "Mommy thank you so much for taking us to the emergency program." I send a prayer of thanks every time I hear him say this! We would not have been able help our children without the Cares Grant. Please let your staff know that their long hours and hard work has truly helped a military family.

Sincerely,

A family that is still healing from the sacrifice made from OIF (Operation Iraqi Freedom). There are no words that can truly express our gratitude. From the bottom of our hearts, thank you all for making this possible!

COVID RESPONSE CARES FUNDING



ESSENTIAL WORKERS SCHOLARSHIP AND PPE

The Essential Worker Scholarship was successfully administered through the CCR&R network in two rounds, one in the spring and another in the fall carrying into the winter of 2021. This funding provided free child care for thousands of income eligible essential workers.

ECLC AND THE CCR&RS WORKED WITH OCFS TO:

- Build the applications and marketing materials
- Translate materials into Spanish and Chinese
- CCR&Rs worked closely with businesses to verify employees and get children into care

CARES FUNDING WAS USED TO:

- Purchase supplies for child care providers who remained open
- Included hard to find items such as masks, gloves, and gowns, but also key programs essentials such as diapers, baby wipes, cleaning supplies and thermometers
- CCR&Rs distributed these supplies, alongside hand sanitizer provided by the state

NEW YORK WORKERS NEED

CHILD CARE

CARES Child Care Scholarship

Provides essential employees going into work the relief of funded child care

ESSENTIAL EMPLOYEE RELIEF

FUNDING OPPORTUNITY

TRUSTED CHILD CARE

LOCAL PROVIDERS

CARES Child Care Scholarship

Funding to provide essential workers, who are required to work outside of their home, with quality child care

APPLY TO SEE IF YOU QUALIFY FOR AN EMERGENCY CHILD CARE SCHOLARSHIP.

CARES CHILD CARE SCHOLARSHIP

SAFE AND CLEAN ENVIRONMENTS FOR YOUR CHILDREN.

FUNDING FOR ESSENTIAL WORKERS.

CHILD CARE IN YOUR COMMUNITY.

SUPPLIES FOR PROVIDERS

Funding from the CARES Child Care Scholarship

A portion of the CARES funding will be used to purchase supplies including: masks, gloves, diapers, baby wipes, baby formula and food.

CONTACT YOUR LOCAL CCR&R

LOS TRABAJADORES ESENCIALES NECESITAN

CUIDADO DE NIÑOS

CARES Beca de Cuidado Infantil

Brinda a los empleados esenciales el alivio del cuidado infantil financiado

¿Eres un trabajador esencial que utiliza o necesita cuidado de niños?

CARES Beca de Cuidado Infantil

Solicite para ver si califica para una beca de emergencia para el cuidado de niños.

CHILD CARE ADVOCACY IN NEW YORK STATE



ECLC and the network continued to be active in campaigns to tell the state and federal government that #childcareisessential and we need to #savechildcare. We were able to hold our annual advocacy day at the New York State Capital in person in February 2020 as part of the Winning Beginning NY coalition and the Empire State Campaign for Child Care.

Once the virus forced our efforts to go virtual, we continued to hold rallies and press conferences online and were joined by local, state and federal officials to emphasize the importance of investing in the child care sector. We also harnessed the power of social media to amplify our messaging to reach not just lawmakers but also the parents and providers most directly impacted by child care closures and changes in operations.

CARES funding came at critical point in the coronavirus pandemic, when emergency relief was most needed. However, advocates and lawmakers alike recognized that it was only a band-aid for an already crumbling infrastructure. As 2020 came to a close, Congress passed an additional COVID relief bill, which provided \$10 billion in emergency funding for the Child Care and Development Block Grant (CCDBG). New York State received **\$469 million** and plans are underway to spend the funding in ways that will stabilize the child care system.



PROGRAMS AND SERVICES

An Unexpected Accomplishment: 2020 Involved a major shift in many of our deliverables from on-site/in-person to virtual. Staff put in time to seek out and attend professional development opportunities to allow us to provide effective and engaging meetings, trainings and events in a virtual platform. Some of these new strategies included advanced Zoom features, break out rooms, word clouds, Prezi, Google drive, Google slides and Jam Board.

40

TECHNICAL ASSISTANCE
VISITS

61

CAPACITY BUILDING
OPPORTUNITIES

27

PROFESSIONAL DEVELOPMENT
OPPORTUNITIES

Professional Development Opportunities were held for specialized groups of CCR&R staff, including CCR&R Administrators, Health Care Consultants, Data Administrators, Trainers & Technical Assistance Specialists, and Child Care Resource and Referral Specialists.

Topics included:

- Coping with the effects of COVID 19
- Mental Health
- Adverse Childhood Experiences
- Suicide Prevention
- CCR&R Data Software Demos
- Empire State Child Care Match modules
- Marketing for Child Care Programs
- Expanding Business Capacity

These technical assistance visits were supplemented by regular check-in calls and emails from ECLC Ambassadors.

- In 2021, ECLC plans at least 35 technical assistance visits to maintain quality programs. These will include visits for New York State Standards of Excellence Certification, which all CCR&Rs will be re-applying for in 2021.
- A note on Ambassadors: Every CCR&R has an ECLC staff member assigned to them as an ambassador to assist them with questions/concerns, provide resources and training and TA on specific topics, to keep up to date on events and staff changes, and to recognize and celebrate successes.

The Empire State Child Care Match (ESCCM) system went live on October 1, 2020. The application was built by AJW Incorporated of San Francisco, CA. Jeannine Schumm, Vice President of Product Development, worked with Donna Fredlund (ECLC) and a team of CCR&R data administrators to develop and implement the system. Thanks to feedback from

our CCR&Rs, we were able to identify additional capabilities needed to ensure that ESCCM fully met the needs of our network. Over the last few months, a number of upgrades, improvements, and enhancements have been added. To date, Client Referrals, Provider Data Collection, Custom Reporting, and Technical Assistance modules are in place. In the next few weeks we expect to add Training and Infant Toddler data collection. Additional statewide standards reports will also be added along with expanded referral search capabilities.



Empire State
Child Care Match

REGIONAL COLLABORATION TO PROMOTE QUALITY

ECLC staff trainers and CCR&R trainers acted quickly in the springtime to successfully shift from an already created statewide calendar of in-person Management Workshops for Child Care Center and School Age Care Directors to virtual offerings of the Management Series. Trainers explored and shared tips and innovative ideas for restructuring the workshops to continue to support Center Directors with quality management resources and information along with another avenue to assist them with navigating the new management challenges created by COVID-19. Three workshops were submitted to OCFS and approved to be offered virtually in 2020, and a few other workshops in the series were reviewed and prepared for future virtual offerings if the opportunity were to extend into future years.

12 days of virtual workshops were offered through the Regional Collaboration to Promote Quality in Early Childhood Services, as follows:

- July: three days of workshops on Quality Orientation, in collaboration with Brightside Up, Inc., Heather Sweet facilitating
- September: two days on Strengthening Supervisory Skills
- September: one day on Technology as a Business Outreach Tool
- November: two days devoted to Orientation
- December: two days on Strengthening Supervisory Skills, in collaboration with the Child Care Council of Westchester, Inc., Idie Benjamin facilitating
- December: two days on Strengthening Supervisory Skills

PARTICIPANT EVALUATION OF ECLC TRAINING

ECLC trainings include the opportunity for attendees to evaluate their training experience and gain in knowledge. Some of the items on evaluations are specific to the content of individual workshops and others are generalized items related to the presentation, the presenter, and its impact. Overall presenter satisfaction evaluations were positive (overall rating of 4.82 (out of 5)). Presentation ratings were also positive, with an overall average of 4.67 (out of 5). 92% of participants agreed that they would implement changes based on what they learned in their training.

Content specific items ask the respondent to indicate their level of knowledge on each of 5 content pieces related to each training. Each respondent rated their knowledge of the subject on a scale of 1 (No knowledge) to 5 (A lot of knowledge,) for each knowledge item listed. The table below shows the average difference between the respondents indication of their knowledge after training to their indicator of knowledge before the training. The numbers below represent the actual score changes, not percentages. Analysis of percentage of respondents indicating a gain in information shows that about 60 %to 64% indicate their knowledge improved as a result of these trainings.

Knowledge Item	Orientation Average Gain	Strengthening Supervisory Skills Average Gain	Technology & Business Outreach Average Gain	Over All Topic Average Gain
Item 1	1.0	0.87	-1.00	0.80
Item 2	1.05	0.92	0.71	0.96
Item 3	1.10	0.95	1.00	1.01
Item 4	0.83	0.62	0.86	0.72
Item 5	0.71	0.81	1.14	0.80
Overall	0.94	0.84	0.54	0.86

ADVERSE CHILDHOOD EXPERIENCES (ACES) INSTITUTE: TRAINING OUR MEMBERSHIP TO TEACH OTHERS

The Goal: To increase the knowledge and understanding of fundamental ACEs research.

Objectives:

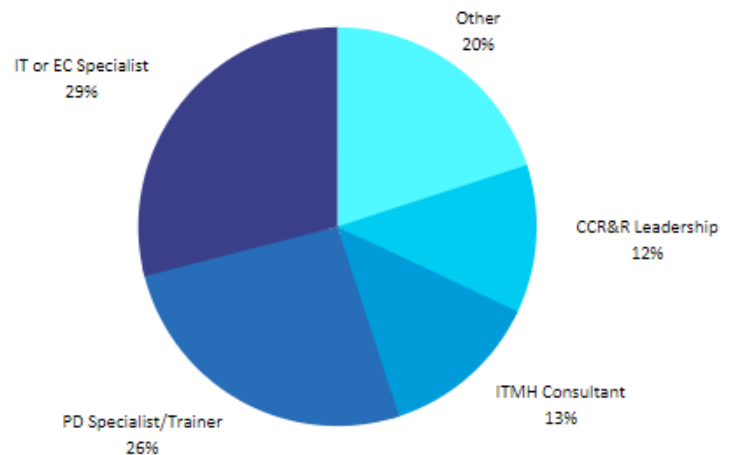
- Identify at least two ways in which brain development of young children is affected by ACEs.
- Differentiate between the physiological responses ACEs may cause.
- Describe how children with two or more ACEs are affected in a classroom setting.



From August through October, 2020, Seven Regional Train-the-Trainer Sessions were offered to support participant's understanding and skill related to the delivery of the 101 Level of the ACEs Institute Curriculum.

During that time, there were 105 staff from or associated with NYS CCR&Rs trained during these 101 Level Train the Trainer Sessions. The figure on the right shows the breakdown of participants by their job roles (taken from evaluation forms— $n=84$)

ACEs Participants by Job Role



PARTICIPANT COMMENTS: WHAT DID YOU LIKE MOST ABOUT THIS TRAIN-THE-TRAINER?

- “The advanced nature of the training: the resources you have provided are extensive beyond comparison. ACEs 101 really is a toolkit for us - it's hard to get things into Aspire these days and ‘tada!’ The training focus, the fact there will be a 201, the dialogue and environment of learning with a little levity and professional respect.”
- “The tips and stories from the facilitators. It gave me a good idea of what to expect may come up in my trainings.”
- “I loved that it was TRULY a TOT.”
- “This is a very comprehensive TOT. It has a lot of great information and is well organized. “
- “The thought and preparation of materials shared beforehand was extraordinary and very useful. The tone of the training was excellent, and trainers were top notch.”

INFANT & TODDLER SPECIALISTS VIRTUAL RETREATS

ECLS's Infant and Toddler Project, began in 2002. Since that time, our network has grown to include 67 Infant & Toddler Specialist. Supported by the NYC Office of Children and Families. The Infant & Toddler Project works with our statewide membership of CCR&Rs to train Infant & Toddler Specialists to provide support when and where it can have the greatest impact: during the first three years of life.

The Infant & Toddler Program is administered through the seven regional lead agencies: Child Care Resource Network, Child Care Council, Inc., Child Care Solutions, Inc., Brightside Up, Child Development Support Corporation, Child Care Council of Westchester, Inc., Child Care Council of Suffolk. This year, ECLC supported the lead agencies with quarterly ZOOM meetings, bi-weekly memos, and quarterly regional IT meetings/technical assistance/support (28 meetings, with seven per region). In addition, the orientation manual was converted to a digital format. Five orientations were conducted over the course of the year.

Even in this exceptional year of pandemic, ECLC's Infant & Toddler Specialists continued to reach out to communities, child care providers, and families to support safe and nurturing environments for the youngest New Yorkers. The IT Specialists Network emphasizes high-quality early care that is essential to long-term social, emotional, and intellectual development. That in turn has a positive ripple effect on schools, businesses, and communities across New York State.

Throughout 2020, monthly Zoom calls for the network of ITS Specialists allowed for consistent communication and a timely exchange of Regional and ECLC updates. Training opportunities included: Baby Doll Circle Time, Stages of Change, Family/Group Family Best Practices for Mixed Age Group Settings, Re-opening Guide for Providers, Using Virtual Platforms, Mindfulness Resources, and some focused discussions led by regional IT Specialists. Other professional development opportunities included:

- PCANY: Healthy Sexual Development for Infants & Toddlers: Train the Trainer (67 ITS)
- NYS Association for Infant Mental Health (NYSAIMH) Endorsement (23 ITS)
 - Seven endorsements received in 2020
- Infant & Toddler Environmental Rating Scale (ITERS)
- Results Based Accountability (RBA)
- Toddler CLASS



NYS Infant and Toddler Resource Network

INFANT & TODDLER SPECIALISTS VIRTUAL RETREATS

June Highlights:

- Wellness training
- Building Trust/Building Capacity— Using observational tools with Family Child Care Providers
- Unconference conversations
 - Topics:
 - Re-opening after Covid-19
 - Converting to Virtual Training
 - Creative Techniques for Engaging Providers

The Spring Retreat was attended by 44 IT Specialists, who attend to network and learn from and with their colleagues. This shortened version of the regular Spring Retreat was well received, with an average overall conference rating of 3.75 on a 4 point scale.

The training was held through ZOOM, for three consecutive days, for two hours each day.

October Highlights:

- Training of Trainers on the Inclusion of Infants and Toddlers with Disabilities: Collaboration and Coordination for Comprehensive Services (Early Intervention)
 - Training created by ECLC in collaboration with OCFS, State Capacity Building Center & Region 2.
- Peer to Peer Networking: IT and ITMH conversations and collaborations
 - This included activities designed to help these professionals discuss their roles and responsibilities, and how they can be helpful to one another.

The Fall Retreat was attended by 39 IT Specialists. It was offered through ZOOM, and was held for two days, for three hours each day.

INFANT AND TODDLER PROFESSIONAL DEVELOPMENT



NYS Infant and Toddler Resource Network

During 2020, ECLC continued working with the New York Association for the Education of Young Children by assisting Infant and Toddler Specialists through NYAEYC's coaching institute, coaching communities of practice, and interest driven learning (IDL) programs.

Purpose: To expand the coaching capacity of the Infant Toddler Specialists and to improve the practices of teachers and providers working with infants and toddlers.
Provided in collaboration with NYSAEYC.

Attendees: Infant & Toddler Specialists

Content: Intensive Professional Development Curriculum, developed by NYAEYC and partners.

- New York State Core Body of Knowledge
- Reflective Practice
- Growth & Refinement of coaching skills and practice
- Interest Driven Learning: three part Professional Development for lead teachers and family providers with coaching opportunities with IT Specialists.



HEALTHY SEXUAL DEVELOPMENT: TRAIN THE TRAINER

Five virtual trainings, offered through Prevent Child Abuse NY (PCANY), were attended by a total of 40 Infant and Toddler Specialists statewide.

NYSAIMH ENDORSEMENT:

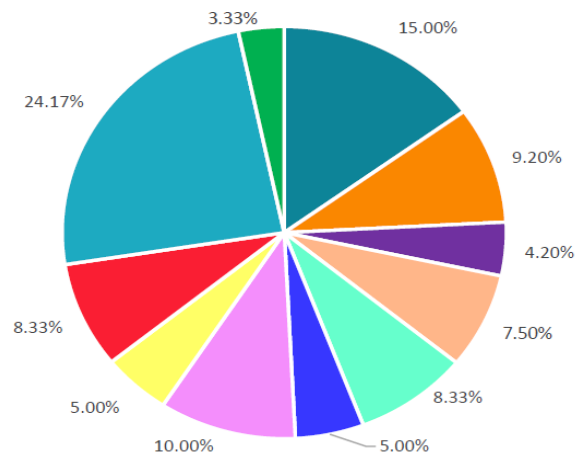
In 2020, 12 support sessions were held for 23 Infant & Toddler Specialists from across NY State. Seven endorsements were received in 2020.

OTHER PROFESSIONAL DEVELOPMENT OPPORTUNITIES:

ITERS: One virtual training
 Toddler CLASS: one virtual Toddler CLASS training
 Results-Based Accountability: Four half-day large group training days

Infant Toddler Specialists Activities

- Provider Support
- Building Provider Relationships
- Bilingual Supports
- Environmental Assistance
- Observation/Assessment
- Community Outreach
- Improve Practice
- Provide General Assistance
- Offer Resources
- Teaching, Training, TA & ITA
- Other



INFANT TODDLER MENTAL HEALTH CONSULTATION



Beginning in February, 2020 ECLC welcomed the first Infant and Toddler Mental Health (ITMH) Consultant in New York City, which launched the hiring of 27 consultants in the seven regions throughout the course of the year. Supported by ECLC, NY Center for Child Development, Docs for Tots, and the network of CCR&Rs, ITMH Consultants adapted to the challenges associated with the pandemic and expanded the original fully in-person service delivery model, to include meeting with providers in hybrid or virtual formats.

The ITMHC Project Team, which consists of the ECLC, NY Center for Child Development, Docs for Tots, developed the following technical assistance documents for use by the CCR&Rs:

- Guidance Documents to Support Onboarding— all located in a cloud-based platform, One Drive, which is accessible to ITMH Staff statewide 24/7, with examples including:
 - * *Infant Toddler Mental Health Orientation Guide*
 - * *Professional Development and Data Collection*
 - * *Onboarding Guidance*
- Four quarterly fact sheets to inform the community about ITMHC onboarding guidance

In addition to regular monthly meetings with Evelyn Blanck and Amy Hunter, ITMH Staff statewide had the opportunities to participate in the following professional development sessions:

- Professional Meetings with MHC Expert, Kadija Johnston.
- Reducing Stress and Anxiety and Supporting Staff Regulation during Two Pandemics: Exploring the Role of the Mental Health Consultant; Amy Hunter.
- Infant Social-Emotional Development: The Saga, the Hazards and The Principles of Repair; Gil Foley.
- Observation and Appraisal in Infant and Toddler Mental Health Consultation: What to Look For; Why to Look for It and How to Look for It; Gil Foley.

In addition to their work in the field with providers, the ITMH Consultants demonstrated their commitment to understanding themes of Diversity, Equity and Inclusion through regular small group sessions with Fannie Glover, where they explored the following topics and themes, and how they impact the work of an ITMH Consultant: assumptions, privilege, and microaggressions.

Project status as of December 31, 2020

37	Number of sites where MHC.s are working
28	Number of Childcare Center settings
8	Number of Family/Group Family setting
11	Number of sites with Toddler CLASS assessments completed
8	Number of sites with DECAs completed
9	Number of sites with ITERS completed
8	Number of sites with FCCRS completed
23	Number of sites with intervention plans

Number of Consultants per Region

Region 1	2 consultants
Region 2	7 consultants (5 FTEs)
Region 3	5 consultants (including 1 intern)
Region 4	2 consultants
Region 5	4 consultants
Region 6	5 consultants
Region 7	2 consultants

CHILD CARE BUSINESS SUPPORTS DURING COVID-19

In response to the COVID –19 crisis, ECLC staff developed and implemented the following business supports:

Back to Business Work Group

- Comprised of CCR&R staff members from across the state, ECLC collaboratively wrote a 50-page Back to Business Guide for child care providers to use as the initial COVID stay-at-home orders were lifted at the end of May 2020.

Guidance Documents for the CCR&Rs to send to all child care providers across the state

- Child Care Response to COVID-19– March 2020
- Paycheck Protection Program – April 2020
- Emergency Injury and Disaster Loan Program – April 2020

Trainings for all NYS child care providers and CCR&R staff

- Marketing Your Child Care Program During Covid – December 2020
- Supporting Remote Learning in Your Child Care Program– September 2020

Trainings for CCR&R staff

- What the CARES Act Means for Child Care– April 2020
- Reopening Your CCR&R Office During COVID– August 2020
- Business Related Challenges & Opportunities for Home-Based Child Care Providers – ECLC jointly attended a Child Care Aware of America training on this topic in December 2020 and held a follow-up meeting for CCR&R staff.

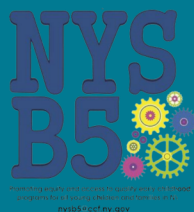
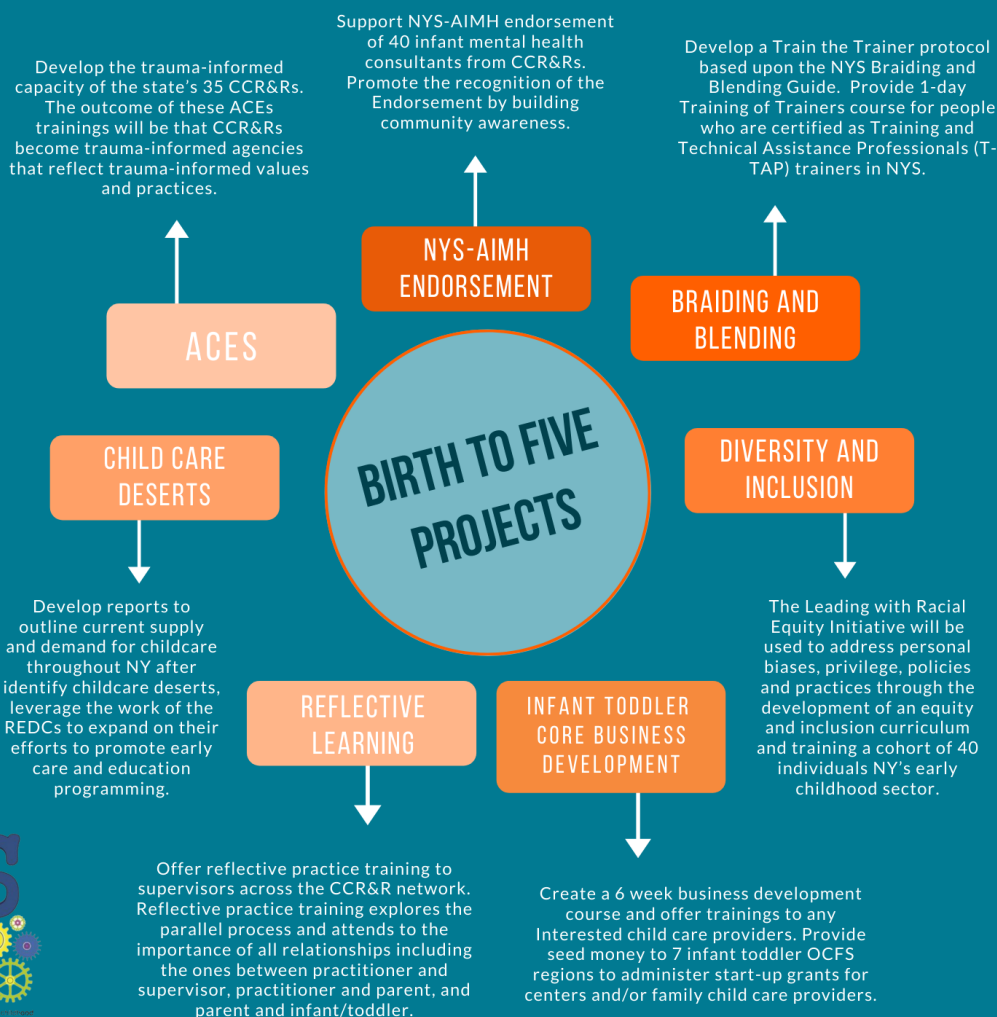
Small group conversations with all CCR&R directors on

- General issues with child care supply in their area
- Working with Regional Economic Development Council to secure funding for child care

BIRTH TO FIVE GRANT

The Birth to Five Grant was secured in 2020 and the administration of the below seven projects was started:

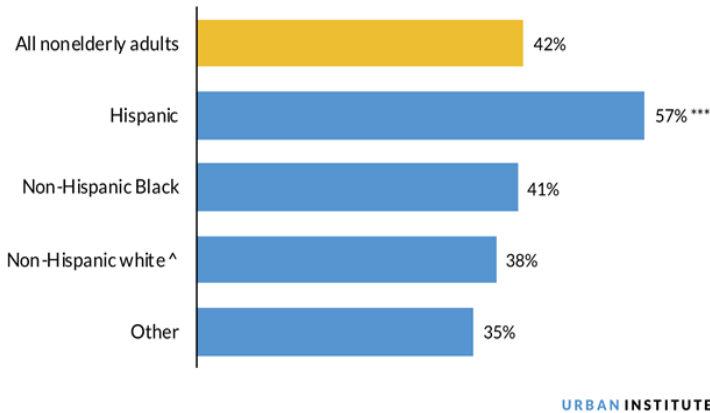
- ACEs
- NYS-AIMH Endorsement
- Braiding and Blending
- Diversity and Inclusion
- Infant Toddler Core Business Development
- Reflective Learning
- Child Care Deserts



DIVERSITY, EQUITY, AND INCLUSION: A YEAR OF TWO PANDEMICS

2020 was a year we will never forget. Yet, it was the year that also revealed the race equity gap in all our systems and the early childhood space, is no exception. The Early Care & Learning Council continued with its work of Diversity, Equity & Inclusion (DEI) amidst the impactful challenges stemming from both COVID-19 and surfacing race equity gaps.

Share of Adults Ages 18 to 64 Whose Families Lost Jobs, Work Hours, or Work-Related Income during the Pandemic, by Race and Ethnicity, March and April 2020



Source: The Health Reform Monitoring Survey for the first quarter of 2020. The survey was conducted between March 25 and April 10, and 74.5 percent of respondents completed the survey by March 31.

Notes: "Other" includes non-Hispanic adults who are not Black or white or who are more than one race.

*/**/** Estimate differs significantly from reference group (-) at the 0.10/0.05/0.01 level, using two-tailed tests.

The SECOND PANDEMIC is that of the racial unrest and increase media attention that has exposed a severe lack of knowledge about systemic racism in the United States. For those who live it everyday, this was not a surprise. Systemic racism isn't new, but it became more widely visible this summer to those living outside of the BIPOC communities. In our public schools, funding gaps are more common, and larger, in districts with high concentrations of Latinex and Black students (see chart on right).

The Early Care & Learning Council and our Child Care Resource & Referral (CCR&R) Network were eager to do work, but like many of us during this time, the question was, "Where do we start?"

"Race Equity Conversation Roundtable" Our monthly meetings quickly became a safe space to ask questions, share challenges and obtain solutions.

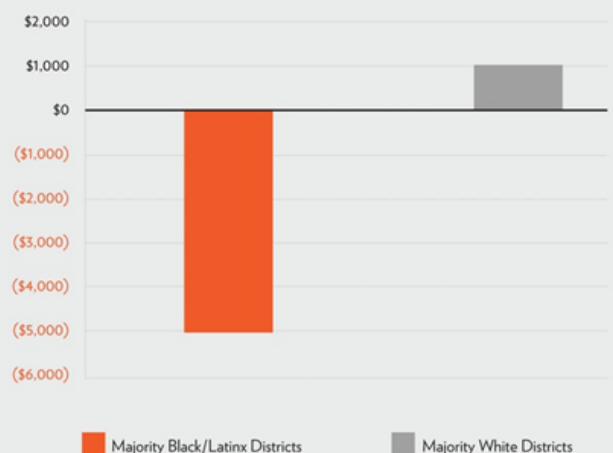
THE FIRST PANDEMIC:

The chart on the left from the Urban Institute provides a look at the job loss situation for March and April of 2020. This chart shows multiple impacts—complete job loss, lost work hours, and work-related income loss. As can be seen, the impact of COVID-19 disproportionately impacted the BIPOC community.

Between February and June of 2020, the job loss rate was lowest among white workers (7.5%). This compares to a rate of 11.5% the Black community, and 12.3% among Latinos. In all groups, the rate a job loss was higher for women by an average of 3.5%.

In this first pandemic, the number of BIPOC on the frontline in low paying jobs, the number of children of color living in underserved neighborhoods who lacked access to electronic devices or to the Internet was much higher than among white children. This created a huge disparity in education during this year. The COVID 19 pandemic also had a disproportionate impact on the health of BIPOC community.

AVERAGE SCHOOL DISTRICT FUNDING GAP, BY RACE AND ETHNICITY



Source: The Century Foundation

THE CENTURY FOUNDATION

<https://tcf.org/content/report/closing-americas-education-funding/?agreed=1>

EARLY CARE & LEARNING COUNCIL NEW EQUITY PROJECTS

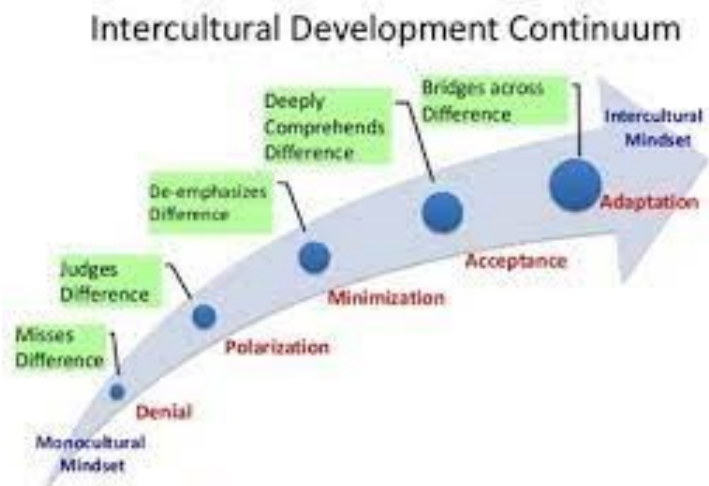


During 2020, we began another exciting journey, taking a deeper dive with our statewide network by engaging them in a yearlong *BUILD: Race Equity CoP* program. Experienced, nationally known facilitators (lead by Dr. Sherri Killins of BUILD Initiatives) will provide our CCR&R staff the opportunity of contributing toward a support system that will intentionally redress racial marginalization while creating racial equity through improved policies, practices, programs and initiatives.

Our second new project, *Leading with Racial Equity* is funded by the New York State's Preschool Development Birth Through Five Renewal (NYSB5-R) grant from the U.S. Department of Health and Human Services Administration of Children and Families. This initiative invited diverse communities as well as decision-makers and leaders to participate in a two-year initiative that hopefully will create a foundation for its 40 member cohort to take measurable and specific actions in their own roles, responsibilities, and institutions statewide using a race-equity lens.

Intercultural Development Inventory (IDI) Assessment

The Intercultural Development Inventory (IDI) Assessment (an instrument designed to allow extensive and in-depth insights on individual and group levels of intercultural competence) continues to be a popular request, especially since the summer of 2020. Many of our CCR&Rs are engaging with their staff using the IDI as a conversation starter, followed by committee development, and planning exercises. We continue to engage in virtual trainings, consultant work and moving DEI efforts forward.



CONTINUING TO EDUCATE WITH LEARNING CAFES

The Early Care and Learning Council recognizes the need to educate and explore topics for our diverse audience. Our Monthly Learning Cafes host speakers who connect to us in the spaces we were in, emotionally as well as educationally. They spoke on a variety of topics that many avoid due to discomfort or lack of expertise. We addressed mental health and self-care as well as inequities. Topics dealt with aspects of living with the COVID 19 pandemic to issues of suicide.



May, 2020

Dr. Tracy Brower, sociologist and expert on work-life in which we discussed the effect of the pandemic and how to get through it successfully. We discussed why this is so hard, how you can respond successfully and predictions for a brighter future and a new normal.



Penny Smith, Associate Director, Early Childhood Leadership Academy at Erikson Institute.



Cristina Pacione-Zayas, PhD, (Presently, Illinois State Senator) directs the vision for policy and leadership initiatives at Erikson Institute, a child development academic institution.

November, 2020

Patina Park shared a compelling presentation, reconciling the truth of the past and the story of Thanksgiving. Patina Park is Mnicoujou Lakota. Her biological family comes from the Cheyenne River and Standing Rock Sioux Tribes, and her adoptive family is Osage. Patina was recently named to the position of Director of Tribal State Relations by Governor Walz of Minnesota.



October, 2020

Penny Smith & Dr. Cristina Pacione-Zayas explored how data is used in the early childhood policy process with particular attention on identifying data points that illuminate structural and institutional barriers to achieving racial equity. The presentation highlighted how using labels or deficit language when advocating for children and families can have unintended consequences because it **dehumanizes** and places the onus of systemic problems on individuals and specific populations.

OTHER LEARNING CAFES THAT TOOK PLACE IN 2020:

Mental Health and Suicides in People of Color Communities

Presenter: Garra Lloyd-Lester

My teachers mispronounced my name. Decades Later, it Still Stings

Presenter: Dionne Grayman

Understanding Judaism in the 21st Century

Presenters: Pamela Hollingsworth and Fannie Glover

Nurturing a New Normal: A Discussion about the Challenges & Opportunities with Remote Work

Presenter: Carly Belmonte

Surviving and Thriving through the Pandemic: Why this is So Hard and How to Make the Best of the Bad

Presenter: Dr. Tracy Brower

Pursuing Mental Health in a World of Racism, COVID-19, and Economic Uncertainty

Presenter: Dr. Dana Crawford

2020 EARLY CARE & LEARNING COUNCIL'S MEMBERSHIP CHILD CARE RESOURCE & REFERRAL (CCR&R) NETWORK

Adirondack Community Action Programs, Inc.
Counties Served: Essex

**Allegany County Community Opportunities
and Rural Development, Inc. (ACCORD)**
Counties Served: Allegany, Cattaraugus, Wyoming

Brightside Up, Inc.
Counties Served: Albany, Rensselaer, Saratoga,
Schenectady, Fulton, Montgomery

**Catholic Charities of Delaware, Otsego and
Schoharie Counties**
County Served: Otsego

Chautauqua Opportunities, Inc.
Counties Served: Chautauqua

Chemung County Child Care Council, Inc.
Counties Served: Chemung

Child & Family Resources, Inc.
Counties Served: Ontario, Seneca, Yates

Child Care Aware® Steuben and Schuyler
Counties Served: Steuben, Schuyler

**Child Care Coordinating Council
of the North Country, Inc.**
Counties Served: Clinton, Franklin

Child Care Council of Dutchess and Putnam, Inc.
Counties Served: Dutchess, Putnam

Child Care Council of Nassau, Inc.
Counties Served: Nassau

**Child Care Council of Oneida County, Cornell
Cooperative Extension**
Counties Served: Herkimer, Madison, Oneida

Child Care Council of Orange County, Inc.
Counties Served: Orange

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Counties Served: Suffolk

Child Care Council of Westchester, Inc.
Counties Served: Westchester

Child Care Council, Inc.
Counties Served: Livingston, Monroe, Wayne

Child Care Resource Network
Counties Served: Erie

Child Care Resources of Rockland, Inc.
Counties Served: Rockland

Child Care Solutions, Inc.
Counties Served: Cayuga, Onondaga

Child Development Council of Central NY, Inc.
Counties Served: Cortland, Tompkins

Child Development Support Corporation
Counties Served: New York City

Chinese-American Planning Council, Inc.
Counties Served: New York City

Community Action of Orleans and Genesee, Inc.
Counties Served: Genesee, Orleans

**Community Action Planning Council of
Jefferson County, Inc.**
Counties Served: Jefferson, Lewis

Day Care Council of New York, Inc.
Counties Served: New York City

Delaware Opportunities, Inc.
Counties Served: Delaware

Family Enrichment Network, Inc.
Counties Served: Broome, Chenango, Tioga

Family of Woodstock, Inc.
Counties Served: Columbia, Greene, Ulster

**Child Care & Development Council—A Division of
Integrated Community Planning of Oswego County, Inc.**
Counties Served: Oswego

Niagara Community Action Program, Inc.
Counties Served: Niagara

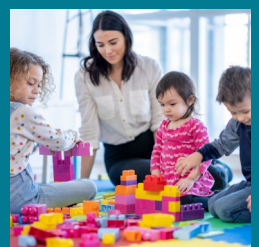
Schoharie County Community Action Program, Inc.
Counties Served: Schoharie

Southern Adirondack Child Care Network, Inc.
Counties Served: Hamilton, Warren, Washington

St. Lawrence Child Care Council, Inc.
Counties Served: St. Lawrence

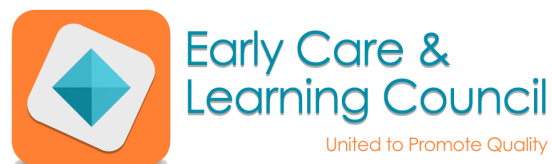
Sullivan County Child Care Council Inc.
Counties Served: Sullivan

The Committee for Hispanic Children & Families, Inc.
Counties Served: New York City



2020-2021

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