



Early Learning Advisory Council (ELAC) and Provider Supports Subcommittee Joint Meeting Minutes

August 11, 2020 – 9:00am – 4:00pm
Virtual Meeting

Welcome & Introductions

DCYF Community Engagement Manager Erin Kerrigan welcomed attendees and initiated introductions.

State Agency/Partner and Regional Coalition Updates

Members reviewed and discussed the State Agency/Partner and Regional Coalition Updates and received an overview of the new Immunization Rules from the Department of Health (DOH).

- [State Agency/Partner Updates](#)
- [Regional Coalition Updates](#)
- [COVID Response Overview](#)

Discussion	<ul style="list-style-type: none"> • How is the Department of Social and Health Services (DSHS) sharing info about the Disaster Cash Assistance Program (DCAP) with the community? <ul style="list-style-type: none"> ○ The best place for up-to-date information about DCAP, or any other COVID-19 related information, is on the DSHS Website (https://www.dshs.wa.gov/alert/covid-19-information), DSHS Facebook (https://www.facebook.com/WaStateDSHS), or DSHS Twitter (https://twitter.com/wadshs). • Will Vroom kits be available again? <ul style="list-style-type: none"> ○ We are putting out a request for proposals for Vroom materials, dependent on available funding. If we do, I will share with this group. • Many members shared concerns about the virtual/in-person monitoring visits.
Next Steps/Follow Up	<ul style="list-style-type: none"> • A discussion on virtual/in-person monitoring will be included in the next Provider Supports Subcommittee meeting.

Provider Share-Out

Erin Kerrigan facilitated a Provider share-out focused on the impacts of COVID-19.

Discussion	<p>Members shared their experiences and the impacts of COVID-19 by taking turns answering the following questions:</p> <ul style="list-style-type: none"> • How has COVID-19 impacted you, your center/organization and families you serve? • What has been your toughest challenge throughout this pandemic?
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Policy Development and Review

DCYF Deputy Director of Government Affairs Allison Krutsinger provided DCYF updates, including COVID-19 responses, legislative session and the agency's Strategic Plan.

Discussion	<ul style="list-style-type: none"> • If DCYF is serious about the Racial Equity part of the work, there should be a cabinet-level position. Having a white male, as much of an ally as he is, be the gatekeeper sends a different message. • I wonder if any family child care providers were consulted about this 'hub' idea. <ul style="list-style-type: none"> ○ It came from family home providers <ul style="list-style-type: none"> ▪ It would be interesting to hear from the group that provided this idea so we could understand where they are coming from.
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	<ul style="list-style-type: none"> • This sounds like sharecropping. Is there any concern of individuals or groups being exploited through this process? <ul style="list-style-type: none"> ○ There is no requirement that family home providers enter in to this business arrangement. • So a family home provider can just start renting homes and running child care out of them? <ul style="list-style-type: none"> ○ There are still requirements. A provider would need to be operating out of their own home. The business could be owned by someone else. This is a way to build community and increase profits for providers. • I think this is a great conversation and those are very good points to consider. I will note a rule set - WAC's - would have to be developed under this model, where these issues could be addressed, in addition to protections we could add into the bill. • So if I have a center will I be eligible to have homes as well to expand? <ul style="list-style-type: none"> ○ That would depend on how we write the WAC. The intention is to have the operator following all family home licensing rules. We would have to consider how to navigate that. • Is there a plan to have this Professional Development (PD) plan reviewed by an external racial equity group working with the internal team along with community partners before it is phased in? <ul style="list-style-type: none"> ○ That is part of why we are bringing this to you today. And our internal Racial Equity and Social Justice (RESJ) team is being consulted, as well. • Will the department consider moving to a healing centered approach versus trauma focused to build upon the strengths families/providers have and not just deficiencies? <ul style="list-style-type: none"> ○ I think that is key to what we are talking about here. We do need a unified and strengths based approach. We also need to take a strong racial equity lens to our workforce development. • With putting in a big PD package, it is important to have an external racial equity group be involved to ensure there are no unintended consequences of this proposal. • I hope the shift will be from racial equity to anti-racist
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Racial Equity Plan

DCYF Racial Equity and Social Justice (RESJ) Team Dae Shogren, Evette Jasper and LaToya Holmes-Ware, provided updates and received feedback on the Racial Equity Plan.

- [Racial Equity Presentation](#)

Discussion	<ul style="list-style-type: none"> • Members were divided into smaller groups to discuss how DCYF can become an anti-racist agency. • I love the idea of making a position that is devoted to this at a cabinet level – it needs to be the right person that can be speaking to these issues constantly. • It sounds like the department is recognizing that there are racial inequities, in the past that hasn't been acknowledged. We are wasting our time if there is no accountability from the top. • Addressing internal structural and personal racism can't be ignored while the agency is trying outwardly to address it. • There are a lot of cases where men have been shut down. This is a cultural thing – men are huge parts in the development of kids. We do not respect that in American culture. I am looked at differently being a man of color and a care provider. • Many people of color are closing down childcares for things that happen in white-owned/run centers. • I'm not sure that one person at the top is going to be able to address that. They need to be listening to those who are being affected by it. • The department needs to know where their employees are in their own anti-racism work.
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	<ul style="list-style-type: none"> • Inequity hides in policies, and that impacts every aspect of care. Everyone needs to be doing self-audits as to how they are complicit and participatory in the racist systems. • Childcares can be very segregated. We need to talk about that. • Providing coaching and training, particularly the People’s Institute, elevating community voice, centering those who are most impacted by our work, how are we activating barriers in our work. • The agency needs to be cautious about the unintended consequences for having one way of doing things (example: education requirements). • We need to continue to center families living in poverty. • Some of these things seem unintentional, but I think there are some harmful policies that are intentional. We’ve been harming certain groups for a long time on purpose, this is not new. • There are cultural stereotypes that are built into licensing. To support people of color, you have to have compassion for the children, but also the staff. I feel like we are on a tight leash. • I don’t hire anyone to work for me who doesn’t have a heart for children, there are licensors who don’t have a heart for providers, especially providers of color. • Where is DCYF at in the steps to correct the hurt that has happened? <ul style="list-style-type: none"> ○ That is a great question. You’ve seen the intention of where our office is coming from, but we are not there yet. We need to work on our approach. We are trying to leverage the standing our office has to empower staff to make these changes. The more support we get from you all in how you want us to be doing this the better. • I haven’t heard anything about this in any of the other groups or connections I am involved in. I hope you as a group will continue to message this out in as many different ways as possible to really reach a diverse group. • "Nothing about us without us is for us" is powerful and confronts the fundamental problem. Politically and socially supports are seen as a favor to the disenfranchised. Decision making, judgments and justice currently underscores the inequity and also perpetuates it. • Listen to people of colors ideas and implement them, don’t only thank them for sharing and move on.
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Market Rate Survey

DCYF Child Care Administrator Matt Judge provided updates and requested feedback on communication efforts regarding the Market Rate Survey.

- [Market Rate Survey Presentation](#)

Discussion	<ul style="list-style-type: none"> • Early Achievers Coaches love to share messages and info; they are more personal about it as they contact us frequently. <ul style="list-style-type: none"> ○ EA coaches could include this when checking in with providers. • One question you could ask is what would the cost of your services be without grants or reduced services, to find the true cost of caring for each child. <ul style="list-style-type: none"> ○ The survey is already drafted and under review by the Internal Review Board, but that is an interesting question, and the point is well taken. • Early Childhood Education (ECE) Programs at Community Colleges could talk to students about the survey. • If we lose any of those services our direct cost to families would need to raise. • September will be a very busy month, it may help to have a lead out message of when it is coming.
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Preschool Development Grant

DCYF Preschool Development Grant Administrator, Tracie Kenney provided updates on the Statewide Needs Assessment and Statewide Early Learning Plan funded by the Preschool Development Grant.

- [Preschool Development Grant Presentation](#)

Discussion	<ul style="list-style-type: none">• Members were divided into smaller groups to discuss racial equity and the Preschool Development Grant.• I hope anti-racism will be addressed more frequently. I don't know how you will get buy-in without someone leading the way.<ul style="list-style-type: none">○ We do have a steering committee, but that is great feedback. We are hoping the steering committee will spread the buy-in through networking.• Unfortunately, we have utilized all kinds of communication systems and It is still difficult to get feedback. I feel like we are doing our best to provide all of the ways of communication to get the information out there. COVID makes everything more difficult.• How do we get technology out to the places that do not have access? It is about the hardware and the access to Wi-Fi in most rural areas. Right now if they do not have it, there is no communication portal.• There is a lack of trust with DCYF for sure, there needs to be work done to incorporate partners and make sure it isn't coming from DCYF.<ul style="list-style-type: none">○ We will get a private company to publish and do the branding.• The plan needs to be specific, but not so specific that it is restrictive or unfriendly to providers.
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Closing Remarks/Adjournment

Discussion	<ul style="list-style-type: none">• The next meeting will be on October 6 for ELAC and October 7 for Provider Supports.
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