

# Let's Talk About the Impact of Child Care and Caregiving

RISE 2024 Women's Leadership Conference

Reflection Writing What stood out to you?

The dramatic difference it would make - not just in the lives of individual women & their families, but in the entire community - to invest in child care.  
"Child care is infrastructure."

1. How does childcare drive choice and power in the lives of women?

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

(We need to see children & women as actually important and essential, instead of an afterthought.)

3. What policies would have the biggest impact on your life or women and families in your life?

I don't have kids, but policies that prioritize families, childcare, & living wages (REAL living wages) ~~for~~ for care givers would change our world for the better.

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# Let's Talk About the Impact of Child Care and Caregiving

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Reflection Writing What stood out to you?

The hidden importance of childcare as an infrastructure

1. How does childcare drive choice and power in the lives of women?

Childcare is everything to women. Mothers who don't have that support will not be able to have good financial health

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

The belief that childcare is not part of our society's infrastructure

3. What policies would have the biggest impact on your life or women and families in your life?

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Reflection Writing What stood out to you?

1. How does childcare drive choice and power in the lives of women?

Influences the decisions due to not having accessible or affordable childcare, many have to quit jobs in order to care for kids

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

We have to put more community importance of

3. What policies would have the biggest impact on your life or women and families in your life?

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Reflection Writing What stood out to you?

1. How does childcare drive choice and power in the lives of women?

\* increase their earnings and seek new job opportunities.

\* allows women to progress in their careers.

\* They don't have to choose between paying a portion of their income on child care, finding a cheaper, lower quality care, or leaving the workforce to become a caregiver.

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

Businesses rely on employees

Employees w/ families rely on child care.

3. What policies would have the biggest impact on your life or women and families in your life?

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1. How does childcare drive choice and power in the lives of women?

~~The childcare drive~~ The ability & access to affordable childcare can immensely drive more opportunities for women. (careers, hobbies, health, wealth)

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

there needs to be an entire culture shift in the community & workforce.

3. What policies would have the biggest impact on your life or women and families in your life?

Free childcare

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1. How does childcare drive choice and power in the lives of women?

*Childcare gives women more freedom and leniency within their careers to make money + provide for their families.*

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

*We need to shift government mindsets — reallocating funds from policing to investing in childcare for the community.*

3. What policies would have the biggest impact on your life or women and families in your life?

*Policies regarding universal child care and healthcare would impact the women in my life.*

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# Let's Talk About the Impact of Child Care and Caregiving

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Reflection Writing What stood out to you?

lower paid career

childcare expense

Care for elders - travel expense / info - resource for keeping caregivers mentally/emotionally healthy

1. How does childcare drive choice and power in the lives of women?

Consider Home as work place  
- for the grandparent providing care

elder care  
- need support infrastructure for own household then away (travel care for parent)  
- depends upon support for workplace to take off work (if have sick leave for family)

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

grants for childcare

financial education

+ literacy - for the budget - bank acct credit management

Membership Pathway Community Well - SF  
Women's Centers 2000 Senior Staff care resource

3. What policies would have the biggest impact on your life or women and families in your life?

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# Let's Talk About the Impact of Child Care and Caregiving

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Reflection Writing What stood out to you?

*daunting*

1. How does childcare drive choice and power in the lives of women?

*trade off  
need more options*

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

*investment not an expense*

3. What policies would have the biggest impact on your life or women and families in your life?

*brain development*

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Reflection Writing What stood out to you?

1. How does childcare drive choice and power in the lives of women?

- If there isn't reliable childcare, a woman/mom is the backup - and their career/life goals/aspirations are put on the back burner. There is no choice.

- Power in career takes longer to achieve b/c of putting child care first / no other options. Importance of having your employer understand that you

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

- longer hours for childcare centers.

- Earlier start yr. for TK.

- Work from home options trust.

- 1yr. paid leave.

3. What policies would have the biggest impact on your life or women and families in your life?

- 1yr paid leave

- flexible work from home / hours.

- universal childcare

- TK start @ younger age

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# Let's Talk About the Impact of Child Care and Caregiving

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Reflection Writing What stood out to you?

1. How does childcare drive choice and power in the lives of women?

*Restricts job opportunities  
education*

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

*Childcare infrastructure is critical for all of the  
community  
Investment not expense*

3. What policies would have the biggest impact on your life or women and families in your life?

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mentorship

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Reflection Writing What stood out to you?

- caregiver penalty
- wage difference
- policy change

4 day work week

1. How does childcare drive choice and power in the lives of women?

financial bonus  
services

Easy access

Role models.

level playing field

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

financial literacy

3. What policies would have the biggest impact on your life or women and families in your life?

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happy mothers → happy household  
→ correlate to the well-being of children  
Stanford Universal Income Program  
every person.

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Reflection Writing What stood out to you?

- felt obvious to take off. - need quality childcare early childhood education
- going back to work? → schedule fitting children needs.

\* nothing ticks down → other issues.

1. How does childcare drive choice and power in the lives of women?

the cloud of thought / how much space it takes, the guilt I feel.  
guilt women feel for choosing profession over being a mom.

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

\* understand the invisible labor.  
fair play.  
His or to pursue our dreams & be mothers.

3. What policies would have the biggest impact on your life or women and families in your life?

the universal stipend for caretakers  
universal childcare for 3K NYC

↳ financial literacy incorporate in school curriculum.

↳ please renew the program implemented by

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- allocate funding. mayor de Blasio.  
dedicate agency that does know your rights. info/resources / services. that are available off the web.

more regulation.



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Reflection Writing What stood out to you?

1. How does childcare drive choice and power in the lives of women?

it dictated how a woman's life is lived.

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

recognition that women do not need to be the sole provider/care-taker of the family

3. What policies would have the biggest impact on your life or women and families in your life?

Financial assistance for those who are caregivers.

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Reflection Writing What stood out to you?

family childcare providers - No discussion -  
- no seat at the table  
Parent choice matters - choosing family childcare  
missed opportunity

1. How does childcare drive choice and power in the lives of women?

Choice - workers feel valued  
Programs left out of new great policies (universal PreK)

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

Office of Children - we're behind -  
Subsidies for everyone

3. What policies would have the biggest impact on your life or women and families in your life?

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Reflection Writing What stood out to you?

1. How does childcare drive choice and power in the lives of women?

You can't work or achieve self-sufficiency without access to high quality childcare.

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

Childcare = economic mobility. While high quality childcare is important for children's wellbeing, at its core it's a key driver for women + economic mobility

3. What policies would have the biggest impact on your life or women and families in your life?

- An office of children + families
- Co locating spaces w/ housing - make this mandatory

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Reflection Writing What stood out to you?

one again a childcare DISCUSSION  
without NO discussion on Family  
Childcare Programs - Disappointment!

1. How does childcare drive choice and power in the lives of women?

Parents should have a choice + Family  
Childcare is once again left away  
from discussion.

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

Include Family Childcare!

3. What policies would have the biggest impact on your life or women and families in your life?

Directing funding streams to help sustain  
F.C.C.

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Reflection Writing What stood out to you?

Treating childcare as infrastructure

1. How does childcare drive choice and power in the lives of women?

It limits their options and leads them ~~to~~ into certain choices. Emotionally, the choice can be difficult and induce stress.  
↳ Lessening the power they have over their own life.

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

I hear a lot of "don't have kids if you can't afford them," but a family shouldn't be a privilege afforded only to the well-off.

3. What policies would have the biggest impact on your life or women and families in your life?

• Affordable housing THAT IS FAMILY FRIENDLY

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Reflection Writing What stood out to you?

- Childcare is an equity issue
- development projects including childcare in benefits packages

1. How does childcare drive choice and power in the lives of women?

- ↳ Childcare needs = women not wanting to have children
- ↳ women need to make a choice btw starting a family and advancing in their career

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

- It's a one player issue
- ↳ Childcare is interconnected w many other issues

- ↳ many other players need to be involved (corporate, gov, schools, CBOs etc...)

3. What policies would have the biggest impact on your life or women and families in your life?

- jobs offering resources for childcare (on site center, maximum for childcare, flexible hours etc...)

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Reflection Writing What stood out to you?

1. How does childcare drive choice and power in the lives of women?

*Ability to work, achieve higher accumen professionally*

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

*Women taking on the childcare sawn rack  
As opposed to ~~reverts~~ males*

3. What policies would have the biggest impact on your life or women and families in your life?

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Reflection Writing What stood out to you?

- New developments coming to the county, gives us hope
- childcare is multiple players
- Shortage in workforce + living wage + affordable housing for the workforce.

1. How does childcare drive choice and power in the lives of women?

- cost of childcare

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

- not prioritizing education, housing + healthcare and keeps people from having families.
- treating childcare as infrastructure.

3. What policies would have the biggest impact on your life or women and families in your life?

- For childcare providers to build at home day cares, make it easier for them to do so.
- "It takes a village" motto for it takes all of us to raise a child.
- taxing private - corporations more
- Barriers for licenses to be in the workforce
- certifications.

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multisector coalitions  
are important



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Reflection Writing What stood out to you?

- Women sacrifice for the family.
  - Caregiver penalty -  $\Rightarrow$  Being as a eldest daughter, you are the one who takes care for other family members!  
BTW, I am Burmese (Asian).
1. How does childcare drive choice and power in the lives of women?
    - Childcare become the first and core duty for the mother
    - put all the opportunities and career behind
  2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?
    - taking equal duty and responsibilities will help.
  3. What policies would have the biggest impact on your life or women and families in your life?
    - You are the eldest daughter, so you have to think for the family and siblings first!

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Reflection Writing What stood out to you?

"no one is coming to help us" → we have to do it ourselves. figure it out ourselves.

1. How does childcare drive choice and power in the lives of women?

she said (Shout out to 4Cs! If not for them, I would not have been able to go to work as medical assistant / pharmacist)  
→ If worked for her → bc she was able to do the work she needed it. → Get word out more about 4Cs!

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

↳ someone said needs support post-5 yrs old  
"seasons of childhood" → gap for children under 5.  
→ think about the whole season of childhood / each segment of life.

3. What policies would have the biggest impact on your life or women and families in your life?

4Cs shantout.

- being empowered to also have families come into the schools

1  
2  
3  
Community Home School

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strategy to coordinate w. elder care → to help others understand care about dual care



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Reflection Writing What stood out to you?

A-C's childcare helped one person to work + make sure children are cared for - made it easy for her - people need to know about it - need to let more people know Investment not expense - affects all parts of society - We need to invest in all children 0-18 -

1. How does childcare drive choice and power in the lives of women?

Need childcare beyond 5 yrs - not many resources esp for single parents - there are needs beyond childcare - basic needs like transportation

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

We need to think about kids beyond 0-5 yrs - Kids that don't have things are competing w/ kids that have Close disparity gap - More community resources - we are disconnected Need to think about elder care - not just child care when you talk about caregiving

3. What policies would have the biggest impact on your life or women and families in your life?

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03/28/2024 Thurs.

Bonnie Louisa Ball Mendoza

WMLA - Women's Mentoring and  
Leadership Academy  
Skyline College

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Reflection Writing What stood out to you?

What stood out to me are the solutions for driving change that was outlined to keep us women informed - very well informed.

1. How does childcare drive choice and power in the lives of women?

Childcare drive choice and power in the lives of women is very important and vital. It is the core start of women's function and day to day existence.

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

The mindset that needs to shift to prioritize children/families as well as give more power to women is to have more avenues to avail of the services. Make it an easy and quick process to go through for women.

3. What policies would have the biggest impact on your life or women and families in your life?

The policies that would have the biggest impact on my life or women, and families in my life is being able to do the child caring and caregiving accordingly without having to sacrifice and put on hold our lives as women and still be able to grow through advocacy, women supporting women including the men.

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RISE 2024 Women's Leadership Conference

Reflection Writing What stood out to you?

There is no one coming to help us.  
It's up to us.

1. How does childcare drive choice and power in the lives of women?

Only provide caregiving to elders & children.  
This was not discussed beyond respite.

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

Women will always be there to pick up  
the pieces of a broken culture. Enough  
is enough.

3. What policies would have the biggest impact on your life or women and families in your life?

Social Security penalties for marriage.  
If SSDI payed for senior caregiving/  
Alzheimer's / Dementia patients. We are alone.

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Reflection Writing What stood out to you?

- 17000 slots without being used.
- Corporations not being in the conversation to fix / solve this problem.
- This topic affects everybody - not only people with kids.
- 

1. How does childcare drive choice and power in the lives of women?

→ Mothers often times choose to go to early child industry to be closer to their kids. However, working as an early child educator, doesn't provide access / pay for their kids. They still have to pay for childcare, and have low salaries.

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

- Put kids first in the society - Childcare on top of priorities.

3. What policies would have the biggest impact on your life or women and families in your life?

- Income baseline for families. (Equity vs. equality)
- Policies for each county or city - different needs.

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Reflection Writing What stood out to you?

unfilled spots in childcare but met with ~~employment~~ <sup>low. teacher wages</sup>  
corporations need to better support child care

1. How does childcare drive choice and power in the lives of women?

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

Community needs to prioritize children and families.

3. What policies would have the biggest impact on your life or women and families in your life?

federal poverty line needs to reflect the cost of living ~~to~~ at the local level.

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Reflection Writing What stood out to you?

1. How does childcare drive choice and power in the lives of women?

Women are choosing jobs to help support childrens and limiting their choices at times

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

Community / society prior to childcare

3. What policies would have the biggest impact on your life or women and families in your life?

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Reflection Writing What stood out to you?

- ripple effects

1. How does childcare drive choice and power in the lives of women?

- if you have it & it's reasonably priced = ↑ opportunity & ability to ↑ wealth/saving
- having to work p/t vs - full time = ↓ benefits & pay
- ability to work a job you enjoy
- also impacts grandparents & when can retire early

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

- This is a community need
- this is setting a strong foundation for children & families
- that companies need to do their part
- It's not just the mother's responsibility

3. What policies would have the biggest impact on your life or women and families in your life?

- work supports for childcare
- ↑ women as elected officials
- ↑ supports for elder care - financial & work supports/flexibility
- Tax benefits when caring for older children &/or parents, not just when you kids are minors

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- having safe & trustworthy transportation for youth & families



# Let's Talk About the Impact of Child Care and Caregiving

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Reflection Writing What stood out to you?

1. How does childcare drive choice and power in the lives of women?

- Access to equitable resources
- offers economic wellbeing & sustainability
- 

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

- shift work demands & expectations
- flexibility
- Compassion & empathy

3. What policies would have the biggest impact on your life or women and families in your life?

- ones related to safety & accessibility

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Reflection Writing What stood out to you?

1. How does childcare drive choice and power in the lives of women?

Sacrifice 1<sup>st</sup> choice due to access to childcare.

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

workplace to support / benefits geared to -

3. What policies would have the biggest impact on your life or women and families in your life?

Access to childcare & in workforce  
Tax breaks - more

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1. How does childcare drive choice and power in the lives of women?

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

*-put value on social services & educators*

3. What policies would have the biggest impact on your life or women and families in your life?

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Reflection Writing What stood out to you?

*I was sort of thinking I would zone out since I don't have a child but then I really felt educated about how this affects a community.*

1. How does childcare drive choice and power in the lives of women?

*Essentially I imagine it can become a choice between falling out of a career and being a mom. A mom you will always sort of need to beat anything else.*

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

*The one I had shared in question one. I need to educate myself more about how all of this is connected.*

3. What policies would have the biggest impact on your life or women and families in your life?

*I think policies that support funding more child care will make the biggest difference.*

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Reflection Writing What stood out to you?

1. How does childcare drive choice and power in the lives of women?

I've experienced it myself — as an immigrant from the Philippines at age 7, ~~and~~ where my parents were affected with child care realities and later as a working mother myself and having to make choices <sup>work</sup> vs. <sup>motherhood</sup>

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

Need to change existing assumptions that women will just manage and take the losses.

3. What policies would have the biggest impact on your life or women and families in your life?

Work place requirements and regular community awareness and support.

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Reflection Writing What stood out to you?

1. How does childcare drive choice and power in the lives of women?

BEGINS W/ OUR TEACHERS WHO HELP TO RAISE OUR CHILDREN, CHILD CARE PROVIDERS FALL UNDER SAME UMBRELLA. WITHOUT AFFORDABLE CHILD CARE, ITS NEARLY IMPOSSIBLE TO WORK W/O CREATING SOME SORT OF DEFECIT. CHILD CARE PROVIDERS DONT MAKE A LIVABLE WAGE LEAVING A LACK THERE OF.

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

WE NEED AN OVERHAUL.

3. What policies would have the biggest impact on your life or women and families in your life?

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Reflection Writing What stood out to you?

1. How does childcare drive choice and power in the lives of women?

leadership vs childcare - long-term planning - commuting  
↳ cost, can't go over \$1 choice  
↳ planning, ~~never~~ backup plans  
change by day  
summer!

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

women should not be sole childcare provider/seeker,  
same standard for men & women  
- connect idea of how early childcare connects  
to general community, not just parents/ppi raising kids  
- more supportive/flexible workplaces - that taking care  
of kids is okay

3. What policies would have the biggest impact on your life or women and families in your life?

universal childcare } more tax benefits/childcare benefits +  
higher ECE pay! - teacher livable wage knowledge of how  
↳ get people that want to and can afford to be there to access

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1. How does childcare drive choice and power in the lives of women?

It positions them for advancement, economic mobility, freedom of choice.

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

Childcare is an economic issue!

3. What policies would have the biggest impact on your life or women and families in your life?

- Universal quality childcare
- Summer options
- Employer benefits/incentives

Infrastructure  
Yes  
but rural  
still left out

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Summers / weekends  
extra vulnerable



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Reflection Writing What stood out to you?

Lack of teachers  
Teachers leads to Keld.

1. How does childcare drive choice and power in the lives of women?

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

See it as an investment

3. What policies would have the biggest impact on your life or women and families in your life?

Universal childcare for all

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→ Economic Justice Issue!

# Let's Talk About the Impact of Child Care and Caregiving

RISE 2024 Women's Leadership Conference

Reflection Writing What stood out to you?

Economic Justice issue for women.  
Choices - NOT many!

→ Caregiving is not available for women of color to the same as white women.

\$122 Billion loss to US Economy Every Year.

→ childcare subsidies to women.

→ stabilizing strategies Affordable, accessible childcare.

1. How does childcare drive choice and power in the lives of women?

→ Drives how women decide to pursue careers/work/

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

→ Funding -

→ Who has access to childcare - Families w/ "higher" incomes are out of options

3. What policies would have the biggest impact on your life or women and families in your life?

Talked Michelle Class

\*low poverty level guidelines!

→ inhibit families "w/ better incomes" to get services

→ those that do quality, might not be able to be in "better" jobs/ because then they will not qualify.

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# Let's Talk About the Impact of Child Care and Caregiving

RISE 2024 Women's Leadership Conference

Reflection Writing What stood out to you?

\* Creating programs or initiatives that support professional growth without sacrificing the female career.

1. How does childcare drive choice and power in the lives of women?
2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?
3. What policies would have the biggest impact on your life or women and families in your life?

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# Let's Talk About the Impact of Child Care and Caregiving

RISE 2024 Women's Leadership Conference

Reflection Writing What stood out to you?

Why is the process so slow.  
Education salaries should  
be a priority.

1. How does childcare drive choice and power in the lives of women?

It's stressful and overwhelming.

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

To recognize the importance  
of children and families  
and

3. What policies would have the biggest impact on your life or women and families in your life?

Not getting enough support and  
not living their best life because  
they can't afford it.

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# Let's Talk About the Impact of Child Care and Caregiving

## RISE 2024 Women's Leadership Conference

### Reflection Writing What stood out to you?

- If all women had affordable childcare, they would make \$100,000 more
- Childcare also helps with less emissions (less trips) & mental health

### 1. How does childcare drive choice and power in the lives of women?

- If all women ~~were~~ had access to free childcare, women would have ~~no~~ more time to pursue further education
- With that money that they would spend on childcare, it can go to retirement plan if ~~no~~ everyone had free childcare

### 2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

- The mindset of "I don't have kids, this doesn't affect me"
- Kids are OUR FUTURE even if you don't have kids

### 3. What policies would have the biggest impact on your life or women and families in your life?

- Universal Childcare
- higher pay for childcare workers

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# Let's Talk About the Impact of Child Care and Caregiving

RISE 2024 Women's Leadership Conference

Reflection Writing What stood out to you?

- Economic power  $\Rightarrow$  economic justices
- Lack of infant care in billions of \$
- Woman can't access affordable health care.  
 $\hookrightarrow$  they can earn more if they save.

1. How does childcare drive choice and power in the lives of women?

childcare is key! without childcare most women can't do anything. ~~without childcare most women can't do anything~~  
Having affordable childcare could benefit overall education, for a high paying job.

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

Give women priority. women also need to be advocates for younger generations, to show them the in's & out's

3. What policies would have the biggest impact on your life or women and families in your life?

-if there is a need could we make permit processes easier.  
-bigger focus, rethink, re group, some of us can't afford b/c they don't quality.

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- comes w/ funding



# Let's Talk About the Impact of Child Care and Caregiving

RISE 2024 Women's Leadership Conference

Reflection Writing What stood out to you?

1. How does childcare drive choice and power in the lives of women?

I think this is a huge factor in deciding when to have children since the cost of living/child care are so high.

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

That women are responsible for childcare and its something that they are responsible for.

3. What policies would have the biggest impact on your life or women and families in your life?

More policies around childcare in the workplace.

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# Let's Talk About the Impact of Child Care and Caregiving

RISE 2024 Women's Leadership Conference

Reflection Writing What stood out to you?

1. How does childcare drive choice and power in the lives of women?

The freedom to choose to work and/or go to school.  
Have/make time for themselves.  
Working towards their goals and/or dreams.

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

Don't forget you (leaders, business owners, Presidents, Mayors, etc)  
once where children. Think about what you needed  
and/or wanted as a child. How could childcare help  
you?

3. What policies would have the biggest impact on your life or women and families in your life?

Access to that affordable childcare. Not having to  
jump through hoops to get the funding.

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# Let's Talk About the Impact of Child Care and Caregiving

RISE 2024 Women's Leadership Conference

Reflection Writing What stood out to you?

How women lack so much knowledge & confidence in the use of financial health. How this term & needs to start in childhood, adolescence. How much we lack in the peninsula. How much more it affects ~~children~~ women. Also cultural

1. How does childcare drive choice and power in the lives of women?

It's primary priority. It's very hard or near impossible to have a demanding career & spend quality time in these formative years -

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

The mindset that children matter & that it affects future generations. We need to realize we all benefit whether we have children or not.

3. What policies would have the biggest impact on your life or women and families in your life?

More affordable childcare, & after school programs.

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# Let's Talk About the Impact of Child Care and Caregiving

RISE 2024 Women's Leadership Conference

Reflection Writing What stood out to you?

Some of the needle has moved but my son was born in 1996 & the issues for mothers of young children have not improved  
Investment in children are critical - our future

1. How does childcare drive choice and power in the lives of women?

HUGE

It greatly inhibits what a woman can do in her profession.

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

Making children & families a priority in our policies, laws & regulations  
- ↑ remote work (telecommuting)  
- ↑ shared jobs  
- Flexible Schedules)

3. What policies would have the biggest impact on your life or women and families in your life?

↑ National poverty level  
Childcare stipends  
Corporations make female employees & families a priority - see #2

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# Let's Talk About the Impact of Child Care and Caregiving

RISE 2024 Women's Leadership Conference

Reflection Writing What stood out to you?

1. How does childcare drive choice and power in the lives of women?

the freedom to do what we need to do, when we want to do it, and, how we want to live our lives.

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

The family system has been divided since the start of the USA nation. This is intentional. And we need to shift the mindset from depending on the system to work for us, and creating our own.

3. What policies would have the biggest impact on your life or women and families in your life?

Creating a community of shared responsibilities ~~and~~ and support. The unfortunate part is how there is a lack of trust in humanity.

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# Let's Talk About the Impact of Child Care and Caregiving

RISE 2024 Women's Leadership Conference

Reflection Writing What stood out to you?

Chief Child Office - we don't have  
some org doing/leading  
this?

1. How does childcare drive choice and power in the lives of women?

~~the~~ Childcare gives women freedom to  
work and take care of themselves

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

Children need to be prioritized to support  
multiple sectors and facets of community

3. What policies would have the biggest impact on your life or women and families in your life?

Universal based income for parents (and ideally more  
marginal communities in need)

Jackie Spier partly working on this?

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# Let's Talk About the Impact of Child Care and Caregiving

RISE 2024 Women's Leadership Conference

Reflection Writing What stood out to you?

Child care is an everyday issue!

1. How does childcare drive choice and power in the lives of women?

Influences jobs you can take - locations, jobs, hours, security, wages

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

women matter

3. What policies would have the biggest impact on your life or women and families in your life?

flexible schedule - allow ppl to live both identities fully.

Full Day School - align w/ work day

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# Let's Talk About the Impact of Child Care and Caregiving

RISE 2024 Women's Leadership Conference

Reflection Writing What stood out to you?

Time has come where all of us, including men, agree - we need a better system to help families with children.

1. How does childcare drive choice and power in the lives of women?

We can work as long as we are assisted with childcare, we sometimes have to drop our good-paying jobs - for another with less pay, because we have to work around our kids' schedules.

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

Follow Canada, they have a better system especially when it comes for single mothers, childcare is free, college education is free, medical insurance free.

3. What policies would have the biggest impact on your life or women and families in your life?

Empowering women's independence, confidence, self-reliant. If a partner in life comes along is to complement women, not because women need to be supported by a partner or a husband.

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# Let's Talk About the Impact of Child Care and Caregiving

RISE 2024 Women's Leadership Conference

Reflection Writing What stood out to you?

hurdle of funding for these programs and staffing for these programs

1. How does childcare drive choice and power in the lives of women?

~~think this~~  
I think also the type of childcare also impacts women.

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

I think seeing this as just a "women's" issue is a mindset to be shifted. Using language that invites more men into these conversations.

3. What policies would have the biggest impact on your life or women and families in your life?

ability to have choice in affordable childcare. → i.e. faith based child care options.

stalking care of adult children that come home

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- Incarcerated
- Mental Disscibility
- Childcare commettee

# Let's Talk About the Impact of Child Care and Caregiving

RISE 2024 Women's Leadership Conference

Reflection Writing What stood out to you?

living your children behind - Impact in Mental Health  
 women to raise their own children. - Child care. I say we pay

1. How does childcare drive choice and power in the lives of women? Impact community.

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

pay women who care for children - stay home  
 free childcare funded by Gov.

- Choice goes back to work
- Sending children to childcare.

3. What policies would have the biggest impact on your life or women and families in your life?

- Health
- caring 4 others
- Invest in early Child Education, - Childcare center.  
 Special Education.

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# Let's Talk About the Impact of Child Care and Caregiving

RISE 2024 Women's Leadership Conference

Reflection Writing What stood out to you?

How important child care is for the working parent.

1. How does childcare drive choice and power in the lives of women?

Investing in child care is important to be able to afford child care and still meet needs of household income.

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

Child care is very important for the working parent in order to be successful and be able to give our full attention to careers.

3. What policies would have the biggest impact on your life or women and families in your life?

Be able to get child care moving in place.

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# Let's Talk About the Impact of Child Care and Caregiving

RISE 2024 Women's Leadership Conference

Reflection Writing What stood out to you?

It continues to amaze me that the people fruste with caring for the future of our nation are paid ~~just~~ such low wages.

1. How does childcare drive choice and power in the lives of women? If you have children who need care during work hours you need to know that they are in a safe environment to focus on work. Also the ability to have "face time" after work at events etc is important and impossible to do.

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

We need to care about the welfare of children, all children and the people who give birth to them. We just can't care in pandemics.

3. What policies would have the biggest impact on your life or women and families in your life?

Legislating that a certain percentage of each county dollar be spent on child welfare. Expanding current programs. Universal childcare

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# Let's Talk About the Impact of Child Care and Caregiving

RISE 2024 Women's Leadership Conference

Reflection Writing What stood out to you?

We need to pay childcare workers and educators more. I think because it's considered "women's work" it's paid less. Also stay at home parents need to be valued (or eldercare) for social security purposes.

1. How does childcare drive choice and power in the lives of women?

Women are frazzled and burnt out and sacrifice to help elders and children. So many are having health impacts. We need to also provide more P/T opportunities w/ benefits

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

social norms / bias / cultural expectations need to be discussed and infrastructure in place to break the cycle

3. What policies would have the biggest impact on your life or women and families in your life?

→ \$ universal childcare and eldercare  
men need to use paternity leave  
longer leaves that are paid.

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# Let's Talk About the Impact of Child Care and Caregiving

RISE 2024 Women's Leadership Conference

Reflection Writing What stood out to you?

Universal Child Care is worth the investment. It will benefit the family unit as a whole and will strengthen our economy.

1. How does childcare drive choice and power in the lives of women?

Being able to balance work/life is a difficult task that not, affects financially but mentally and physically.

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

The phrase happy wife, happy life comes to mind.

3. What policies would have the biggest impact on your life or women and families in your life?

Free healthcare, childcare, and education.  
Early financial literacy: start in elementary.

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# Let's Talk About the Impact of Child Care and Caregiving

RISE 2024 Women's Leadership Conference

Reflection Writing What stood out to you?

The statistics of child care related to economic status was alarming. The pay of San Mateo child care is quite low compared to their fellow Bay area counties.

- Pennsylvania -

1. How does childcare drive choice and power in the lives of women?

- It is a key factor. I went back to work after just 8 weeks (having used 2 weeks of vacation?)

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

- see the profession as valuable as our other professions,

3. What policies would have the biggest impact on your life or women and families in your life?

- tax corporations and give that tax to ECE. Raise wages of educators.

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# Let's Talk About the Impact of Child Care and Caregiving

RISE 2024 Women's Leadership Conference

Reflection Writing What stood out to you?

child care should be spoken and considered <sup>as</sup> a community investment

1. How does childcare drive choice and power in the lives of women?

women often prioritize the care of their children over other goals. When the community fully participates in providing childcare, ~~other~~ women can contribute more

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women? to the community

When ~~the~~ childcare is recognized as an investment, women can work towards achieving economic equity.

3. What policies would have the biggest impact on your life or women and families in your life?

Affordable, quality childcare

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Childcare

SV Joint Venture  
SME  
SVLG

# Let's Talk About the Impact of Child Care and Caregiving

RISE 2024 Women's Leadership Conference

Reflection Writing What stood out to you?

1. How does childcare drive choice and power in the lives of women?

Lack of childcare is a barrier to secure and financial security for families

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

Childcare must be a priority and should be a family issue not a woman's issue.

3. What policies would have the biggest impact on your life or women and families in your life?

Childcare support and Equal Pay/Pay equity.

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Child Care

# Let's Talk About the Financial Wealth Gap

RISE 2024 Women's Leadership Conference  
Reflection Writing What stood out to you?

1. Which driver particularly resonates with you? Why?  
(Drivers: Low Wages, Caregiver Penalty, Knowledge & Confidence)

Caregiver Penalty!

2. Based on your experience, what would you need to bridge that wealth gap?

Free or subsidized childcare - in your community! This would free up personal resources for investing or for enrichment resources for families with children.

3. You heard a lot on this topic, what are we missing?

Tri-sector solutions! In consultation, not enforced.

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# Let's Talk About the Impact of Child Care and Caregiving

RISE 2024 Women's Leadership Conference

Reflection Writing What stood out to you?

1. How does childcare drive choice and power in the lives of women?
2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?
3. What policies would have the biggest impact on your life or women and families in your life?

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# Let's Talk About the Impact of Child Care and Caregiving

RISE 2024 Women's Leadership Conference

Reflection Writing What stood out to you?

How many families are affected daily to not ~~be~~ having secured permanent childcare  
17,000 locally.

1. How does childcare drive choice and power in the lives of women?

Immensely. Childcare is vital for families to join the workforce. If you have no one to care for your child, you can't physically work, or like most take your mind to work. Because your mind is wondering if your child is SAFE.

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

All companies need to see having secured childcare available to employees will ~~be~~ ensure success in their companies. Employees who have somewhere to leave their children with, show up to work & produce for companies.

3. What policies would have the biggest impact on your life or women and families in your life?

Universal childcare, paying early childcare educators a living wage. So the centers may be staffed adequately. Educators who are paid well show up to work happy, and will educate children better.

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Having option of 4 work days, 3 days off. Increases family/personal time for employees. Employees productivity would increase when on the clock.



# Let's Talk About the Impact of Child Care and Caregiving

RISE 2024 Women's Leadership Conference

Reflection Writing What stood out to you?

1. How does childcare drive choice and power in the lives of women?

It matters so much, because it can be a set-up to women's career if they don't have the choices & opportunities to have childcare for their children.

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

The ~~whole~~ whole system make it more equitable for women. I feel that the system was created by men and for men.

3. What policies would have the biggest impact on your life or women and families in your life?

- Having Universal Child Care
- Livable wages
- Having good health benefits

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# Let's Talk About the Impact of Child Care and Caregiving

RISE 2024 Women's Leadership Conference

Reflection Writing What stood out to you?

- LACK OF TIE TO THE CHILD CARE UNIONIZATION MOVEMENT THAT PUSHED NELSON TO SIGN CC BILL  
SEIU CCPN - CHILD CARE PROVIDERS UNITED

- LACK OF TIE TO PAID WAGES, BENEFITS, RETIREMENT, PTO  
- HOW UNIONS PUSH POLICIES THAT BENEFIT WORKERS, BIPDC, CHILD CARE

1. How does childcare drive choice and power in the lives of women?

YOU CANNOT BE EFFECTIVE AND ATTENTIVE AT YOUR JOB IF YOU ARE NOT SECURE IN THE PERSON OF FACILITY THAT IS TAKING CARE OF YOUR CHILD.

QUALITY CHILDCARE ALLOWS US TO BE PRODUCTIVE, EFFECTIVE MEMBERS OF SOCIETY

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

"AS AN INVESTMENT, NOT AN EXPENSE"

IT'S NOT JUST BABYSITTING, IT'S EARLY CHILDHOOD EDUCATION, EVEN WHEN KIDS ARE INFANTS

3. What policies would have the biggest impact on your life or women and families in your life?

MORE PAID LEAVE AND JOB PROTECTIONS WHILE ON LEAVE  
UNIVERSAL CHILDCARE

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Scan this code to provide your feedback online:



CHILD CARE FOR OUR CHILDREN: TEENS, CANT CLAIM ON TAXES AFTER THEY TURN 13, TEENS STILL NEED CARE: GUIDANCE WHILE A PARENT IS AT WORK



# Let's Talk About the Impact of Child Care and Caregiving

RISE 2024 Women's Leadership Conference

Reflection Writing What stood out to you?

Childcare as infrastructure is key! Also reframing childcare ~~as~~ as an investment not an expenditure

1. How does childcare drive choice and power in the lives of women?

It's all women's priority to ~~ensure~~ they have childcare in place. Making it affordable and easily accessible is of paramount importance.

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

The message of childcare as infrastructure really resonated with me. It needs to be at the foundation -- not as an after thought. Loved the idea of the building incorporating childcare

3. What policies would have the biggest impact on your life or women and families in your life?

longer leaves for maternity and eldercare

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# Let's Talk About the Impact of Child Care and Caregiving

RISE 2024 Women's Leadership Conference

Reflection Writing What stood out to you?

Child care infrastructure  
73% - turned down work  
68% delayed prof. development  
55% lost income - wow!

1. How does childcare drive choice and power in the lives of women?

All aspects: career, family life, financial wellbeing

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

Childcare ~~is~~ being on the weight of women → careers being more valued. over others

3. What policies would have the biggest impact on your life or women and families in your life?

Family values → valuing child care

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# Let's Talk About the Impact of Child Care and Caregiving

RISE 2024 Women's Leadership Conference

Reflection Writing What stood out to you?

1. How does childcare drive choice and power in the lives of women?

Childcare determines what a woman CAN DO or CANNOT do! Add family and cultural dynamics into the mix, and things just get worse!

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

Child rearing is the responsibility of BOTH parents!  
Things shouldn't be assigned based on gender!  
And, as stated, this would be an INVESTMENT with A GOOD RETURN!

3. What policies would have the biggest impact on your life or women and families in your life?

-Childcare as a right; universally provided!  
OR AT LEAST subsidies!  
-Have wealthy companies contribute to programs like this!

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# Let's Talk About the Impact of Child Care and Caregiving

RISE 2024 Women's Leadership Conference

Reflection Writing What stood out to you?

The cost of child care challenges. - 122b! crazy.  
Child care been a equity issue.

1. How does childcare drive choice and power in the lives of women?

Able to give them ACCESS to opportunities  
A bit balance.  
✓ good mk health  
↓ work ← promotions  
School ← self sufficiency  
higher educat.

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

- Child care been seen as ~~one~~ at the main ~~part~~ <sup>their</sup> challenges.  
- men not seen as caregivers. & the ~~main~~ <sup>main</sup> imbalance of parenting.  
- Companies be involved in care on how to support parents

3. What policies would have the biggest impact on your life or women and families in your life?

Funding - universal childcare  
looking at policies such as family leave/flexibility

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# Let's Talk About the Impact of Child Care and Caregiving

RISE 2024 Women's Leadership Conference

Reflection Writing What stood out to you?

1. How does childcare drive choice and power in the lives of women?

Having affordable childcare will help women be able to stay at work and have opportunities of growth at work.

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

Organizations and corporations providing longer <sup>paid</sup> leaves to support women, instead of making women feel punished for having to care for family.

3. What policies would have the biggest impact on your life or women and families in your life?

Policy changes around maternity leave, ~~and~~ and child care support. Filling the gap in childcare for those who make just above the max amount to receive child care support.

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# Let's Talk About the Impact of Child Care and Caregiving

RISE 2024 Women's Leadership Conference

Reflection Writing What stood out to you?

Women could earn \$100K more over life time  
Prostly underpaid - \$50K/yr.  
Women need to do other jobs besides child care  
to earn enough to live!  
Community benefit, like parks or open space.

1. How does childcare drive choice and power in the lives of women?

All 5 (state + public investment)  
2 to 1 multiplier (13% better investment in  
Employees/business/health care community)  
Benefits community, faith-based groups - all need to help.  
Whether you have a child or not.

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

Livingly realities!  
Not treated as important - infrastructure + systems  
or no leaders (facilities, accessible, high-quality,  
workforce (\$5000)).

3. What policies would have the biggest impact on your life or women and families in your life?

Childcare subsidy  
Child care pathways specialist (\$M00E)  
Top-tier wage! (like food + housing) (5000E)  
Solutions: Redirected funding, Child care open post-leav, Partnership Council.

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# Let's Talk About the Impact of Child Care and Caregiving

RISE 2024 Women's Leadership Conference

Reflection Writing What stood out to you?

Affordable childcare as an investment.

Infant care is scarce.

Childcare is not affordable and is like taking out a second mortgage.

Businesses to look out for their employees by providing more parental leave.

1. How does childcare drive choice and power in the lives of women?

Affordable | Accessible  
Childcare opens up doors for women.

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

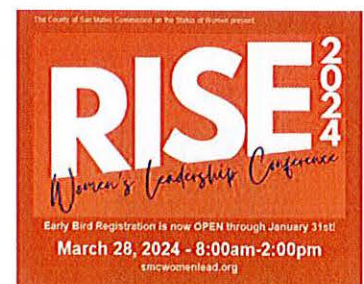
Continuing conversations about the role affordable childcare plays in the lives of families.

If there's a cost to childcare, look at it as an investment and not as ~~a cost~~. an expense.

3. What policies would have the biggest impact on your life or women and families in your life?

Policies to provide free or affordable childcare and increase wages for childcare providers.

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# Let's Talk About the Impact of Child Care and Caregiving

RISE 2024 Women's Leadership Conference

Reflection Writing What stood out to you?

1. How does childcare drive choice and power in the lives of women?

*Huge factor = children in care priority. I would choose  
caring for my children over a job opportunity.  
in most cases. ~~except~~*

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

*That benefits like child-care make for an overall more productive,  
and effective community.*

3. What policies would have the biggest impact on your life or women and families in your life?

*Chief Officer / Commissioner  
Policy change. 3 have on-site care for organizations  
↳ some % of it goes to child-care budgets*

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Marchelle Moten

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Reflection Writing What stood out to you?

#1 Chief Children's office

1. How does childcare drive choice and power in the lives of women?

It can be all consuming when child care costs as much or more than college tuition - and there is federal financial aid & scholarship for colleges, but none for not the same infrastructure for childcare.

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

- shift mindsets that this is a zero sum game  
- there is more than enough money to solve these challenges

3. What policies would have the biggest impact on your life or women and families in your life?

- continue to fund child care and education initiatives - career <sup>early childhood</sup> pathways position, TBL
- ~~increase~~ <sup>early</sup> childhood professional salaries  
invest

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PFM Course requirement } middle & high school } become school code

# Let's Talk About the Impact of Child Care and Caregiving

Long Term Care Insurance

RISE 2024 Women's Leadership Conference

Reflection Writing What stood out to you?

not an expense investment  
Pennsylvania Bipartisan Family Leave Bill

child care is infrastructure

stability for women & workforce outcomes  
"multi-sector solution"

(0-13) care \$0 rent / 15 year long lease  
several more in pipeline  
"blueprint"

1. How does childcare drive choice and power in the lives of women?

child care allows opportunity to pursue multiple directions & chapters in life - contributing to economic gains for our communities

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

→ "it's a collective issue" = a national challenge that we need to support on the local level (collectively)  
local gov. — county businesses corporations

3. What policies would have the biggest impact on your life or women and families in your life?

Look at the birth rate declining in the Bay Area  
the choice to have children  
childcare 0-5 (specifically infant & toddler)  
as I don't have family support & am priced out of child care options

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Look at Luxembourg's model as a country they pay mother's to stay home for 1 year

Kindergarten Teacher \* stepped out of her credentialed teaching position (who wanted to teach TK) because she couldn't afford child care (in a 2 parent teacher household) 2 children under 4



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1. How does childcare drive choice and power in the lives of women?

- open more opportunities I would not have to make tough choices of career or family

2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

- there needs to be a shift in thinking that women are sole caretakers. Men must be equal priority & investment of time, commitment & sacrifices for everyone involved.

3. What policies would have the biggest impact on your life or women and families in your life?

Droping investment view early care & K-12 equality

higher wages (livable wages) for childcare providers in smc. Access to affordable, quality childcare for families from infant - school-age.

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2. What mindset needs to shift in order to prioritize children/families as well as give more power to women?

*universal*  
- system of family navigators to support families experiencing language barriers & w/ children w/ special needs -

3. What policies would have the biggest impact on your life or women and families in your life?

- a department to bring all players together
- compensatory equity + professionalization in early education...

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- better / family leave policies
- child care as part of workplace / stipends
- universal infant/toddler care  
- high quality

