

Welcome!

Racial Equity in Early Childhood: Using Disaggregated Data to Inform State Policies

NAWRS Conference

July 29, 2019

In one word, what do you hope to learn from this session?



Respond at **PollEv.com/claspmh171**



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CLASP

Policy solutions that work for low-income people

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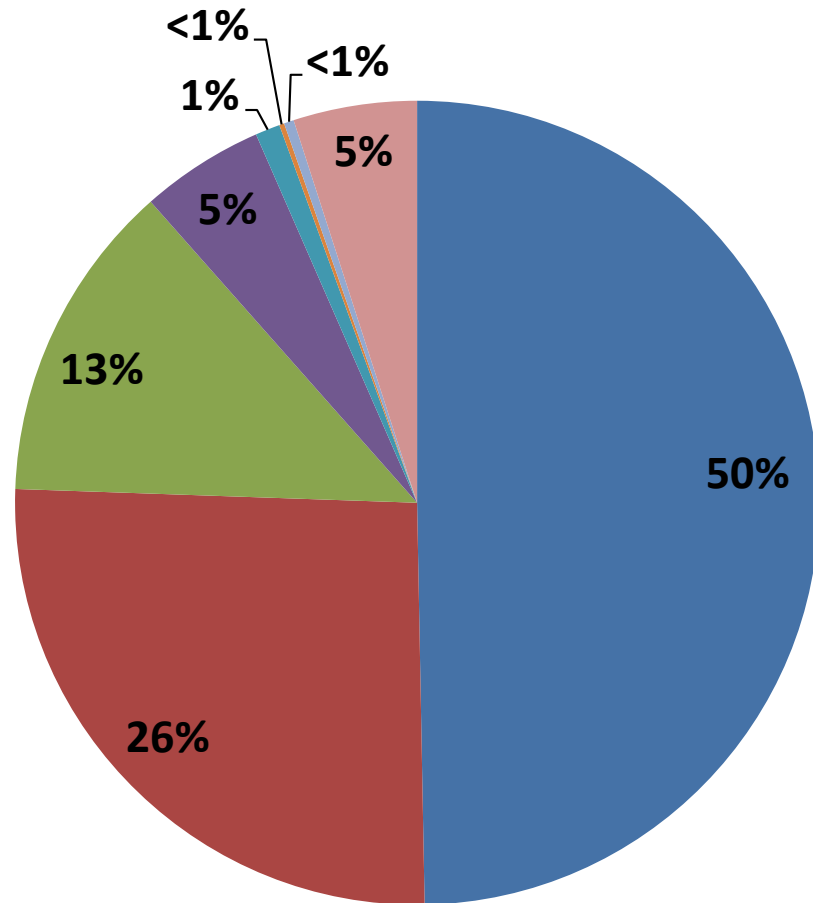
Ruth Cosse
Policy Analyst

Inequitable Access to Child Care Subsidies

2019 NAWRS Conference
July 2019 | New Orleans, LA



Half of all young children are children of color

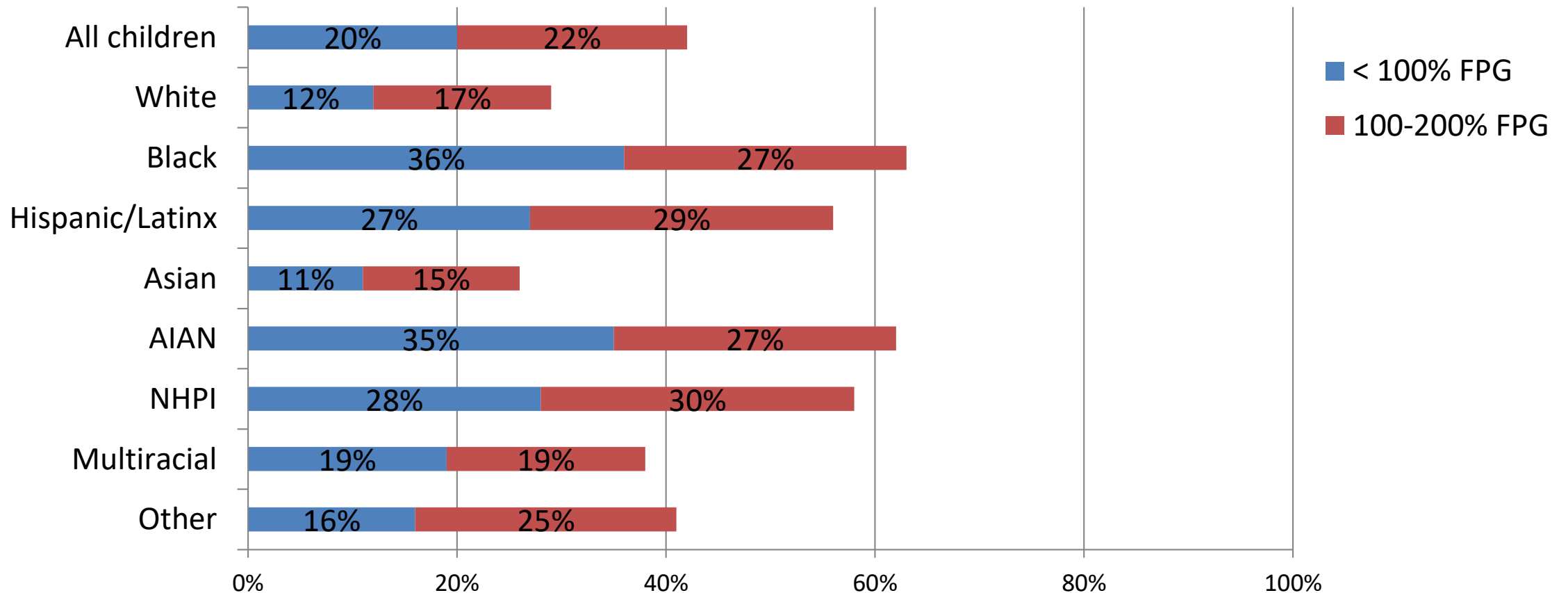


Children under age 6, by race and ethnicity (2017)

- White
- Latinx
- Black
- Asian
- American Indian/ Alaska Native
- Native Hawaiian/ Pacific Islander
- Other
- Multiracial

Inequity starts early

Share of children under age 6 in poor/low-income households, by race and ethnicity



State early childhood systems may include...



Child care assistance



Head Start and Early Head Start



State pre-kindergarten programs



Home visiting



Child and Adult Care Food Program (CACFP)



Child care licensing and quality




Preschool development grants



IDEA Section 619 preschool and Part C early intervention

“I feel prepared to embed racial equity in my work.”

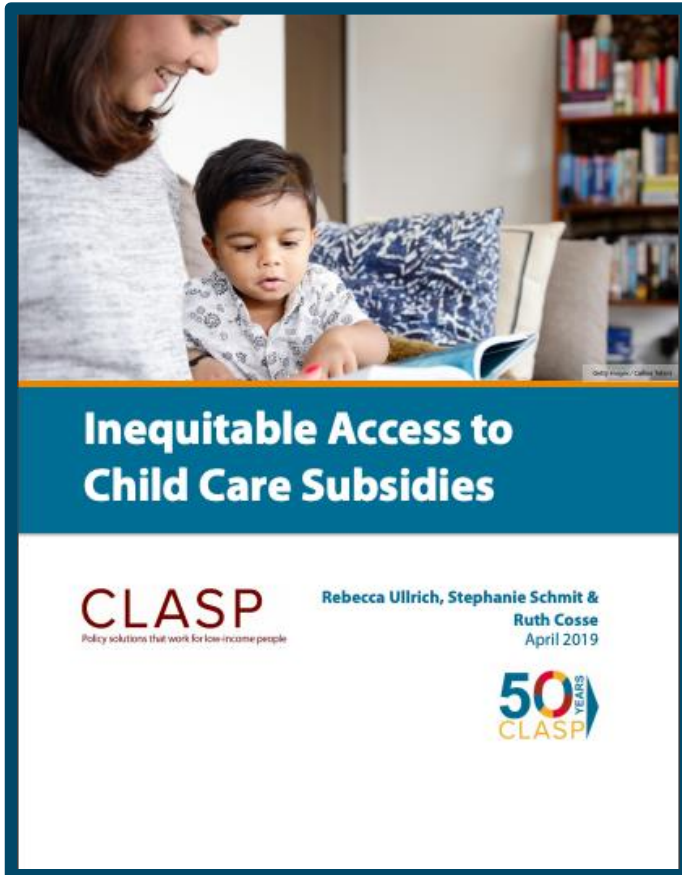
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- A. Strongly agree
- B. Agree
- C. Neither agree nor disagree
- D. Disagree
- E. Strongly disagree

Analyzing Access to CCDBG by Race and Ethnicity

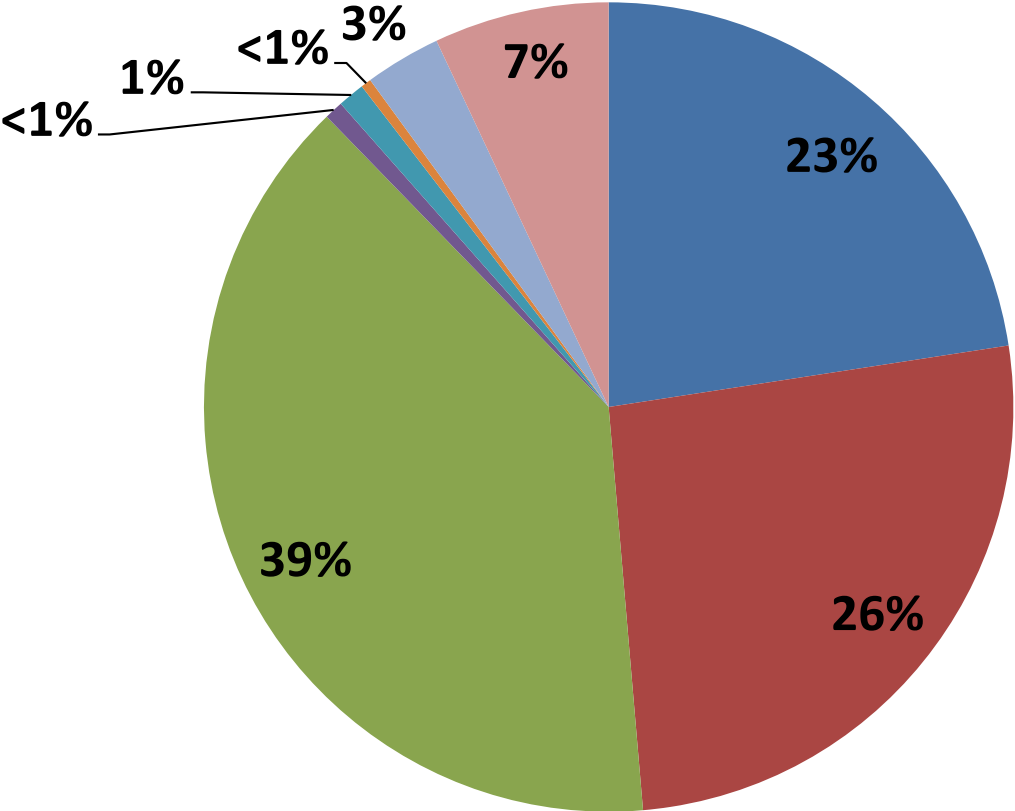
Methodology



This analysis:

- Compares “potentially eligible” children to the number of children served by race and ethnicity
- Uses ACS and Office of Child Care Administrative Data
- Considers state and federal income eligibility thresholds

Most children served in CCDBG are children of color



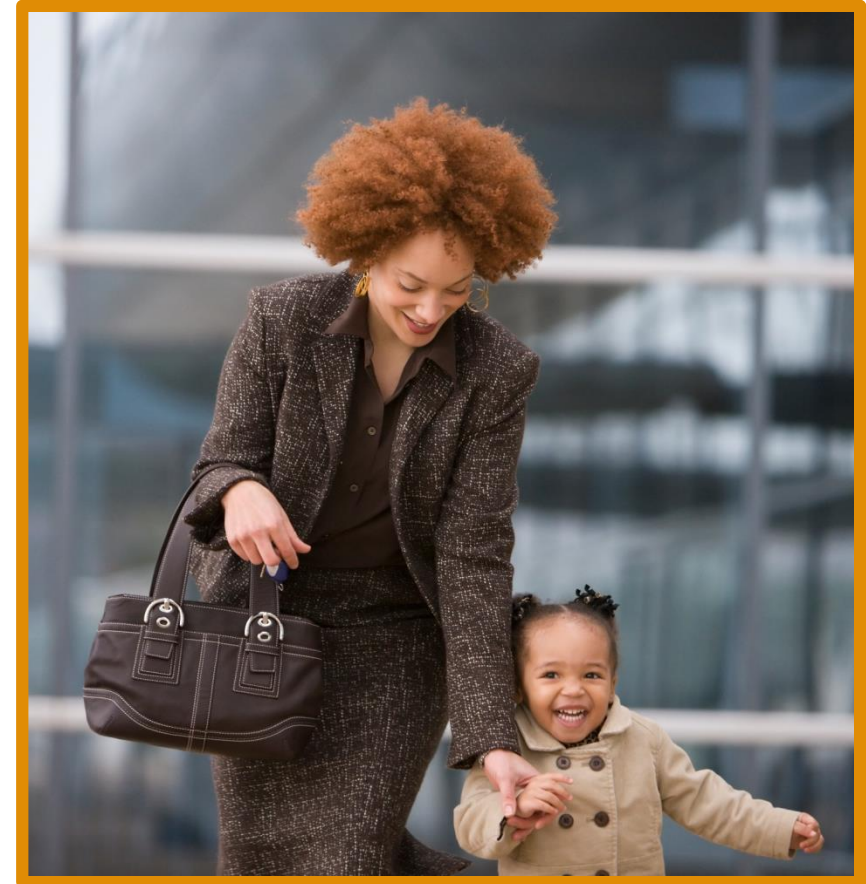
CCDBG participants by race and ethnicity, FY 2016

- Hispanic/Latino
- White
- Black
- Native American/Alaska Native
- Asian
- Native Hawaiian/Pacific Islander
- Multi-Racial
- Invalid

Defining “potentially eligible” children

**For the purposes of this analysis,
“potentially eligible” children:**

- Are under age 13
- Have all available parents in household are working
- Have household incomes at or below income eligibility limits



State vs. Federal income eligibility

State income eligibility

- Determined by the states
- In FY 2016, ranged from 118% FPG in Michigan to 314% FPG in North Dakota

Federal income eligibility

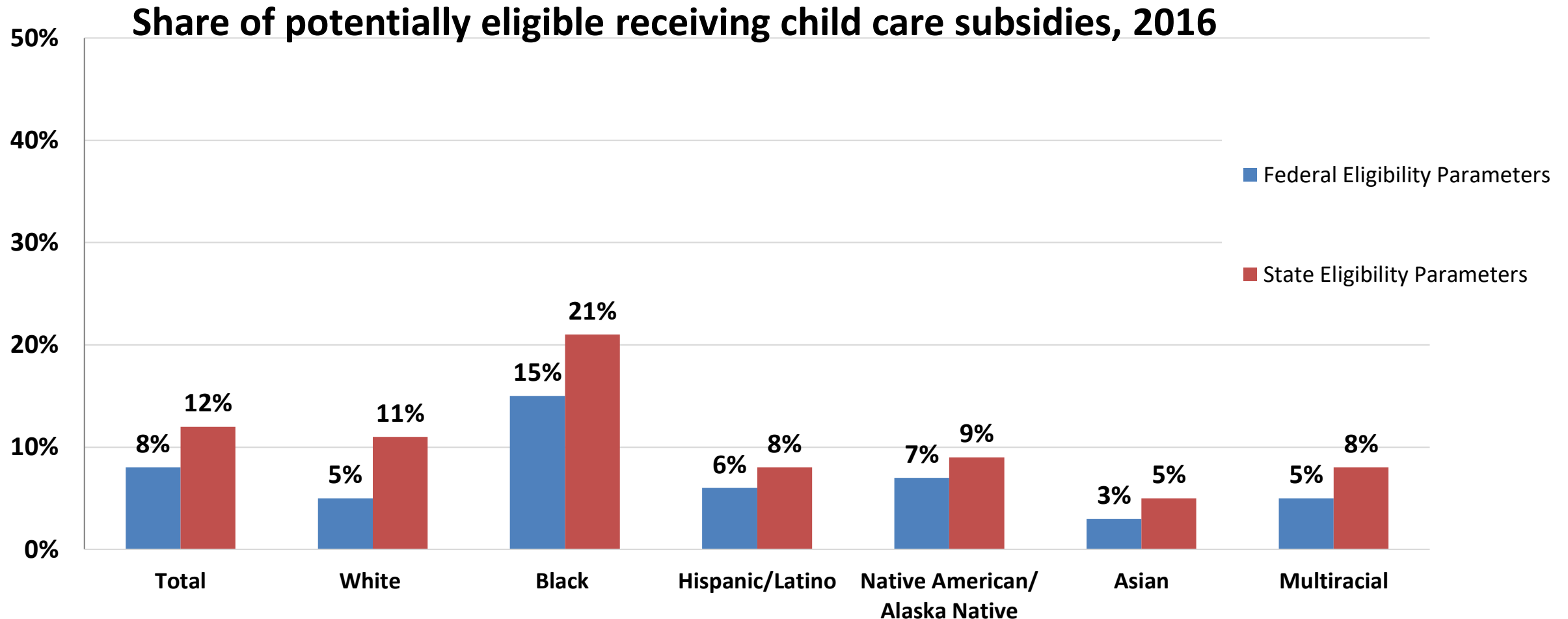
- Written into law at 85% SMI
- Converted to a percent of FPG assuming a family size of three
- Ranged from 208% FPG in Mississippi to 385% FPG in New Jersey & Massachusetts

States excluded from race/ethnicity analysis

More than 10% of children had missing or invalid race data *and* either had missing or invalid ethnicity data or were non-Hispanic

Colorado	39%	New Hampshire	11%
District of Columbia	12%	Rhode Island	68%
Illinois	12%	Texas	17%
Kentucky	24%	Utah	56%
Maine	12%	Washington	17%
Massachusetts	35%	Wisconsin	23%
Missouri	13%		

Access to CCDBG is low across the board, varies by race and ethnicity



Range in the share of potentially eligible children served based on federal parameters

	All children	White	Black	Latinx	Native American/ Alaska Native	Asian	Multiracial
Highest	New Mexico (15%)	Vermont (12%)	Penn. (33%)	New Mexico (17%)	North Carolina (18%)	Hawaii (8%)	West Virginia (20%)
National Rate	8%	5%	15%	6%	7%	3%	5%
Lowest	District of Columbia (3%)	Maryland (2%)	South Carolina (5%)	Maryland (1%)	New York (2%)	South Carolina (<1%)	Wyoming Delaware Virginia Tennessee (0%)

Range in the share of potentially eligible children served based on state parameters

	All children	White	Black	Latinx	Native American/ Alaska Native	Asian	Multiracial
Highest	Iowa (24%)	Vermont (24%)	Penn. (45%)	Penn. (19%)	North Carolina (24%)	Penn. (14%)	West Virginia (32%)
National Rate	12%	11%	21%	8%	9%	5%	8%
Lowest	District of Columbia (4%)	Arkansas (6%)	South Carolina (8%)	Tennessee (1%)	New York (3%)	South Carolina (1%)	Delaware Virginia Tennessee (0%)

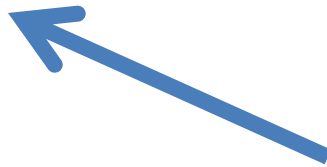
Factors that influence access to CCDBG

FAMILY/CHILD

Employment/child care needs

Child care preferences

Awareness of CCDBG



LOCAL

Child care supply

Availability of other ECE programs

STATE

CCDBG policies

Budget context

Broader early childhood system

FEDERAL/NATIONAL

Demographic shifts

Funding for CCDBG

Broader federal policy context (i.e., immigration)

Next steps for states



increase investments



review subsidy policies



review quality standards and supports



increase collaborations



improve and leverage disaggregated data

Questions?



Racial Equity in Early Childhood: Using Disaggregated Data to Inform State Policies

State Policy Data and Updates

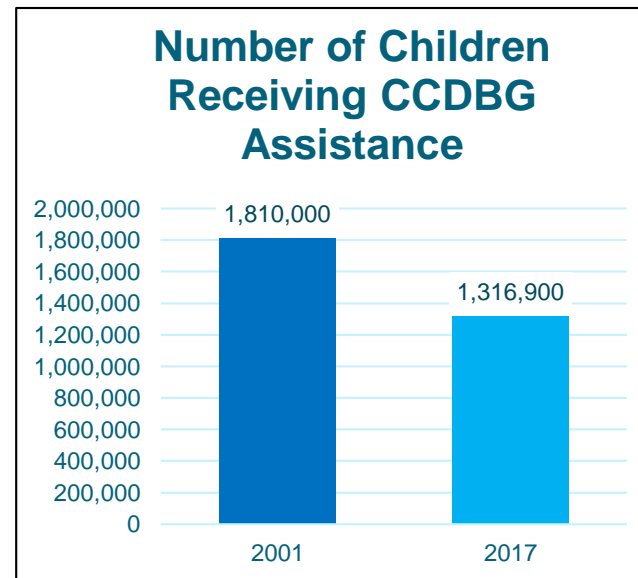
NAWRS 2019 Workshop
July 29, 2019

Karen Schulman
National Women's Law Center



Gaps in Access to Child Care Assistance

- Only 1 out of 6 children eligible for child care assistance under federal law receives it (through the Child Care and Development Block Grant and related programs).
- Due to inadequate funding, approximately 500,000 fewer children were receiving child care assistance through CCDBG in 2017 than in 2001.



Gaps in State Child Care Assistance Policies

(as of February 2018)

- ***Restrictive Income Limits:*** In 15 states, a family with income above 150% of poverty (\$31,170 a year for a family of three) could not qualify for assistance. In 35 states, a family with an income above 200% of poverty (\$41,560 a year for a family of three) could not qualify for assistance.
- ***Long Waiting Lists:*** 19 states had waiting lists or frozen intake for child care assistance.
- ***High Parent Copayments:*** In 30 states, the copayment for a family of three at 150% of poverty was above 7.2% of income (the nationwide average among all families who pay for care).

Gaps in State Child Care Assistance Policies

(as of February 2018)

- ***Inadequate Provider Payment Rates:*** Only one state set all of its payment rates at the federally recommended level (the 75th percentile of current market rates).
 - Low payment rates make it difficult for families receiving child care assistance to choose the care they want for their children.
 - Low payment rates make it difficult to sustain high-quality child care programs in low-income neighborhoods.
 - Low payment rates make it difficult to pay adequate salaries to child care workers—who are disproportionately women of color.
 - Black women make up 6 percent of the overall workforce but 15 percent of child care workers.
 - Latinas make up 7 percent of the overall workforce but 23 percent of child care workers.

Major Opportunities for Progress on Access and Equity in CCDBG

- Child Care and Development Block Grant Act of 2014
 - Reauthorized (renewed and updated) the CCDBG program
 - Approved with broad bipartisan support
 - Final regulations issued in September 2016
 - States had time to come into full compliance with the law
 - **But**, not initially accompanied by new funding to implement the law
- \$2.37 billion funding increase approved in March 2018
 - Largest CCDBG funding increase in history
 - Brought total CCDBG funding to \$8.143 billion in FY 2018
 - States have until September 30, 2019 to obligate their FY 2018 funds, and until September 30, 2020 to spend the funds
 - Funding increase maintained & slightly expanded in FY 2019
 - New funding did not require a state match

Key Goals of CCDBG Reauthorization Law

- ***Healthy and Safe Care:*** Protect the health and safety of children in care through more consistent standards and monitoring of those standards.
- ***Family-Friendly Assistance:*** Allow families to more easily access child care assistance that supports stable and continuous child care.
- ***High-Quality Care:*** Improve the quality of care, including through increased quality set-asides, support for child care providers, and targeted initiatives for priority populations.

CCDBG Reauthorization Law Requirements: Healthy and Safe Child Care

- Requires **pre-service and ongoing training** for all CCDBG providers on 10 topics related health and safety.
- Requires **on-site inspections** for licensed and license-exempt CCDBG providers.
- Requires states to set **group size limits and appropriate child-to-provider ratios** for CCDBG providers.
- Requires **comprehensive background checks** for all licensed and regulated providers and license-exempt CCDBG providers.

CCDBG Reauthorization Law Requirements: Family-Friendly Child Care Assistance

- Expands **consumer education and outreach** requirements.
- Establishes a minimum **12-month eligibility** period for all families (as long as income remains below the federal eligibility limit of 85% of state median income).
- Allows families to continue receiving assistance for at least 3 months while **searching for a job**.
- Requires **redetermination processes** that do not unduly disrupt parents' employment.
- Encourages states to take steps to **meet the needs of underserved populations**.

CCDBG Reauthorization Law Requirements: High-Quality Child Care

- Expands the **quality set-aside** from minimum of 4% in FY 2015 to 9% starting in FY 2020.
- Establishes a 3% set-aside for improving the supply and quality of **infant-toddler care**.
- Requires states to have **training and professional development** for caregivers, teachers, and directors receiving CCDBG funds.
- Allows states to pay providers **differential rates for specialized care** as a strategy for increasing the supply of hard-to-find care.
- Requires states to establish **payment policies and practices** that reflect generally accepted payment practices for providers in the private market (such as paying for a child's absent days).

State Progress in Implementing CCDBG Reauthorization Law (as of February 2018): Health & Safety and Family-Friendly Provisions

- **Licensing Staff:** 24 states had hired additional child care licensing staff to implement health & safety requirements.
- **12-Month Eligibility:** 41 states had a 12-month eligibility period for all families.
- **Interim Reporting:** 22 states had reduced interim reporting requirements for families receiving child care assistance.
- **Job Search:** 45 states allowed parents to continue receiving child care assistance while searching for a job for up to 3 months or until the end of their eligibility period.

State Progress in Implementing CCDBG Reauthorization Law (as of February 2018): Quality and Supply Provisions

- **Absent Days:** 31 states paid for a sufficient number of absent days to align with the reauthorization law and regulations (payment based on a child's enrollment rather than on attendance; full payment if a child attends at least 85% of authorized time; or full payment if a child is absent for five or fewer days in a month).
- **Differential Rates for Specialized Care:** Only 6 states had added, increased, or expanded access to differential rates for specialized types of care (which is encouraged but not required by the law).
 - 38 states paid a differential rate for care for children with special needs.
 - 13 states paid differential rates for care during nontraditional hours.
 - 10 states paid differential rates for care for other groups of vulnerable children (homeless, foster, at-risk children, English language learners).

State Uses of New CCDBG Funds

- ***Increasing Provider Payment Rates:*** Over half of the states are using or will use the additional federal child care funds to raise provider payment rates.
- ***Reducing Waiting Lists:*** 8 states are using or will use the additional funds to serve families on the waiting list for child care assistance.
- ***Implementing the Reauthorization Law:*** Many states are using the funds to cover costs related carrying out the law's requirements, including increased program monitoring, provider training, and extended eligibility for families.

Example of Uses of New CCDBG Funds: *States Serving More Families*

- **Arkansas:** 3,800 new child care assistance slots, allowing the state to clear the waiting list for assistance.
- **California:** 11,300 new vouchers to help families pay for child care.
- **Louisiana:** 4,500 children on the waiting list able to receive child care assistance.
- **Mississippi:** 7,000 more children able to receive child care assistance and families no longer placed on the waiting list.
- **Texas:** 28,000 children on the waiting list able to receive child care assistance.

Example of Uses of New CCDBG Funds: *States Increasing Payment Rates*

- **Alabama:** Increased base payment rates to the 70th percentile of 2017 market rates.
- **Maine:** Increased base payment rates to the 75th percentile of 2018 market rates.
- **Montana:** Increased base payment rates to the 75th percentile of 2016 market rates.
- **Virginia:** Increased payment rates to the 70th percentile of 2018 market rates.

For More Information...

- National Women's Law Center reports available at nwlc.org/issue/child-care-early-learning/
 - *Overdue for Investment: State Child Care Assistance Policies 2018*
 - *Implementing the Child Care and Development Block Grant Reauthorization: A Guide for States*
 - *The Child Care and Development Block Grant Act of 2014: Update on State Implementation of Key Policies*
 - *States Use New Child Care and Development Block Grant Funds to Help Children and Families*
- Contact: Karen Schulman, kschulman@nwlc.org

“Opportunities in CCDBG Reauthorization to Support Racial Equity”

Section 1: The Case for Racial Equity from the US Commission on Civil Rights—Mississippi Advisory Committee

Section 2: Supporting Access to Child Care Assistance for Black Families

Section 3: Increasing Access to Quality Early Learning Programs for Black Families

Section 4: Taking Action: Advocacy Strategies to Support Racial Equity in Your States’ Child Care Assistance Program



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The Case for Racial Equity from the US Commission on Civil Rights Mississippi Advisory Committee

- **92% of** Mississippi's CCDBG participants are **Black families**
- **16% of** Black children federally eligible for child care assistance in Mississippi are being served
- **42% of** national CCDBG participants are **Black families**



The Case for Racial Equity from the US Commission on Civil Rights Mississippi Advisory Committee

Core Findings

- ❑ Mississippi Department of Human Services (MDHS) imposed a number of discretionary requirements which may unnecessarily restrict families in greatest need from accessing quality, affordable child care
- ❑ Testimony provided indicated that federally required spending on the quality improvement for child care services has been less accessible to Black early care and education providers in Mississippi
- ❑ In 2013, MDHS had millions in unobligated, unspent TANF funds that could have been used to serve nearly 3,000 more children and families



Policy Recommendations:

Supporting Access to Child Care Assistance for Black Families

States can make decisions to provide stable access to child care assistance for parents:

- **Who are working to access or maintain access to employment; and**
- **Whose hours and income fluctuate each pay period.**



Policy Recommendations:

Supporting Access to Child Care Assistance for Black Families

Policy recommendations to ensure families get and keep child care assistance:

- **Implement 12-month eligibility periods with limited exceptions**
- **Support employment by providing child care assistance for parents and caregivers that are seeking employment**
- **Allow for irregular fluctuations in earnings and work schedule by not limiting child care assistance to work schedule**



Increasing Access to Quality Early Learning Programs for Black Families

*Quality improvement should be culturally responsive.
NBCDI recommends that states:*



- 1) Increase provider payment rates
- 2) Support Family Engagement
- 3) Address the suspension and expulsion crisis



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Taking Action: Advocacy Strategies for Support Racial Equity in Your States' Child Care Assistance Programs



- 1) Stay informed of your states' implementation plan and process**
- 2) New regulations require transparency on data and policy**
- 3) Advocate to fully fund implementation**



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State of the Black Child Report Cards



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Racial Equity in ECE

- ◆ State of the Black Child: Texas, Washington, and Georgia
- ◆ The Report Cards will be advocacy tools designed to advance racial equity in early childhood education systems by:
 - ◆ Advancing Policies and Practice to Reduce Disparities in Early Childhood Education Discipline
 - ◆ Building Stronger Family Engagement and Supports Informed by the Families of Young Black Children
 - ◆ Advancing Workforce Development in Early Childhood Education



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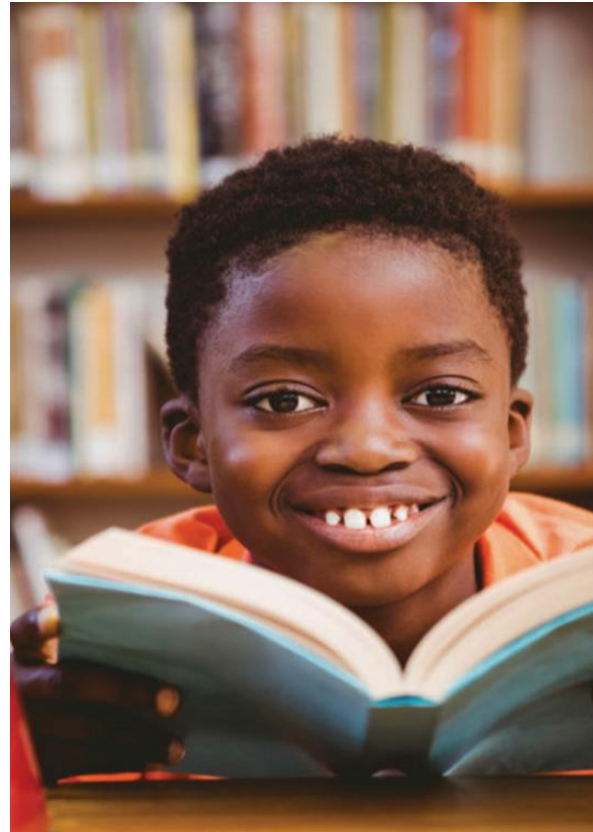
Washington Policy Recommendations

- ◆ Increase Access to Early Childhood Education for Black Children
- ◆ Increase Financial Support for Early Childhood Education Programs
- ◆ Ensure Teacher Diversity Reflects the Diversity of Young Children



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Washington Policy Recommendations



- ◆ Eliminate Racial Achievement Gap by Equipping Educators to Respond to the Needs of Black Children
- ◆ Support Positive Discipline Practice and Harsh Discipline for Black Children



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Texas Policy Recommendations

- End Suspensions and expulsions for all young children
- Improve Health and Wellness Among Black Children in
- Increase Access to High-quality early childhood Education for Black Children
- Address High Rates of Infant Mortality for Black Children



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Thank You!

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