

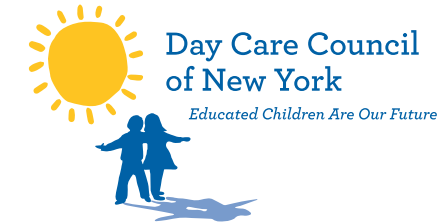


Day Care Council
of New York

Educated Children Are Our Future



**2019–2020
ANNUAL REPORT**



MISSION STATEMENT

The Day Care Council of New York is a diverse membership organization of child care and family service providers, consumers and advocates.

The Council's mission is to seek support for and assist in the development of quality child and family care services.

The organization works with its members to maintain high standards of child developmental, educational and social services.

The Council is committed to programs and services which are designed to promote the sound growth and development of children and their families necessary for a healthy society.



Dear Friends and Colleagues

We sincerely appreciate your ongoing support for the work of the Day Care Council of New York (DCCNY). This fiscal year of July 2019 – June 2020 represents our 72nd year providing specific services to our membership and the extensive number of community child care programs. We did achieve several notable accomplishments that are highlighted below.

We succeeded in securing an extension on the 2018 collective bargaining agreement with DC 37/Local 205 to establish salary parity for community-based certified teachers. Labor negotiations began in June ending in ratification on August 1, 2019. New salary rates were established beginning on October 1, 2019. We also achieved a \$1,800 bonus for all support staff; reductions in health insurance co-pays and deductibles; and \$15 million for the pension fund.

During this period we began the process of establishing a Department of Education sponsored family child care network in Jamaica, Queens. Our private Network has operated for more than 25 years at York College

working with 130 family child care providers. We are thankful to continue our services to this Queens community.

Another positive step forward was resolving repair requests for non-profits operating in New York City Public Housing Authority (NYCHA) buildings. Our efforts included meeting with the incoming NYCHA Chairman Gregory Russ in August and securing his support in rectifying the problems via a new system of reporting. This success was possible due to the assurances from Deputy Mayor William Thompson who committed to addressing the issues.

In December we were notified of our award to work with the New York City Census effort. We hired seven college students to canvass child care programs with the goal of encouraging parents to complete the Census. This work successfully added hundreds of people to the citywide count. DCCNY's ongoing programming, Child Care Resource and Referral, the Early Childhood Career Ladder (in collaboration with DC 37/Local 205),

Labor Relations and Mediation, public policy advocacy and research achieved their goals for the year. Program activities are highlighted in this Annual Report.

Last but not least, our incredible public policy event, ***The Future of the Early Childhood Workforce*** brought together more than 200 participants to hear discussions on this important topic. It was held on February 27, 2020 at the NYU Kimmel Center. Our keynote speaker was Dr. Marcy Whitebook, a recognized expert in early childhood research.

Fortunately for us, the policy forum was held three weeks before the mandatory quarantine to stop the spread of the coronavirus, also known as COVID-19. In March, DCCNY staff began working remotely and continue to do so as of the writing of this report. We are hopeful that good news for a COVID-19 vaccine will happen in the spring. Now is the time to be optimistic and do our part to remain safe and healthy in this new uncertain environment.

In closing, I have been privileged to serve as the Executive Director of DCCNY for 22 years. I am grateful for the personal growth, numerous opportunities for learning, and linking arms with people who know how much this work means to the young children that are placed in our care. I extend a heartfelt thank you to the DCCNY Board, our staff and all of you. It has been an indescribable honor.

Best Regards,



Lorenzo Newby
Lorenzo Newby
Board President



Andrea Anthony
Andrea Anthony
Executive Director

Child Care Division

CHILD CARE RESOURCE AND REFERRAL SERVICE (CCR&R)

DCCNY's Child Care Resource and Referral program (CCR&R) provided more than 1,700 one-on-one child care referrals to parents and families, and processed approximately 44 Quality Assessment Improvement grants. We assisted 51 child care providers in improving their program quality by awarding Business Quality Improvement grants. We also delivered over 1,400 hours of intensive technical assistance (one-on-one mentoring and coaching).

EARLY CHILDHOOD TRAINING INSTITUTE

The DCCNY's Early Childhood Training Institute offered over 750 training hours in both English and Spanish to approximately 350 child care professionals from the five boroughs. Topics included Approaches to Learning, Infectious Disease Control, Family Child Care Business Training, Red Cross CPR/First Aid, and Mandated Reporter among others.

INFANT/TODDLER PROGRAM

The DCCNY's Infant/Toddler Specialists are a resource for our member centers. For FY 2019, training topics included Infant and Toddler Learning and Development, Social/Emotional Development, Resiliency and Protective Factors, Using the Infant/ Toddler Environment Rating Scale (ITERS) to Arrange Classroom Environment, and Infant and Toddler Discipline and Guidance. In addition, over 250 hours of intensive technical assistance were completed.

JAMES C. HALL, JR. FAMILY CHILD CARE NETWORK

The James C. Hall, Jr. Family Child Care Network continues to work with 130 family child care providers serving approximately 1,200 children. More than 450 monitor visits were made and various trainings were given throughout the year to ensure quality child care.

CARES GRANTS FOR ESSENTIAL WORKERS AND CHILD CARE PROVIDERS

DCCNY worked with the NYC Child Care Resource and Referral Consortium (CCR&R) and the Office of Children and Family Services on the implementation of the CARES I Essential Workers Scholarship Project. Through this grant opportunity, DCCNY and the Consortium assisted 2,000 families in applying for a scholarship to pay for child care expenses, and 3,000 providers to obtain Covid-19 related personal protective equipment (PPE) supplies. DCCNY approved 142 scholarships and 697 PPE grants to providers.

3,000 Providers to obtain Covid-19 related PPE supplies
2,000 Families applying for scholarship for child care expenses
697 DCCNY approved PPE grants to providers
142 DCCNY approved scholarships



Preparing PPE supplies at Day Care Council of New York

Public Policy and Advocacy

This year's public policy advocacy efforts shifted significantly with the outbreak of the Coronavirus. The focus went from strengthening programmatic infrastructure to systemic survival in a matter of weeks. The stabilizing impact of the City's decision to maintain full funding throughout the shut-down for early education providers contracted with the Department of Education cannot be overstated.

The Day Care Council's Advisory Committee continued to be the main voice of change for our members. The agenda shifted from full enrollment, NYCHA facilities and background checks during the fall and winter to the challenges of home based learning and family support in the spring and summer. The Advisory Committee met with Deputy Chancellor Josh Wallack and his team on a quarterly basis and committee members were regularly called upon for feedback on a broad range of issues.

As members of the Campaign for Children's (C4C) Steering Committee, once the pandemic hit, we tracked the progress of the regional enrich-

ment centers (RECs) and fought hard to maintain summer youth program funding. Virtual meetings and rallies were held with many members of the City Council, the Borough Presidents, and the Comptroller's office. Restoration of \$ 115M in youth service funding was reflected in the final FY '21 city budget.

At the state level, DCCNY's Executive Director continued to be a member of the Governor's Child Care Accessibility Task Force. This Task Force will issue a report in early 2021 cumulating the almost two years of collaboration, research and discussions among nonprofits, state and local government representatives from around the state.

We also organized a successful Child Care Advocacy Day in February. Once center based programs were shut down across the state, we facilitated bimonthly meetings of the ESCCC Action Team with representation from the Civil Service Employees Association (CSEA), Citizen Action NY and the Alliance for Quality Education. Provider concerns were consistently brought to the attention of the Office of Children and

Family Services (OCFS), and the Department of Health and Mental Hygiene (DOHMH). Although much our advocacy work was done virtually this fiscal year, we maintained a strong presence on the city and state levels on behalf of DCCNY member agencies.

RESEARCH EFFORTS THAT STRENGTHEN OUR ADVOCACY

The Day Care Council of New York's (DCCNY) research continues to focus on the publication of reports, policy briefs, and opinion-editorials in order to support the DCCNY membership and the broader early childhood education field. In November, DCCNY released a policy brief about study plan teachers with a set of policy recommendations for how to support them. An opinion-editorial (Op-Ed) about the policy brief was published in the New York Daily News. The op-ed was well received by the early childhood community, and was featured in newsletters by Politico Education, Nonprofit Media, Columbia University Teachers College, and CUNY Professional Development Institute (PDI). It was also tweeted by Chalkbeat and the Center for the Study of

Child Care Employment (CSCCE) at the University of California-Berkeley.

In May, DCCNY produced an opinion-editorial about the role that child care centers play in alleviating families' food insecurity. This topic evolved out of the results of the DCCNY membership survey that was distributed in April. Follow up Zoom and phone interviews were conducted with several DCCNY members to collect more information about how centers were distributing food to families. The Op-Ed was published on May 26th.

In June, DCCNY released a report on emergency child care (ECC) programs operating in community-based centers and family child care programs. The goal of the report was to determine best practices and operations of ECCs and to develop a set of recommendations for the general reopening of child care centers in the fall. The report was well-received and garnered some attention in the media. An excerpt of the report was included in an article for the New School's Center for New York City Affairs (CNYC) newsletter Urban Matters.

Public Policy and Advocacy cont.

THE FUTURE OF THE EARLY CHILDHOOD WORKFORCE

In February 2020, DCCNY hosted a policy forum titled *The Future of the Early Childhood Workforce*. Our keynote speaker was Dr. Marcy Whitebook from the University of California-Berkeley's Center for the Study of Child Care Employment (CSCCE). We had two panel discussions with guest speakers including Department of Education Deputy Chancellor Josh Wallack, NYC Comptroller Scott Stringer, Rosemarie Sinclair from the Council of School Supervisors and Administrators (CSA), Diana Perez from WHEDco, Deputy Commissioner Simone Hawkins from the Department of Health and Mental Hygiene (DOHMH), Associate Director for Early Childhood Policy Hope Lesane, Dr. James Parrott from the New School, and Beverly Falk from City College. The forum was held at the New York University (NYU) Kimmel Center in the Eisner and Lubin Auditorium. Approximately 200 guests attended the event. We received several accolades from attendees and positive feedback on our evaluation forms.

2020 CENSUS PROJECT

In December 2019, DCCNY was awarded a grant to work on census education, advocacy, and organizing. The award amount was \$150,000 for a six month project (January 2020-June 2020). We hired six new census organizers and one new census captain (a total of seven new hires). Due to the COVID-19 pandemic, our census project switched strategies from in-person visits to digital and phone bank outreach. Because of this change in strategy, we could no longer target member agencies and families with young children. Instead, our census work joined the larger City-wide goal of getting as many people to complete the 2020 Census as possible. We did this by using a phone banking software called VAN and text banking software called Hustle. We were able to meet our milestone goals and closed the project on June 26, 2020. Overall, the project successfully met its goals despite the changes to outreach strategies.



DCCNY Executive Director, Andrea Anthony



The Future of the Early Childhood Workforce Policy Forum hosted by DCCNY February 2020. L to R: Kendra Hurley, Independent Policy Researcher; Beverly Falk, CUNY City College; Simone Hawkins, NYC Dept. of Health and Mental Hygiene; Hope Lesane, The Education Trust-New York; Josh Wallack, NYC Department of Education

Labor Relations and Mediation Service

The Labor Relations and Mediation Service (LRAS) provided continuous labor and personnel support to DCCNY members. Through a combination of training, consultations and mediation services, we helped members manage their unionized staff while avoiding violations of labor contracts, employment laws, employee grievances and costly arbitrations.

The 2019 - 2020 fiscal year was an active year for LRAS matters due to the significant implementation of salary parity for provisionally certified BA and licensed MS degreed community-based teachers. We advised members on how to implement salary increases and bonuses for support staff.

We also conducted several trainings for our members on issues such as Just Cause terminations and Sexual Harassment. LRAS also advocated on behalf of our members by providing testimony on proposed changes to Article 47 of the New York City Health Code.

The second half of the fiscal year was primarily effected by the COVID-19 pandemic. We transitioned to serving our members remotely, which included several virtual labor and employment law presentations regarding



At the podium, Lisa Caswell, Senior Policy Analyst, DCCNY (Seated l to r) Simone Hawkins, Assistant Commissioner and Althea Jackson, Director, NYS Child Care Service Operations from the Bureau of Child Care, DOHMH, and Jim Hart, Program Operations, Division of Child Care Services, NYS OCFS

issues arising from the pandemic. LRAS also handled several mediations virtually as the pandemic continued. Labor negotiations with the Council of Supervisors and Administrators were scheduled to begin in the second half of the fiscal year but was postponed due to the pandemic.

Board of Directors FY 2019-2020 and Day Care Council Staff

BOARD OF DIRECTORS

OFFICERS

Lorenzo Newby, *President*
Jean Jeremie, *Vice President*
Betty C. Jones, *Vice President*
Alice B. Owens, *Vice President*
Robert Gutheil, *Treasurer*
Pauline Chen, *Secretary*

BOARD MEMBERS

Takiema Bunche-Smith
Wanda C. Carter
Carla Franklin
Pamela Haas
Kelly Haley
Pauline Sobelman
Vaughan Toney

DAY CARE COUNCIL STAFF

ADMINISTRATION

Andrea Anthony, *Executive Director*
Carey Solomon, *Fiscal Consultant*
Cheryl Badley, *Fiscal Consultant*
Risa Bernstein, *Office Manager*
Joshua Stoby, *Assistant Office Manager*

LABOR RELATIONS ASSISTANCE AND MEDIATION SERVICE

*Nilesh Patel, Esq., *Director*
Erika Ewing, Esq., *Director*

POLICY AND ADVOCACY

Lisa Caswell, *Senior Policy Analyst*

EARLY CHILDHOOD CAREER LADDER

Mai Miksic, *Senior Research Analyst*
Maggie Graham, *Research Assistant*

INTERNS

Paloma Feliz
Renee Lowe

CHILD CARE DIVISION

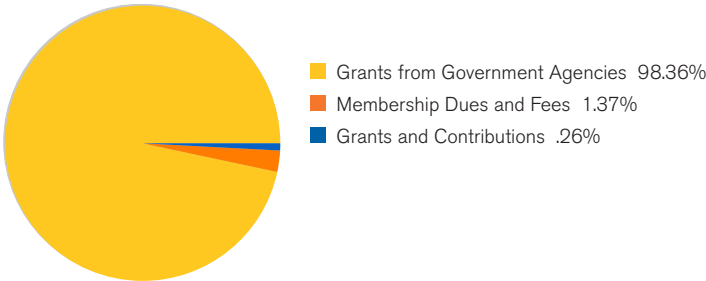
*Jon Pinkos, *Director*
Sofia Lopez, *Director*
Arden Corbett, *Health Care Consultant*
Bridget Rodriguez, *Special Projects Coordinator*
Almarie McCoy, *Senior Provider Specialist*
Tiffany Bryan, *Provider Specialist*
Delma Burgos, *Provider Specialist*
Yvonne Hancock, *Provider Specialist*
Joy Jensen, *Provider Specialist*
Ingrith Marin, *Provider Specialist*
Jessenia Ortiz, *Provider Specialist*
Juan Bautista, *Child Care/Provider Specialist*
Erika Enchautegui, *Child Care Specialist*
Jessica Laureano, *Child Care Specialist*
Clara Almanzar, *Infant-Toddler Provider Specialist*
Vanessa Torres, *Infant-Toddler Specialist*
I-Ling Tsai, *Infant-Toddler Specialist*
Keishla Hornsby, *Family Child Care Network Coordinator*
Karen McCray, *Assistant Family Child Care Network Coordinator*

*Jon Pinkos retired in May 2020.

*Nilesh Patel resigned in February 2020

Statement of Activities

YEAR ENDED JUNE 30, 2020

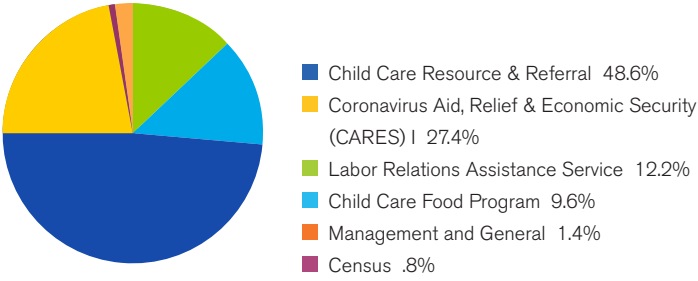


SOURCE OF INCOME

FY 2020

Grants from Government Agencies	\$ 13,406,511
Membership Dues and Fees	187,380
Grants and Contributions	<u>36,000</u>
TOTAL	\$ 13,629,891

* Information derived from un-audited financial statements



USE OF INCOME

FY 2020

Child Care Resource & Referral	\$ 6,613,591
Coronavirus Aid, Relief, and Economic Security (CARES) I	3,733,651
Labor Relations Assistance Service	1,657,026
Child Care Food Program	1,303,461
Management and General	194,125
Census	<u>102,140</u>
TOTAL	\$ 13,604,194
Operating change in net assets	25,697
Net Investment Income (gain)	<u>17,718</u>
Total change in net assets	\$ 43,415

DCCNY Affiliations

- Campaign for Children
- Child & Adult Care Food Program Sponsors Association
- Child Care Aware of America
- Federation of Protestant Welfare Agencies
- Human Services Council
- New York City Child Care Resource & Referral Consortium
- New York State Early Care and Learning Council
- Nonprofit New York
- Winning Beginnings New York

DAY CARE COUNCIL OF NEW YORK

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