



Day Care Council of New York

Educated Children Are Our Future





A Message from the Board President & Executive Director




Lorenzo Newby
Board President




Tara N. Gardner
Executive Director

Dear Friends and Colleagues,

As we close-out our 74th year of service, the board and staff of the Day Care Council of New York remain committed to representing and supporting the community-based organizations and professionals who provide early care and education for NYC's families. These providers were critical in sustaining NYC during the height of the pandemic, and they continue to be essential to the City's recovery and growth.

This past year, our team advanced policies and delivered services and supports that ensured that all NYC children had access to the highest quality care and early education. We are excited to share this annual report highlighting accomplishments achieved during this important and impactful year.

Among other successes, we helped providers across the City access funds to support their workforce, provided training and professional development to both center-based and home-based professionals, and led efforts to reform government policies to strengthen early care and education in NYC. Together, with our members, fellow advocates, and governmental partners, we made real impacts for the early childhood education and care sector which led to NYS's largest ever investment in child care making it possible for more families to access child care subsidies and providing crucial funds to support the early childhood workforce.

In the coming year, we will continue our efforts to build a movement to sustain and expand high-quality early care and education. We will continue to uplift the amazing work done by child care and early childhood professionals in every neighborhood of our City every day. And we will push to ensure that the early childhood workforce receives the compensation they deserve!

Thank you for your support and partnership. We are proud of the work highlighted in this report and excited for the work ahead!

About Us



DCCNY is committed to programs and services that promote sound growth and development of children and their families.

The Day Care Council of New York (DCCNY) is a diverse membership organization of publicly and privately funded early childhood education and care and family service providers, consumers, and advocates. DCCNY’s mission is to seek support for and assist in the development and operation of quality early childhood education and care services. The organization works with its members to maintain high standards of child development, education, and social supports.

Our Programs & Services

Services for Members

Labor Relations and Mediation Service (LRAS)

Since 1948, DCCNY has worked with NYC and child care providers to ensure that New York’s youngest children receive the highest quality early childhood education and care. Today, the Member Services Team continues to provide critical assistance to child care employers with unionized and non-unionized employees to resolve workplace issues, personnel matters, and employee grievances. The team also provides legal representation to DCCNY members in arbitration, human rights complaints, and National Labor Relations Board proceedings. We help organizations create, implement, and maintain legal and administrative structures that promote fair labor and employment practices in high quality early childhood education settings. Members also receive training to ensure that personnel policies, disciplinary actions, and discharges follow the respective collective bargaining agreements, as well as Federal and State labor and employment laws.

Early Childhood Career Ladder (ECCL)

NYC’s early childhood education and care system relies on the network of community based organizations and providers that operate programs. Since 2017, DCCNY has administered a financial assistance program founded to address one of the most significant issues facing community based early childhood programs – the lack of certified teachers. The program has successfully helped early childhood education and care professionals advance in their careers and become stronger, more credentialed teachers through supporting their pursuit of additional education and credentialing.

Services for Families

DCCNY provides child care information, referrals, and assistance to more than 3,000 families annually. Our trained Child Care Specialists help families identify licensed child care providers, summer camps, and after-school, Head Start, Pre-K, and Special Needs programs that meet families’ specific geographic and financial needs. Child Care Specialists assist in designing personalized child care plans, connect families to additional support services such as special education/early intervention referrals, mental health services, housing support, food security resources, and health insurance, and make necessary referrals to community services.

Services for Providers

NYC Child Care Resource & Referral Consortium (NYC CCR&R), Child Care Business Consultation, Infant Toddler Mental Health Consultation, Infant Toddler Services

Since 1989, DCCNY has provided training and technical assistance to thousands of NYC early care and education providers including family child care programs, child care centers, and school-age programs. Services include: board training; early childhood training; networking events; business and quality improvement grants; health care quality improvement grants; Medicine Administration Training; infant and toddler technical assistance, training and mental health consultation; and individualized technical assistance projects using Environmental Rating Scales (ERS) or other quality-assessment tools.



Family Child Care Network (FCCN) Child and Adult Care Food Program (CACFP)

Since 1993, DCCNY has served as a vital resource for the increasing number of family and group child care providers offering child care in their Southeast Queens homes. The team supports 130 providers that serve approximately 1,500 children from birth to age 12. Providers receive assistance with start-up, licensing, training, and educational and other resources to maintain their businesses and meet state guidelines. In 2020, DCCNY launched a DOE-funded Family Child Care Network (FCCN) which enhances, supports, and strengthens child care, from birth through 3K, and assists in the development of quality child and family services and the implementation of effective operational practices. Our services also enable providers to receive reimbursement for the nutritious meals and snacks served to children in their care. Nutrition workshops focused on implementing menu plans, recordkeeping, and training are offered as technical support. The program contributes to young children's wellness, healthy growth, and development.

New Initiatives

Childcare Assistant Apprenticeship Program (CAAP)

In 2021 DCCNY partnered with Bronx Community College to launch the *Childcare Assistant Apprenticeship Program (CAAP)* which is designed to give community residents the opportunity to work in child care centers in the South Bronx while earning their Child Development Associate (CDA) Credential tuition free at Bronx Community College. Apprentices work under the mentorship of experienced teachers and directors while gaining the education, experience, and credentials needed for several positions within community-based early childhood education programs.

Public Policy

We supported policies and delivered services that strengthened the early childhood workforce, so that all NYC children could access the highest level of care. This year, our efforts were covered in the following outlets:



Events

Chancellor Banks' Address NYC Dept. of Education March 2022



Announcement of Mayor's Child Care Blueprint June 2022



Care For All Families Rally May 2022



Our Impact



Membership

- **102 member organizations**
- Operating **200+ center-based programs**
- Employing **4,000+ New Yorkers** (primarily Black and Brown women)
- **25 bi-weekly membership meetings**
- Special membership meetings with: **Eric Adams**, then–NYC Mayoral Candidate; **Gale Brewer**, NYC Councilmember; **Jabari Brisport**, NYS Senator; **Simone Hawkins and Team**, then–NYC Department of Health and Mental Hygiene; **Nora Yates**, NYS Office of Children and Family Services, Associate Commissioner, Division of Child Care Services



Labor Relations & Technical Support

- **1,800 hours** of labor and personnel support to center-based operators
- **60 hours** of training for board members of member organizations
- Processed **150+** COVID-19 vaccine exemption requests for DCCNY members and the DOE-contracted ECE community



Workforce Support & Development

- **\$317,000+** delivered to **69 early childhood educators** to cover tuition, books, and fees
- **17** early childhood professionals completed their master's degrees
- **2** early childhood professionals completed their bachelor's degrees

Our Impact



Services & Technical Assistance

- **130** small businesses operating home-based family child care programs serving approximately **1,500** children
- **2,800+ hours** of technical assistance to center-based and home-based providers
- **414** child care referrals to NYC parents
- **260+** health, safety, and nutrition monitoring visits
- **139** Business Quality Improvement grants, Medicine Administration Training grants, and Quality Assessment Improvement grants



COVID-19 Response

- Delivered **7,400** COVID-19 at-home test kits to providers, senior centers, and women's shelters
- Helped **2,000** providers apply for the NYS Child Care Stabilization grant resulting in **\$121,922,321** in funding to support business stabilization and operations

Our Impact



NYS Budget Victories

In FY 2022, DCCNY was instrumental in securing the following NYS budget victories:

- **\$7 billion+** over four years to support affordable child care for low-income families in every part of New York State
- The elimination of burdensome requirements that prevent families from accessing child care and increases in child care accessibility that will make approximately half of New York State families eligible for child care assistance
- A **\$343 million** child care stabilization fund that will support teachers, staff, and directors in child care programs
- Increases in State reimbursements for child care



NYC Budget Victories

In FY 2022, DCCNY was instrumental in securing the following NYC budget victories:

- **\$10 million** to provide child care for undocumented families
- **\$46 million** for wage increases in community-based child care programs and Pre-School Special Education Programs

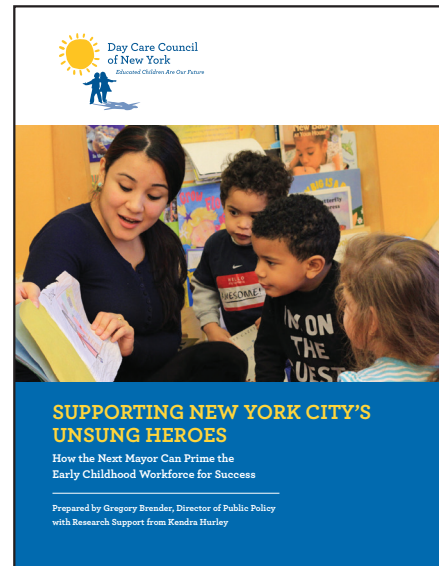
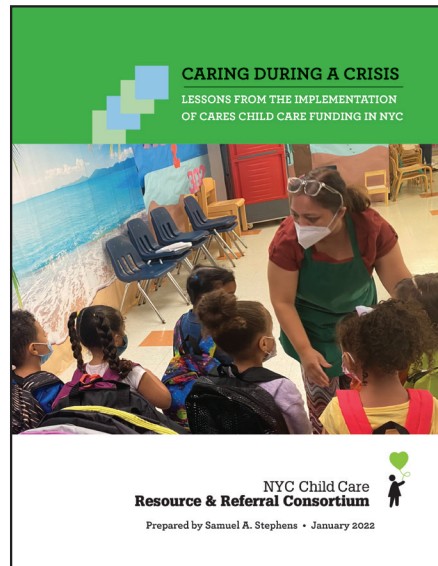


Our Impact



Reports

- Co-authored *Caring During a Crisis: Lessons from the Implementation of CARES Child Care Funding in NYC*
- *Supporting New York City's Unsung Heroes-How the Next Mayor Can Prime the Early Childhood Workforce for Success*



Our Partners

- Bronx Community College, City University of New York
- Child Development Support Corporation
- Chinese-American Planning Council
- Committee for Hispanic Children & Families
- Council of School Supervisors and Administrators, Local 1: AFSA, AFL-CIO
- District Council 37, Local 205, AFSCME, AFL-CIO
- The International Rescue Committee
- York College, City University of New York

Financial Report FY 2021-2022

INCOME YEAR ENDED JUNE 30, 2022

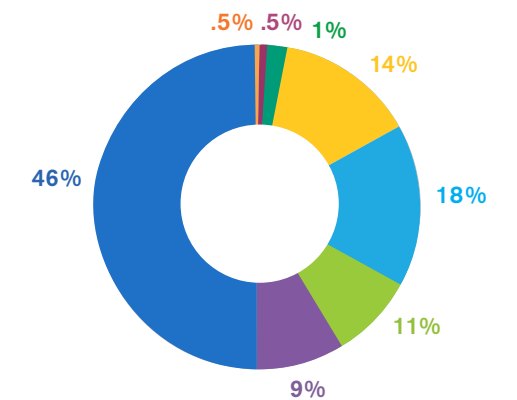
SOURCE OF INCOME	FY 2022
Grants from Government Agencies	\$ 14,558,929
Membership Dues and Fees	252,115
Grants and Contributions	119,185
TOTAL	\$ 14,930,229



Grants from Government Agencies	97%
Membership Dues and Fees	2%
Grants and Contributions	1%

EXPENDITURES YEAR ENDED JUNE 30, 2022

USE OF INCOME	FY 2022
Child Care Resource & Referral	\$ 6,691,670
CARES II and III	2,621,849
Family and Child Care Network	2,038,476
Child Care Food Program	1,521,788
Labor Relations Assistance Service	1,345,087
Management and General	204,951
Robin Hood	83,185
Bronx Community College	38,841
TOTAL	\$ 14,545,847
Operating change in net assets	384,382
Net Investment Income (gain)	(234,972)
Total change in net assets	\$ 149,410



Child Care Resource & Referral	46%
CARES II and III	18%
Family and Child Care Network	14%
Child Care Food Program	11%
Labor Relations Assistance Service	9%
Management General	1%
Robin Hood	.5%
Bronx Community College	.5%

* Information derived from un-audited financial statements

Board of Directors and Staff

BOARD OF DIRECTORS

Lorenzo Newby, President
Kelly Haley, Vice President
Betty C. Jones, Vice President
Alice B. Owens, Vice President
Jean Jeremie, Treasurer
Pauline Chen, Secretary
Takiema Bunche-Smith
Wanda C. Carter
Pamela Haas
Vaughan Toney

EXECUTIVE TEAM

Tara N. Gardner, Executive Director
Gregory Brender, Director of Public Policy
Erika A. Ewing, Labor Relations & Mediation
Services Director

MANAGEMENT TEAM

Cheryl Badley, Director of Finance
Risa Bernstein, Office Manager
Keishla Hornsby, Director of James C. Hall, Jr.
Family Child Care Network
Sofia Lopez, Director of Child Care Division
Raffi Salbashian, Associate Counsel

DAY CARE COUNCIL STAFF

CHILD CARE DIVISION

Tulani Bey, Child Care Business Project Assistant
Tiffany Bryan, Provider Specialist
Delma Burgos, Provider Specialist
Erika Enchautegui, Child Care Specialist
Joy Z. Jensen, Provider Specialist
Jessica Laureano, Child Care Specialist
Ingrith Marin, Provider Specialist
Almarie McCoy, Senior Provider Specialist
Bridget Rodriguez, Provider & Community
Engagement Specialist
Natalie Rosario-Zayas, Mental Health Services Manager
Jessenia Tejada, Child Care Business Specialist
Vanessa Torres, Senior Infant Toddler Specialist

JAMES C. HALL, JR. FAMILY CHILD CARE NETWORK

Bushra Ali, Assistant FCCN Coordinator
Juan Bautista, Education Specialist
Maria Bonilla, Education Specialist
Asmaa Fajri, Education Specialist
Nalene Isaac-Jeremiah, Education Director
Debra Johnson, Assistant Bookkeeper
Karen McCray, Assistant FCCN Coordinator
Ana Santiago Sanchez, Family Worker
Kaylah Sheppard, Health, Safety &
Nutrition Monitor

MEMBER SUPPORT SERVICES

Tracy Suydam, Workforce Support &
Development Manager

OFFICE SUPPORT

Jabari Richardson, Assistant Office Manager
Joshua Stoby, Assistant Office Manager
Sandra Vasquez, Office Cleaner

CONSULTANTS

Dian Brooks, Member Services Consultant
Courtney Klamar, Summer Services
Planning Consultant
Nelli Miah-Carlese, Infant Toddler
Mental Health Consultant
Jose Ortiz, Health Care Consultant
Carey Solomon, Fiscal Consultant
I-Ling Tsai, Infant Toddler Consultant
Stacey White, Health Care Consultant

ADVISORY COMMITTEE

Lateefah Abdul-Jabbaar
Joanne Beavais
Willing Chin-Ma
Desiree Fryson
Kelly Haley
Dawn Heyward
Lillian Magliaro
Roslynn Morgan
Alice Owens
Michelle Paige

MANAGEMENT NEGOTIATING COMMITTEE

Lillian Magliaro
David Nocenti
Alice Owens
Vaughan Toney

SUMMER YOUTH EMPLOYMENT INTERNS

Jocelyn Castrejon
Halen Lin
Angela Su Cao
Abby Tran
Ruifung Zhuo Feng

AFFILIATIONS

Campaign for Children (C4C)
Child & Adult Care Food Program Sponsors (CACFP)
Child Care Aware of America (CCAOA)
Early Care & Learning Council (ECLC)
Empire State Campaign for Child Care (ESCCC)
Federation of Protestant Welfare Agencies (FPWA)
Human Services Council (HSC)
NYC Child Care Resource &
Referral Consortium (NYC CCR&R)
NYS Early Childhood Advisory Council (ECAC)
Nonprofit New York
Winning Beginning NY

FUNDERS & DONORS

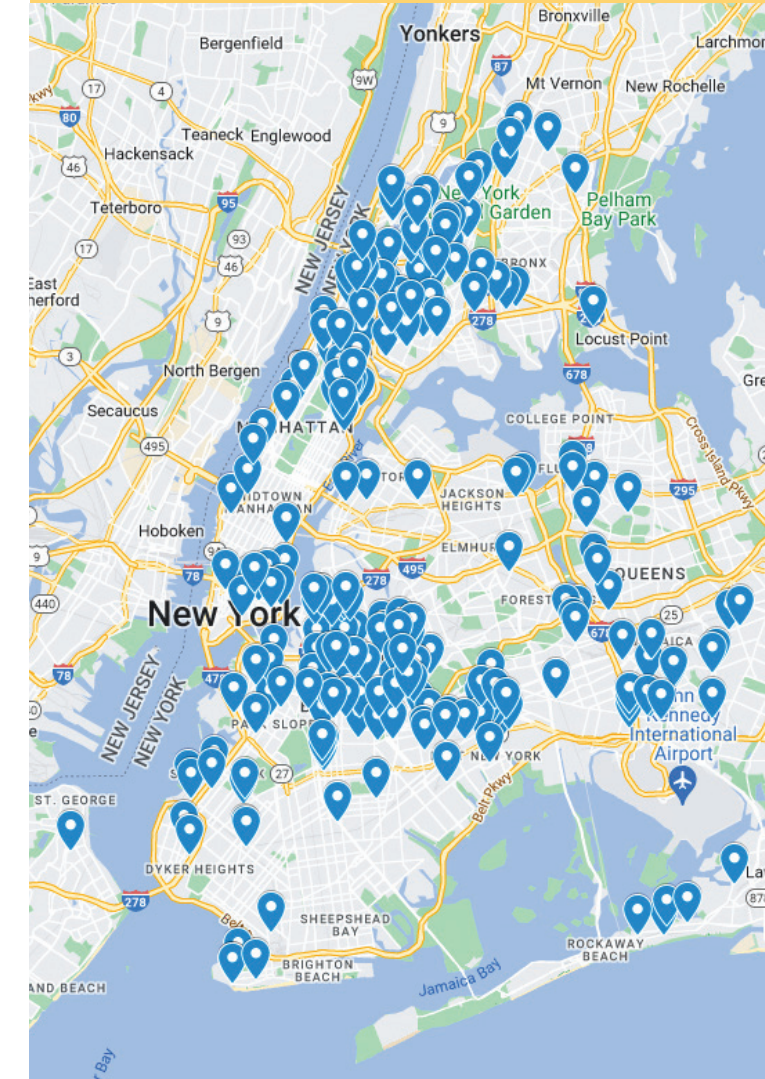
Citizens' Committee for Children
Network for Good
NYC Department of Education
NYS Department of Health
NYS Department of Labor
NYS Office of Children and Family Services
PPE4All
Robin Hood Foundation
The City University of New York,
Bronx Community College
The City University of New York, York College

INDIVIDUAL DONORS

Risa Bernstein
Gregory Brender
Willing Chin-Ma
Robert Guthiel
Jean Jeremie
Esperanza Martinez
Alice Owens

Our Members

1. 1332 Fulton Avenue Day Care Center, Inc
2. Action Nursery
3. Afro-American Parents Educational Centers, Inc.
4. Aim High Leadership Centers
5. AllCare Provider Services
6. Alonzo A. Daughtry Memorial Day Care Center, Inc.
7. Atled, Inc.
8. B'Above Worldwide Institute
9. Bedford Stuyvesant Early Childhood Development Centers
10. Bellevue Day Care Center, Inc.
11. Belmont Community Day Care Center, Inc.
12. Bethany Day Nursery, Inc.
13. Bethel Emanuel Temple, Inc.
14. Billy Martin Child Development Center, Inc.
15. Birch Family Services
16. Blanche Community Progress, Inc.
17. Bronxdale Tenant's League, Inc.
18. Brooklyn Community Services
19. Brooklyn Kindergarten Society
20. Bushwick Improvement Society
21. Bushwick United HDFC
22. Cardinal McCloskey Community Services
23. Catholic Charities Neighborhood Services
24. Child Development Center
25. Chinese American Planning Council
26. Citizens Care Day Care, Inc.
27. Claremont Neighborhood Centers, Inc.
28. Clifford Glover Day Care Center, Inc.
29. Colony South Brooklyn Houses
30. Community Life Center, Inc.
31. Community Parents, Inc.
32. Concourse House, HDFC
33. Cornerstone Day Care Center, Inc.
34. Cypress Hills Child Care Corporation
35. Dawning Village, Inc.
36. East Calvary Day Care Center, Inc.
37. East Harlem Block Nursery
38. East Side House Settlement
39. East Tremont Child Care & Development Center
40. Escuela Hispana Montessori
41. Flushing Day Care Center, Inc.
42. Fort Greene Council, Inc.
43. Friends of Crown Heights Educational Centers
44. Glorious and Gifted Early Childhood Center, Inc.
45. Goddard Riverside Community Center
46. Grand Street Settlement
47. Greater Flushing Community Council, Inc.
48. Hamilton-Madison House, Inc.
49. Hawthorne Corners Day Care Center, Inc.
50. Henry Street Settlement
51. Highbridge Advisory Council Family Services, Inc.
52. Hospital Clinic Home Center/Ace Integration Head Start
53. Hudson Guild
54. Kissena Cherry Day Care, Inc.
55. Labor and Industry for Education, Inc.
56. LABOR Bathgate Community Child Care Center, Inc.
57. Lexington Children's Center, Inc.
58. MARC Academy and Family Center, Inc.
59. Nasry Michelen Day Care Center, Inc.
60. New Life Child Development Center
61. North Bronx National Council of Negro Women Child Development Center, Inc.
62. Northeast Bronx Day Care Center, Inc.
63. Northern Manhattan Perinatal Partnership
64. Nuestros Niños Day Care Center, Inc.
65. Omega Psi Phi Fraternity-Nu Omicron Chapter Early Childhood Education Center
66. Open Door Associates, Inc.
67. Our Saviour's Lutheran Preschool
68. Police Athletic League
69. Prince Hall Service Fund
70. Queens County Educators for Tomorrow
71. Quick Start Day Care Center, Inc.
72. Recreation Rooms and Settlement
73. Rena Day Care Center, Inc.
74. SCAN-New York
75. Seamen's Society for Children and Families
76. Sheltering Arms Children and Family Services
77. Shirley Chisholm Day Care Center, Inc.
78. Sholom Day Care, Inc.
79. Sholom Sholom, Inc.
80. Smart Start Early Learning Center, Inc.
81. Southeast Bronx Neighborhood Centers, Inc.
82. St. Nick's Alliance/Conselyea Street Block Association
83. Strong Place for Hope Day Care Center, Inc.
84. Sunny Skies Prospect Corporation
85. Sunset Park Health Council/NYU Langone
86. The Child Center of New York
87. The David Foster Preschool Academy
88. The Ivy Academy Day Care Center, Inc.
89. The League for Better Community Life, Inc.
90. The Salvation Army of Greater New York
91. Tolentine Zeiser Community Life Center
92. Trabajamos Community Head Start
93. Tremont Crotona Day Care Center, Inc.
94. Tremont Monterey Day Care Center, Inc.
95. Union Settlement Association, Inc.
96. United Community Centers, Inc.
97. United Federation of Black Community Organizations, Inc.
98. University Settlement Society of New York
99. Urban Strategies
100. Utopia Children's Center, Inc.
101. Washington Heights Child Care Center, Inc.
102. Williamsbridge NAACP Early Childhood Education Center Board of Directors



DCCNY Member Agency Centers



DAY CARE COUNCIL OF NEW YORK

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