



Day Care Council of New York

Educated Children Are Our Future





A Message from the Board President & Executive Director



Wanda Carter

Wanda Carter
Board President

2023 marked our 75th year of service to and partnership with the early childhood education and child care sector. This anniversary allows us to reflect on our victories and what we have accomplished and plan our work ahead!

The Day Care Council of New York was founded by a small group of committed child care providers in the years following World War II. Under the leadership of Mayor Fiorello LaGuardia, New York City had started to fund child care centers for the families of service members who were fighting overseas.

However, after the war, that original group of child care providers recognized that high-quality child care was a strategy to address many of the challenges that the growing and diverse city faced. And they were right! Their advocacy led to City, State, and Federal investments that continue to support child care programs in every neighborhood in New York City!



Tara N. Gardner

Tara N. Gardner
Executive Director

Investing in high-quality early care and education remains an effective solution to many of the challenges that New York City continues to address as we emerge from the COVID pandemic. We must strive for fair compensation and make New York City a national model for a high-quality system of early care and education.

The Day Care Council of New York is here to lead these efforts for a City that is true to the vision that today's members share with our founders.

We are pleased to share this report with you, our partners and allies. In addition to detailing our advocacy and the supports offered to our member organizations, we share highlights from our work with family child care, center-based, and new providers this year. We count on all of you in this work and look forward to your continued support and partnership in the year ahead.



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

About Us

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 address operational challenges so that they can deliver high-quality and nurturing educational and care services while maintaining high standards of child development, education, and social supports.

Our Programs & Services

Services for Members

Labor Relations and Mediation Service (LRAS)

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

LRAS conducted several trainings for our members on issues such as fiscal management and labor and employment law issues. Our team continued to serve members remotely and in person, including site visits and presentations.

Early Childhood Career Ladder

From 2017 - 2023, through academic scholarships and book and fees awards, Early Childhood Career Ladder team supported the education and career advancement of over 160 staff and educators working at DCCNY member organizations.

In our August 2023 survey, 69% of respondents reported that they used the financial support to earn a degree, and 41% reported that they completed their full teaching credentials.

At a time when child care programs are facing a staffing crisis, and a trained workforce is a necessity, ECCL has been an important means to support continued education and facilitate economic mobility for early childhood educators and staff!

Employee Retention Tax Credit Assistance

DCCNY assisted 30 member organizations in accessing more than \$21 million from the Employee Retention Tax Credits (ERTC), a COVID-19 program for businesses that were impacted by the pandemic but retained employees in 2020 and 2021.

Services for Providers & Families

Child Care Resource and Referral Services (CCR&R), Infant & Toddler Services, and Training

For nearly 35 years, DCCNY has provided training and technical assistance to NYC's early care and education providers in child care and early childhood education centers, family child care programs, and school-age program settings.

We continued to provide direct services to NYC families and providers through the Child Care Resource and Referral (CCR&R) services to enhance families' access to high-quality and affordable care, and improved business operations and quality, sustainability, and safe and nurturing environments for providers.

Our Infant and Toddler team offered several training sessions, including: Understanding Challenging Behaviors, How to Create a High-Quality Environment for Infants and Toddlers, Using the Infant Toddler Environment Rating Scale (ITERS) to Arrange Classroom Environment, and Art in the Early Childhood Program. Our Infant Toddler Mental Health team facilitated training sessions and offered mental health consultation and coaching services using the Infant Toddler IT CHILD Assessment tool.

Through our Early Childhood Training Institute, we offered professional development opportunities for potential and current child care providers and center-based staff. Offerings included basic and mandated training in Adult and Pediatric First Aid & CPR, SUNY Health and Safety Training, Medication Administration Training, Family Child Care Business Management, Staff Recruitment, Infant Feeding Best Practices, Infectious Diseases, and Adverse Childhood Experiences.

Child Care Stabilization and Desert Grants

DCCNY’s Business Specialists provided technical assistance to NYC’s child care and early childhood education community to access funds made available by the State of New York to support the creation of new seats in child care deserts and workforce retention and recruitment. DCCNY assisted 458 providers in accessing more than \$137 million.

Family Child Care Network & Child and Adult Care Food Program

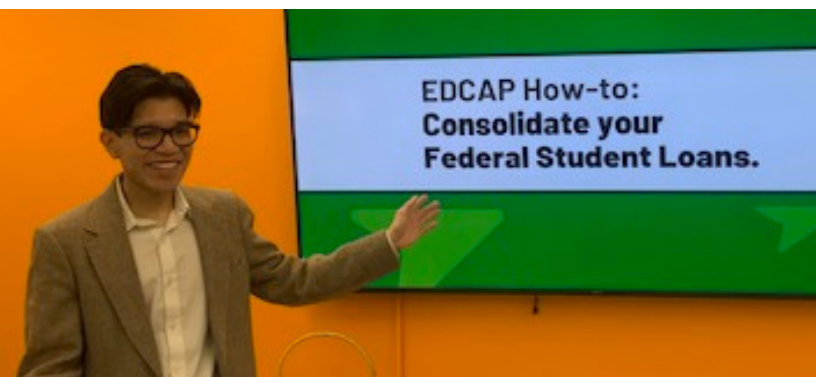
The NYC Department of Education (DOE) funded Family Child Care Network (FCCN) aims to: enhance, support, and strengthen child care in DOE-funded Birth-3K programs in districts 25, 27,28, 29 and 30, promote continuous and responsive relationships to help build early learning skills, and provide high-quality early childhood education.

DCCNY’s FCCN team supported affiliated providers through the creation and implementation of professional learning opportunities using a practice-based coaching framework to ensure providers’ alignment with DOE’s guided Let’s Play curriculum. The team also worked with family child care providers accessing the Child and Adult Care Food Program (CACFP) to ensure that health and safety protocols were followed and in compliance with NYS regulations.

New Initiatives

Education Debt Consumer Assistance Program

Student Debt Counselor Osberto Gomez speaks to child care providers about the process of applying for student debt relief.



The early childhood workforce is made up of committed professionals. 74.5% of titles in community-based child care programs require a credential or postsecondary degree. Many of the professionals in this sector struggle to meet their expenses while repaying student loans.

DCCNY joined the Community Service Society of New York-led Education Debt Consumer Assistance Program (EDCAP) to conduct outreach and provide one-on-one counseling to members of the early childhood community to access student debt relief. DCCNY’s counselors have helped members of the ECE community beat the odds.

Public Policy

Media Coverage

The Day Care Council of New York remains a trusted source of information for media and thought leaders looking to understand early childhood education in New York City. DCCNY was featured in more than 35 television, print, and radio stories, including:

- A New York Times story on fiscal challenges facing early childhood providers
- Spectrum / NY1 Coverage of the budget for 3-K for all
- Governor Kathy Hochul’s announcement of funding for Child Care Stabilization Grants





DCCNY Executive Director Tara N. Gardner joining Governor Kathy Hochul and Manhattan Borough President Mark Levine at a tour of a child care center in Washington Heights.

DCCNY believes that all children, regardless of their zip code or their parent’s or caregiver’s income, deserve access to high-quality early childhood education and child care, and that the professionals who make up the early childhood workforce deserve full and fair compensation.

We continue to be a leading voice for early care and education and led successful campaigns to change New York State and New York City policies to increase NYC families’ access to child care and support the early care and education workforce.

DCCNY brings the voice of the child care community to City Hall and Albany so that policymakers take action to improve policies for the sector.

Policy Event Highlights

DCCNY Chief Policy and Innovation Officer Gregory Brender speaks at a rally calling for the expansion of immigrants’ access to child care at City Hall.



DCCNY and allies meet with State Senator Robert Jackson in Albany for Child Care Advocacy Day.



DCCNY Board President, Wanda Carter, speaks at Governor Kathy Hochul’s announcement of new child care investments in the Bronx.



Our Impact



Membership

- **110 member organizations**
- Operating **228 center-based programs**
- Employing **3,000+ New Yorkers**
- **Hosted 21 bi-weekly membership meetings**
- Assisted **30 member organizations** in realizing **\$21 million+** in Employee Retention Tax Credits (ERTC)



Labor Relations & Mediation

- Provided **1700+ hours** of labor and employment law advice and counseling
- Handled **42 grievances**, conducted **21 meditations** and **seven arbitrations**
- Dedicated over **50 hours** to training board members from member organizations



Services & Technical Assistance

- Supported **44 home-based family child care providers**
- Supported **125 family child care providers** and **1,400 children** to access nutritious meals
- Provided **731 child care referrals** to NYC families
- Awarded **128 grants** for quality improvement, quality improvement assessments, and Medicine Administration Training
- Completed **47 health care plans**
- Delivered **3,000+ hours** of intensive one-on-one technical assistance, inclusive of staff development training for center-based and family child care programs, and **3,500+ virtual technical assistance contacts**
- Facilitated training for **323 providers** and **80 hours** of mental health consultation and coaching services
- Assisted **20 affiliated providers** with obtaining their Child Development Associates
- Conducted **315 monitoring visits**, encompassing **760 families**.

The FCCN team supported **145 families** with various technical support, such as childcare eligibility for new students enrolling in the FCCN's Extended Day Year (EDY) Program and recertification for families' annual renewal. The team facilitated the enrollment of **125 3K School Day Year (SDY)** children to fill the programs awarded slots.

- **7 new CACFP pre-approval site visits** were conducted for new child care programs, bringing our enrollment register to 125 active child care programs.
- **70 child care providers** were given technical support on proper and accurate record keeping: missing meal components, missing or incomplete information on children's enrollments, and disallowances.
- **Approximately 2,000 new enrollments** were entered into CIPS for children registering in family child care programs impacting over 1,416 families.



Workforce Support and Development

- Awarded **27 scholarships** to early childhood professionals
- Assisted **33 Desert Grant** and **425 Stabilization Grant** recipients (**\$137 million**)
- Assisted **454 programs** in applying for the workforce retention grant funding and **accessed \$45 million**



NYS Budget & Policy Victories

DCCNY was instrumental in securing the following NYS budget and policy victories:

- **\$500 million** New York State investment in retention grants for early care and education teachers and support staff
- New child care eligibility guidelines that make **100,000 more families eligible** for child care Assistance in New York State
- New caps in family co-pays that limit the costs of subsidized child care to **1% of income**



NYC Budget & Policy Victories

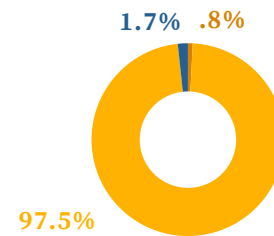
DCCNY was instrumental in securing the following NYC budget and policy victories:

- A new investment from New York City supports child care vouchers for **600 families** regardless of immigration status.
- The creation of a task force to move New York City to Universal Child Care

INCOME YEAR ENDED JUNE 30, 2023

SOURCE OF INCOME FY 2023

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

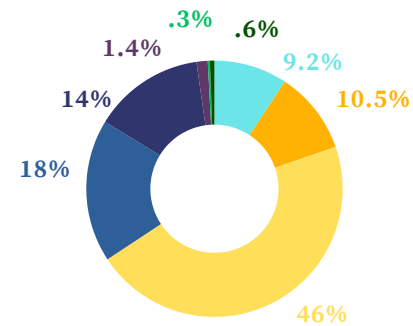


Grants and Contributions	.8%
Grants from Government Agencies	97.5%
Membership Dues & Fees	1.7%

EXPENDITURES YEAR ENDED JUNE 30, 2023

USE OF INCOME FY 2023

Labor Relations Assistance Services	\$1,345,087
Child Care Food Program	\$1,521,888
Child Care Resource & Referral	\$6,691,670
Coronavirus Aid, Relief, and Economic Security (CARES) II and III	\$2,621,849
Family Child Care Network	\$2,038,476
Management and General	\$204,951
Bronx Community College	\$38,841
Robin Hood	\$83,185
TOTAL	\$14,545,847



Operating change in net assets	\$384,382
Net Investment Income Gain/Loss	(\$234,972)
Total change in net assets	\$149,410

Labor Relations Assistance Services	9.2%
Child Care Food Program	10.5%
Child Care Resource & Referral	46%
Coronavirus Aid, Relief, and Economic Security (CARES) II and III	18%
Family Child Care Network	14%
Management and General	1.4%
Bronx Community College	.3%
Robin Hood	.6%

Board of Directors and Staff, 2022-2023

BOARD OF DIRECTORS

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

DAY CARE COUNCIL STAFF

EXECUTIVE TEAM

Tara N. Gardner, Executive Director
Gregory Brender, Chief Policy & Innovation Officer
Erika A. Ewing, General Counsel & Chief Administration Officer

MANAGEMENT TEAM

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

FISCAL TEAM

Xia (Ada) Chen, Finance Associate

OFFICE SUPPORT

Joshua Stoby, Assistant Office Manager
Sandra Vasquez, Office Cleaner

MEMBER SUPPORT SERVICES

Osberto Gomez, Education Debt Counselor
Tracy M. Suydam, Workforce Support &
Development Manager
Jabari Richardson, Member Services Specialist
Gisselle Terrero, Member Services Specialist

JAMES C. HALL, JR. FAMILY CHILD CARE NETWORK

Bushra Ali, Assistant Coordinator
Asmaa Fajri, Education Specialist
Nalene Isaac-Jeremiah, Education Director
Karen McCray, Assistant Coordinator
Sharon C. McLaughlin, Administrative Assistant
Ana Santiago Sanchez, Family Worker

CHILD CARE DIVISION

Lisa Plaskett, Infant-Toddler Specialist
Natalie Rosario-Zayas, Mental Health Services Manager
Agusto Santana, CCR&R Business Specialist
Vanessa Torres, Senior Infant-Toddler Specialist
Tulani Bey, Child Care Business Project Assistant
Tiffany Bryan, Provider Specialist
Delma Burgos, CCR&R Business Specialist
Rebeca Felipe, Provider & Community Engagement Specialist
Joy Z. Jensen, Provider Specialist
Jessica Laureano, Senior Child Care Specialist
Ingrith Marin, Child Care Specialist
Almarie McCoy, Senior Provider Specialist

CONSULTANTS

Diane Brooks, Member Services Consultant
Courtney Klamar, Summer Services Planning Consultant
Mary Oyedijo, Health Care Consultant
Carey Solomon, Fiscal Consultant
Stacey White, Health Care Consultant
Aligned Metrics, Fiscal Consultant
Reintroduce Myself LLC, Member Services Consultant

MANAGEMENT NEGOTIATING COMMITTEE

Lillian Magliaro
David Nocenti
Alice B. Owens
Vaughan Toney

ADVISORY COMMITTEE

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

SUMMER YOUTH EMPLOYMENT INTERNS

Jocelyn Casterjon
Halen Lin
Angela Su Cao
Abby Tran
Ruifung Zhou Feng

Board of Directors and Staff, 2022-2023, Continued

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 Child Care Affordability Task Force (CCATF)
NYS Early Childhood Advisory Council (ECAC)
Nonprofit New York

PARTNERS

Child Development Support Center
Chinese-American Planning Council
Citizens' Committee for Children
Committee for Hispanic Children & Families
Community Service Society
Council of School Supervisors and Administrators, Local 1: AFSA, AFL-CIO
District Council 37, Local 205, AFSCME, AFL-CIO
The City University of New York, York College
Early Childhood Partners NYC
New York Community Trust
NYC Department of Education
NYS Department of Health
NYS Department of Labor
NYS Office of Children and Family Services
Robin Hood Foundation
The City University of New York, Bronx Community College

FUNDERS & DONORS

Wanda Carter
Citizens' Committee for Children
Community Service Society
Early Childhood Partners NYC
Pamela Haas
Jean E. Jeremie
Betty Jones
New York Community Trust
NYC Department of Education
NYS Department of Health
NYS Department of Labor
NYS Office of Children and Family Services
Alice B. Owens
Robin Hood Foundation
The City University of New York, Bronx
Community College

TASK FORCE MEMBERSHIPS

New York State Early Childhood Advisory Council
New York State Child Care Availability
New York City Child Care Advisory Board

Our Members - July 1, 2022 - June 30, 2023

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



DAY CARE COUNCIL OF NEW YORK

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