

# Centering Black Women Led Community Interventions



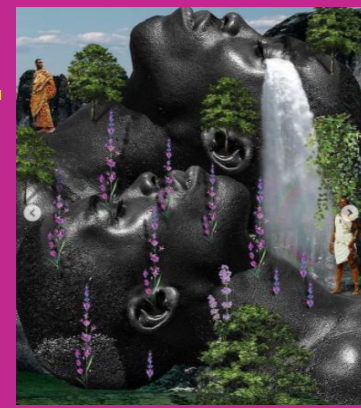
Collaborating for Gender and Racial Economic  
Equity through Early Childhood Education

“That’s How We  
Roll”- Terrence &  
the Strate Notes

# INDIGENOUS LAND ACKNOWLEDGEMENT

Bulbancha (New Orleans), where we are based, was founded upon an Indigenous place known as “Bulbancha,” which means “the place of many languages” in the Choctaw language. This has been a place of trade, inhabitation, and cultural interaction for Indigenous Nations for several centuries. We also want to name that this has been a place in which Indigenous/African Peoples have been trafficked, enslaved, and discriminated against. We honor those who have fought for justice here and have fought against the process of colonization of these lands, and strive to play our part in continuing that fight.

Many Indigenous Nations dwelled in and regularly visited Bulbancha, including, but not limited to, the Houma, Biloxi, Chitimacha, Choctaw, Tunica, Atakapa-Ishak, Natchez, Washa, and Chawasha. Indigenous Peoples still live in this area and Indigenous Nations have made a lasting contribution to area culture. We honor with gratitude the land itself and the people of these Indigenous communities.



# Centering Black Lives





# WELCOME

**NOLA C.A.R.E.S. Collaborative Presenters:**

**Kristi Givens** (she/her, Director/Founder Kids of Excellence, Co-Founder of For Providers by Providers)

**Rochelle Wilcox** (she/her, Director/Founder Wilcox Academies, Co-Founder FOr Providers, By Providers)

**Dr. Allisyn Swift** (she, her Director, NOLA C.A.R.E.S.)



Who else is in the room?

# Objectives



1. Participants will understand the link between Early Childhood Education (ECE) and a Healthy Economy
2. Participants will maintain an understanding of the importance of Black women led and operated initiatives as essential to wealth building for our community.
3. Participants will understand the challenges for ECE providers and business owners- a field dominated by Black Women and how a Black women owned and led organization is actively combating these challenges
4. Participants will be exposed to an example of a multi-organizational, multi-sector collaboration with the goal of fostering wealth building for Black ECE providers (i.e. NOLA C.A.R.E.S.).
5. Participants will understand the program strategy of NOLA C.A.R.E.S. that centers Black women in policy and advocacy, research, and direct programming



# Agenda

1. Warm Welcome
2. Who We Are: Introduction to Beloved Community and NOLA C.A.R.E.S.
3. Who is For Providers by Providers?
4. Intersection of Health Equity and ECE employment



# How are you showing up today:



**Physically**  
**Intellectually**  
**Socially**  
**Emotionally**  
**Spiritually**

“Do Watcha Wanna” - Rebirth Brass Band



Stand up- Hand Up, Pair Up!

1. Introduce yourself
2. Person A (closest to the earth) Share 1 or two of your PISES
3. Person B (closest to the sky) Share one or 2 of your PISES
4. Thank your partner for sharing & listening



# Who is Beloved Community?

- Black women Founded Racial and Economic Equity Firm Headquartered in New Orleans
- Work at the intersection of Education and Workplace

## Our Values:

1. People Change Systems
2. Black Lives Matter
3. Interrogate Neutrality
4. Create with Abundance
5. Center Justice and Joy





# OUR VALUES



PEOPLE CHANGE SYSTEMS



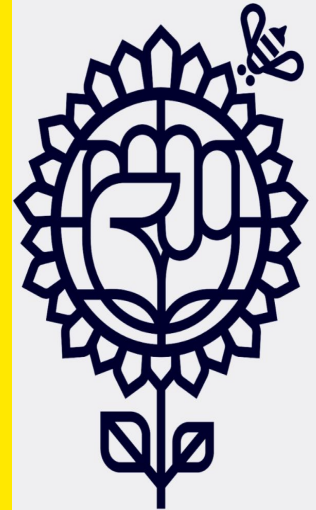
INTERROGATE NEUTRALITY



BLACK LIVES MATTER



CREATE WITH ABUNDANCE



CENTER JUSTICE & JOY

Project  
Processes

Direct  
Programming

**VALUES THAT INFORMS  
PRINCIPLED PRACTICE**

- LANGUAGE JUSTICE
- WITH & BY COMMUNITY
- CENTERING BLACK AND LATINX WOMEN

**PROVIDING ACCESS TO**

**PROFESSIONAL  
DEVELOPMENT**

**NOLA C.A.R.E.S. Partners**

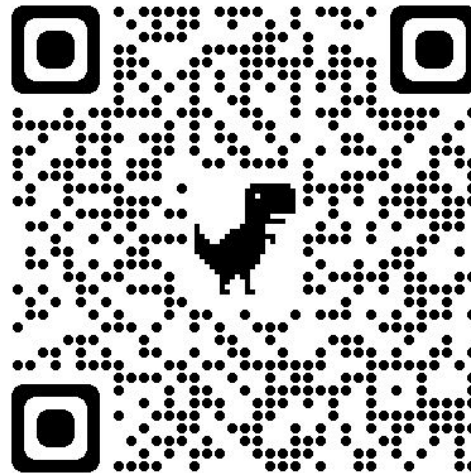
**COMMUNITY CENTERED**

**RESEARCH &  
RELEVANT DATA  
COLLECTION**

**GRASS TOPS ADVOCY FOR  
POLICIES THAT VALUE BLACK  
AND  
LATINX WOMEN**

Increasing  
Knowledge &  
Understanding

Policy  
Advocacy



# For Providers By Providers



Black women owned and led we are Louisiana's leaders in Early Care and Education (ECE), we champion Louisiana child care centers by enhancing the quality of ECE through policy advocacy, professional development, and networking.

In NOLA C.A.R.E.S. we offer:  
Direct Programming with the Child Development Associate  
And Peer to Peer learning for ECE Center Owners



# What do Early Childhood Educators have to do with Health and Economy



Early childhood education is literally the backbone of the economy

- Annual lost revenue due to a lack of childcare amounts to a national average of **\$6.9 billion in taxes, \$12.7 billion for businesses, and \$36.9 billion for individuals.**



# What do Early Childhood Educators have to do with Health and Economy?



There is a 13% return on investment for comprehensive, high-quality, birth-to-five early education. This research analyzes a wide variety of life outcomes including long term effects, such as

- **Health**
- crime,
- Income,
- IQ,
- Schooling,
- Increase in a mother's income after returning to work due to childcare.

# ...Even though ECE is crucial to well-being outcomes...



- More than 50% of ECE workers can't pay for medical expenses,
- 40% are food insecure
- 30% have difficulty paying rent.
- Many are heads of households that can not afford their own child care

These factors contribute to health disparities in New Orleans:

- Black children are three times more likely to be uninsured,
- Black adults are two times more likely to be uninsured,
- All contributing to a 25.5 year difference in life expectancies between the richest and poorest communities in New Orleans divided on racial lines.

# Discussion Questions: (turn & talk)



**How are people and communities directly impacted by inequitable systems centered in your work?**

Our work is designed to empower women of color. Black and Brown women have been disproportionately impacted by structural racism which ultimately impacts their livelihoods and their families. Our work is about helping early care and education providers build wealth and access economic opportunity in a system that is not set up to achieve equitable outcomes. Our work is also about ensuring every child has access to high-quality early care and education because we know the significant racial, economic and gender inequities that impact families with young children.

# Discussion Questions: (turn & talk)



## How does your work approach care, healing, and restoration for workers?

We fight to ensure that the Black and Brown women who work in and own small childcare businesses are respected as the leaders, educators, entrepreneurs and social workers that we are. Yet, we work in a field where pay is low, benefits are scarce, and we do everything we can to support our families. This has a great impact on the mental and physical health of our providers. Long term changes in healthy behaviors of individuals, shared benefits, and cooperative approaches can ensure our people are better taken care of across the early care and education field.



# Discussion: Benefits Cliff and Compensation



**The Issue: Many workers do not accept new jobs or accept higher wages because of the loss of other benefits (Medicaid, Section 8 housing, Food security, Section 8 housing, etc.)**

**How do you navigate compensation and the benefits cliff in your workplace?**

## **Wilcox Solution:**

Goal: to get all employees to \$25.

- Use Health Care Navigators
- Employer paid Co-pay and contributions to health Benefits

For Providers by Providers offers financial coaching so small businesses can meet financial goals that help them achieve compensation equity

# What can you do?



If you are an employer:

- Consider aligning with ECE providers in your area to explore childcare as a workplace benefit for your employees
- Have open conversations with employees about wages and the benefits cliff to map compensation that meets them where they are
- Support your workers in telling their own stories so when you go to bat for them you have the narrative
- **Don't operate in a silo!** Align with industry associations on the local, state, and federal level to be in conversation about issues that can be supportive to you and your employees

If you want to advocate:

- Contact your local NAEYC Chapter- they always have a policy circle
- Power Coalition
- Ask your (city, state, town, etc.) representatives to focus on an equitable plan for ECE that includes the providers

# What can you do?



## If you want to advocate:

- Contact your local NAEYC Chapter- they always have a policy circle
- Power Coalition
- Contact your local Childcare Resource & Referral Agency to find out about local policy initiatives
- Ask your (city, state, town, etc.) representatives to focus on an equitable plan for ECE that includes the providers
- STAY VIGILANT: Get on the mailing list for local ECE advocates! They will keep you informed
- RAISE HELL!
  - Don't accept ANY cuts to ECE, use the economics of childcare as your weapons!



# Questions?

# Thank you!



Contact us:

Rochelle: [rochelle@forprovidersbyproviders.org](mailto:rochelle@forprovidersbyproviders.org)

Kristi: [kristi@forprovidersbyproviders.org](mailto:kristi@forprovidersbyproviders.org)

Dr. Swift: [allisyn@wearebeloved.org](mailto:allisyn@wearebeloved.org)

