



Child Care That Works. For Every Family.

VISION

The Solution We Need: We need to redefine child care as necessary for joyful children, thriving families, and a strong economy; to dramatically increase government investment in child care; demonstrate to lawmakers the broad support that exists for a universal public childcare system; and motivate our elected officials to act.

Our vision is to build a universal, publicly-funded child care system in Oregon that is equitable, affordable, culturally-relevant, inclusive, developmentally appropriate, safe and community-led.

In order to achieve this vision, we must reimagine a system that values child care and the diverse professionals who provide care. This new system must be developed by and for the Black and Indigenous people, people of color, and the largely women providers and parents who know the most about child care.

VALUES

Our way of working:

- Our work is rooted in an understanding of how racism, ableism, and sexism have undervalued child care and child care workers.
- We celebrate and value cultural and linguistic preservation and contributions from BIPOC communities. We value and prioritize multi-racial and multi-ethnic organizing and leadership.
- We engage in leadership development work with impacted parents and providers to build together a movement for change.
- We honor folks' continuous struggle in dismantling oppression in all its forms. This includes advocating for equitable childcare for all.

While we lead by demonstrating what we believe in, we know that this policy can only move forward with the insight and experiences from parents and providers who are BIPOC and additionally marginalized. As we work within a specific set of values and processes, we also are guided by questions that can only be answered by and with folks in these communities:

Community:

- What does collective leadership and collective care look like in community?

- How are we making room for everyone at this table? How are we making everyone of all backgrounds and lived experiences feel welcome in this proposed new structure? Who is at the table right now? Who else needs to be here, but isn't yet?
- In terms of care for one another, how are we leaning on each other and supporting each other?
- How are we honoring and preserving the myriad cultures and languages in this policy? How are we uplifting leadership from parents and providers who are BIPOC?

Prosperity

- How are we prioritizing the health and safety of BIPOC parents and providers? What does a trauma-informed childcare policy look like?
- What are the factors that contribute to parents' and providers' well-being in this work? How does our work eliminate economic barriers that continually prevent BIPOC families and providers from accessing reliable childcare?
- How is our work contributing to a living wage and benefits for providers, especially BIPOC providers who are disproportionately impacted by wage inequality?

Courage

- Transformational change takes time and often requires taking risks and/or dismantling the status quo. Knowing this, are we honoring the communities trusting us to lead this work by building an effective campaign and movement?
- Are we equitably sharing that struggle across all parties by asking those who have been most complacent and least impacted to take on more of the struggle at this time?
- When thinking of our work to reimagine child care in Oregon, we need to hold short term progress and long-term transformation at the same time. Are we honoring both the need to dismantle systems and institutions that harms us *and* build new systems we need in order to thrive?

Integrity

- How are we providing transparency among our coalition and the communities we are responsible to? How are we sharing information in a way that is culturally and linguistically accessible and is accessible across a range of abilities?
- Process is important. How are we operating in a governance and decision making structure that values the lived experience, expertise, and contributions of all?
- How are we providing mutual support *and* accountability among our coalition?
- How are we holding lawmakers and other decision makers accountable to work as partners in reaching our goals?