

	Ideal Future	Critical Gaps	Strategies	Current Reality	
Vision	<p><i>What vision do your aspirations reflect?</i></p> <ul style="list-style-type: none"> • Every child is valued and nurtured by caring adults who understand them, their development, and their needs • Stable, accessible, and responsive child care systems support the health and dignity of children, families, communities, and providers 	<ul style="list-style-type: none"> • Child care serving people vs. the economy 	<ul style="list-style-type: none"> • Craft new narratives about the value of child care from different perspectives • Identify advocacy approaches that do not center the economic argument for child care 	<p><i>Considering what you observe today, what vision would characterize most of child care today, even if it is not what you or others would say you want?</i></p> <ul style="list-style-type: none"> • Child care reflects and sustains the unjust social and economic status quo • Children and families deserve care that reflects how much they do or could contribute to the economy 	Vision
Beliefs	<p><i>What do people believe that supports that vision?</i></p> <ul style="list-style-type: none"> • Child care is a public good that is critically important for the healthy development of children and a thriving society. • Accessible, affordable, high-quality child care provides innumerable social and economic benefits • People who care for children are invaluable members of society and the economy, and child care settings are hubs for the community • Parents see themselves and their children as part of the social fabric • Children are more than future adults to be optimized; their lives and experiences are inherently meaningful • Parents are experts in their own children 	<ul style="list-style-type: none"> • Positional power is valued over lived experience in design and decision making of child care systems • People's economic value determines how much respect and dignity they deserve and how much the system will work for them 	<ul style="list-style-type: none"> • Pursue broad stakeholder design processes • Build advocacy power among parents, providers, and community leaders that reflects their expertise and experiences 	<p><i>What stated or unstated beliefs do those structures reflect?</i></p> <ul style="list-style-type: none"> • Child care's most important benefit is that it allows parents to work outside the home and be economically productive • A secondary benefit of child care is its ability to help children prepare for school (and career) • Parents are solely responsible for providing for their children • Caring for children is not an important job and almost anyone can do it • "Quality" means what white, wealthy policymakers and positional leaders say it means 	Beliefs
Structures	<p><i>What types of plans, policies, or structures reflect those beliefs?</i></p> <ul style="list-style-type: none"> • Worker-owned child care cooperatives • Funding and regulation that enable a diverse array of child care arrangements • A public child care system based on aspects of Federally Qualified Health Centers and public school districts makes care affordable, equitable, and accessible for families and personally and economically viable for providers • Child care licensing that serves as a support system and not only a regulating body 	<ul style="list-style-type: none"> • The ideal future includes a comprehensive set of policies and structures for child care; the current reality is a patchwork that reflects an incoherent set of policies 	<ul style="list-style-type: none"> • Enact policies that respond to the immediate needs of those in the most underserved circumstances AND invest in more profound universal transformation of child care 	<p><i>What types of plans, policies, or structures have led to those activities and events?</i></p> <ul style="list-style-type: none"> • Families pay for their own care or go through cumbersome processes to qualify for support • Demand for child care providers and subsidies far outstrips supply • Child care hours do not reflect families' needs • Policy and regulatory barriers exist for families accessing care and providers offering it 	Structures
Activities	<p><i>In an ideal future, what activities and events are taking place as a result of those structures?</i></p> <ul style="list-style-type: none"> • Children are encouraged to be children in any child care setting • Parents can decide how to best care for their children with support from their community, policymakers, and government entities and have a wealth of affordable, accessible, and equitable options • People who care for children have options for a personally fulfilling and economically sustainable career • Parents make child care choices with the good of the community in mind • Child care providers and parents have flexible arrangements to meet their needs and children's needs 	<ul style="list-style-type: none"> • Abundance vs. scarcity: of connection, support, care 	<ul style="list-style-type: none"> • Identify opportunities to push back against scarcity mindsets – in fundraising, advocacy, and partnerships • Ask where a competition is happening that could be a collaboration 	<p><i>Thinking about child care as it typically is today, what do people tend to do day to day?</i></p> <ul style="list-style-type: none"> • Some children experience nurturing, developmentally appropriate care, often at a high price • Disparities in the quality of care and choices based on race and income • Families feel unsupported as they navigate their limited options and try to balance working and caring • People hoard resources and opportunities out of fear of losing them • People who care for children are undervalued by society, leading to lack of clear career pathways, equitable compensation, and high workforce turnover • Families and providers operate under a cloud of stress and sacrifice 	Activities