

The Honorable Joseph Biden, Jr.  
President of the United States  
The White House  
1600 Pennsylvania Avenue  
Washington, DC 20500

The Honorable Kamala D. Harris  
Vice President of the United States  
The White House  
1600 Pennsylvania Avenue  
Washington, DC 20500

Dear President Biden and Vice President Harris:

We, the undersigned, deeply appreciate your leadership on the American Rescue Plan, and, want to especially thank you for delivering on the promise to support child care by ensuring the sector receives more than \$50 billion total in child care relief. These critical investments will help stabilize an otherwise collapsing child care sector, support parents and other caregivers' ability to work and care for children, support children's healthy development, and raise wages for the essential workers who care for and educate children every day.

But returning to a broken status quo is not enough. The pandemic has laid bare and exacerbated the deep inequities of a child care system that relies on families paying unaffordable sums and early educators being paid poverty-level wages. It is time to put a stake in the ground and build a comprehensive child care and early education system that works for our nation's children, families, educators, and economy.

To that end, we look forward to working with you to advance your plan to mobilize American talent and heart to build a 21st century caregiving and education workforce. We write today to offer our partnership and support to ensure that equitable economic recovery efforts include provisions that;

- Ensure families have access to high-quality, affordable child care that is available when and where they need it and invests in the education and compensation of a diverse workforce through the model offered by the Child Care for Working Families Act, providing child care, after school and summer care options for both young children and school-age children.
- Treat caregivers and early childhood educators with respect and dignity for their valuable and complex work, pay them living wages, benefits, and ensure parity with elementary school teachers; provide professional development and career ladders to higher-paying early care and education jobs; a voice in the system; the choice to join a union and bargain collectively, and other fundamental work-related rights and protections.

- Provide equitable access to preschool in a model that is inclusive of centers, schools, community-based organizations, Head Start, Early Head Start and family child care homes, and supports a strong, just birth to age 5 system.
- Support safe, energy-efficient, developmentally appropriate child care facilities, especially in child care deserts, and home-based options in all neighborhoods and all settings.

These policies - many of which you outlined during your campaign - are crucial infrastructure and economic recovery investments in America that will:

- **Create millions of additional good-paying jobs:** The Child Care for Working Families Act [would create 2.3 million new jobs](#) - a combination of jobs with better compensation for early educators and support for the workforce participation of parents.
- **Enable parents - especially mothers - to participate in the labor force:** Since the start of the pandemic, the [decline in mothers' labor force participation has been nearly double that of fathers'](#) and research shows that COVID has led to mothers of young children reducing work hours [four to five times as much as fathers](#). Supporting parents with high-quality and affordable care options that include availability of care during nontraditional hours will help reverse the staggering decline in women's labor force participation, which disproportionately impacts Black Indigenous People of Color (BIPOC) women.
- **Lay a strong foundation for children's development:** As the first years of a child's life are the period of the most rapid brain development and lay the foundation for all future learning, access to equitable and culturally responsive quality child care and early learning options [profoundly shapes the early experiences of our youngest children](#) during a critical time in their development, and ensures that regardless of economic status, race, zip code, language and disability all children have a strong foundation.
- **Advance gender and racial equity:** The disproportionately Black, Latina, Indigenous, Asian American and Pacific Islander, and immigrant women who work in child care and early education need better jobs and working conditions. Black mothers who are more likely to be in the workforce and more likely to be their families' [primary breadwinner](#) than other mothers need child care they can depend on. And our nation's children, [nearly half of whom are children of color](#), need investments in their care and education from birth to age 13.

The United States has not had a comprehensive child care and early education system since a brief period during World War II. Since then American families have been largely left on their own to fend for themselves, relying on the underpaid labor of Black, Latinx, Indigenous and immigrant women, and the time of older siblings to cover the care needs of families instead of attending to their own education. The federal child care programs that are in place cover a tiny fraction of those eligible and a [tiny fraction of the costs of care](#) and make it especially hard for children experiencing disabilities to receive care.

Child care is infrastructure. It connects workers and jobs. It makes all other work possible. It supports the positive growth and development of our nation's youngest children. Without a child care system that works for every family, our economy will suffer in the short and long term. We look forward to working with your administration to prioritize child care and early learning as a key facet of our national economic infrastructure.

Sincerely,

**9to5**

**A Better Balance**

**ACCESS (Arab Community Center for Economic and Social Services)**

**Action for Children**

**ADFW Child Care Family Child Care Network**

**Advocates for Children of New Jersey**

**AFL-CIO**

**AFSCME (AFL-CIO)**

**Afterschool Alliance**

**Alabama Arise**

**Alabama Family Child Care Association**

**Alabama Institute for Social Justice**

**All Our Kin**

**Alliance for Quality Education**

**American Federation of Teachers**

**Americans for Democratic Action (ADA)**

**Assets Matter**

**Aunt Jackie's Child Care Home**

**Bank Street College- Education Center**

**Bay Area Council**

**Better Life Lab at New America**

**BlackHer**

**Build Up California**

**Colorado Association of Family Child Care (CAFCC)**

**California Alternative Payment Program Association (CAPPA)**

**California Association for the Education of Young Children (CAEYC)**

**California Child Care Resource & Referral**

**Network**

**The California Work & Family Coalition**

**CAPPA Children's Foundation**

**Caring Across Generations**

**Center for American Progress**

**Center for Economic and Policy Research**

**Center for LGBTQ Economic Advancement & Research (CLEAR)**

**Chicago Foundation for Women**

**Child Care Alliance of Los Angeles**

**Child Care Aware of America**

**Child Care Law Center**

**Child Care Resources of Montana**

**Child Care Services Association**

**Child Welfare League of America**

**Childhaven**

**Children Now**

**Children's Forum**

**Children's Advocacy Alliance**

**Children's Defense Fund**

**Children's HealthWatch**

**Children's Institute - Oregon**

**Citizen Action of New York**

**The Center for Law and Social Policy**

**Closing the Women's Wealth Gap**

**Colorado Children's Campaign**

**Common Good Iowa**

**Community Change Action**

**Community Organizing and Family Issues (COFI)**

**Congregation of Our Lady of Charity of the Good Shepherd, U.S. Provinces**

**Council for Professional Recognition**

**COVID Community Care**

**Crossroads United Way**

**Darke County United Way**

**Data for Progress**

**DC Action**

**DC Family Child Care Association**

**Division for Early Childhood of the Council  
for Exceptional Children (DEC)**

**Early Care & Education Pathways to  
Success (ECEPTS)**

**Early Edge California**

**Early Learner South Dakota & United Way of  
the Black Hills**

**ECE on the Move**

**Economic Policy Institute**

**Educare Learning Network**

**EMC Communications**

**Empire State Campaign for Child Care**

**Equal Rights Advocates**

**EveryChild California**

**Family Child Care Association of Maine**

**Family Forward Oregon**

**Family Values @ Work**

**First 5 Association of California**

**First 5 California**

**First Five Years Fund**

**First Focus Campaign for Children**

**Florida Family Child Care Home  
Association**

**Futures Without Violence**

**GEEARS: Georgia Early Education Alliance  
for Ready Students**

**Georgetown Center on Poverty and  
Inequality Economic Security and  
Opportunity Initiative**

**Global Policy Solutions**

**Groundwork Ohio**

**Hawai i Children's Action Network Speaks!**

**Head Start California**

**Healthy Child Care Colorado**

**Helpr**

**Hey Mirza**

**IDEA Infant and Toddler Coordinators  
Association (ITCA)**

**In the Public Interest**

**Indiana United Ways**

**Insight Center for Community Economic  
Development**

**Institute for Childhood Preparedness**

**Institute for Women's Policy Research**

**Justice for Migrant Women**

**LA Women's Collective**

**Lake Area United Way**

**Leah Davis Coaching**

**Let's Grow Kids**

**LIFT**

**Louisiana Policy Institute for Children**

**Low Income Investment Fund**

**Main Street Alliance**

**Maine Children's Alliance**

**Maine People's Alliance**

**Make It Work Nevada**

**Martha Christenson Lees**

**Maryland State Family Child Care  
Association**

**Massachusetts Association of Early Education & Care**

**Maternal Mental Health Leadership Alliance**

**MCCOY (Marion County Commission on Youth, Inc.)**

**Metro United Way**

**Michigan Association of United Ways**

**Mississippi Low Income Child Care Initiative**

**MomsRising**

**Mothering Justice**

**MyVillage**

**National Advocacy Center of the Sisters of the Good Shepherd**

**National Association for Family Child Care**

**National Association for the Education of Young Children**

**National Association of Early Childhood Specialists in State Departments of Education**

**National Association of Social Workers**

**National Center for Children in Poverty**

**National Center for Lesbian Rights**

**National Child Care Association (NCCA)**

**National Council of Jewish Women**

**National Domestic Workers Alliance**

**National Early Childhood Program Accreditation (NECPA)**

**National Education Association**

**National Employment Law Project**

**National Indian Child Care Association**

**National Partnership for Women & Families**

**National WIC Association**

**National Workforce Registry Alliance**

**National Black Child Development Institute (NBCDI)**

**NC Child**

**NCBCP Black Women's Roundtable**

**Neighborhood Villages**

**NETWORK Lobby for Catholic Social Justice**

**New America Early & Elementary Education Policy Program**

**New Mexico Voices for Children**

**New York Association for the Education of Young Children**

**Northern Berkshire United Way**

**National Women's Law Center**

**Ohio Organizing Collaborative**

**OLÉ Education Fund**

**Oxfam America**

**Paid Leave for All**

**Parent Voices CA**

**Parents Organized to Win, Educate and Renew - Policy Action Council, Illinois (POWER-PAC IL)**

**ParentsTogether Action**

**Partnership for America's Children**

**PEACH Early Childhood Higher Ed Collaborative**

**PL+US**

**Policy Matters Ohio**

**PowHer™ New York**

**PRE4CLE**

**Prince George County Family Child Care Association**

**Prospera Community Development**

**Public Advocacy for Kids (PAK)**

**Restaurant Opportunities Centers United**  
**RESULTS**  
**RESULTS DC/MD**  
**Roca, Inc.**  
**Save the Children Action Network**  
**SaverLife**  
**Schuyler Center for Analysis and Advocacy**  
**Service Employees International Union (SEIU)**  
**SEIU Education and Support Fund**  
**Shma Koleinu/Hear Our Voices**  
**SPACeS In Action**  
**Start Early**  
**Startup Parent**  
**Strategies for Children**  
**Supermajority**  
**Teach Plus**  
**The Arc of the United States**  
**The Connecticut Association for Human Services**  
**The New York Women's Foundation**  
**The West Side Commons**  
**TIME'S UP Now**  
**UNICEF USA**  
**UNITE-LA**  
**United Parent Leaders Action Network (UPLAN)**  
**United State of Women**  
**United Way of Broward County**  
**United Way of Buffalo and Erie County**  
**United Way of Central Ohio**  
**United Way of Clark, Champaign & Madison Counties**

**United Way of Greater Cincinnati**  
**United Way of Greater Stark County**  
**United Way of Greater Toledo**  
**United Way of Metropolitan Dallas**  
**United Way of St Joseph County**  
**United Way of Westchester and Putnam**  
**United Way Worldwide**  
**United Way of King County**  
**Vermont Association for the Education of Young Children**  
**Vermont Early Childhood Advocacy Alliance**  
**Voices for Virginia's Children**  
**Vote Mama Foundation**  
**Washington Area Women's Foundation**  
**Washington State Parent Ambassadors**  
**WCRJ Preschool**  
**Women's Housing and Economic Development Corporation (WHEDco)**  
**Women Employed**  
**Women's Fund of Rhode Island**  
**YMCA of the East Bay**  
**YWCA USA**  
**ZERO TO THREE**