



## A Note about Equity in Child Care Licensing Systems

CCAOA's mission is grounded in the aspiration that each and every child has access to quality, affordable child care. We are committed to understanding how the child care system is influenced by inequities in its policies and rules. We, therefore, determine to integrate questions, such as those addressing racial and health disparities, to promote, advocate and demand policies and rules that are equitable, in our Child Care Benchmarking Licensing Tool.

The states we partnered with on this initial work share our determination and are eager to support programs by promoting racial equity. Many are meeting with stakeholders to understand what is feasible for licensed child care.

In the meantime, we spoke with team members from our pilot states. We asked them what their states have been doing to promote racial equity in their licensing systems and learned that states are:

- **Leveraging the licensing system to increase access of high-quality child care for all children** by
  - Encouraging licensed programs to accept subsidy
  - Encouraging licensed programs to be part of other state initiatives that target racial equity in their standards/regulations more specifically
  - Developing newsletters and hosting webinars that promote higher quality in programs that include promoting diversity and implementing inclusive practices
  - Providing subsidized training/education to all the child care workforce
- **Training and technical assistance for licensing staff** on the importance of recognizing inequity in licensing protocols and monitoring. Examples include:
  - Development of a standardized process for licensing inspections that adhere to regulations and discusses how regulations can be met in different ways (e.g., low-income programs may have fewer materials but that doesn't need that they meet the regulations)
  - Training that specifically address reducing biases in monitoring programs
  - On-going professional development to ensure consistency in monitoring

- **Implementing initiatives to reduce expulsions/suspensions** including
  - Developing policies to reduce expulsion/suspension (requires subsidized program to follow policies and recommends to all programs in the state)
  - Providing and funding supports services for staff including
    - Dedicated funding for coaching supports to address challenging behavior
    - Training courses specific to supporting social emotional skills and reducing challenging behaviors (e.g., Pyramid Model Training)
- **Encouraging or requiring equipment and materials that represent diversity of culture in the classroom**
- **Hosting trainings** that focus on racial inequities in child care licensing, including topics that specifically address promoting diversity, equity, and inclusion in child care