

**Meeting Minutes**

**Friday, March 4, 2022 12:00 p.m.**

<b>Members Absent</b>	
Premadonna Braddick	Mary Quinn Cooper
Susan Bynum	Carmella Hill
Betsy Jackson	Janet Levit
Deidra Kirtley	Dr. Nadia Khan Janjua
Jennifer Loren	Susan Crenshaw
Dr. Meg Myers Morgan	Amy Mariska
Jennifer Loren	Dr. Orlenthea McGowan
Stephanie Reagan	
Dr. Swarna Singhal	
Martha Zapata	

- I. Call to Order**
  - a. Quorum not present
  - b. Meeting called to order at 12:01 pm
- II. Approval of Minutes**
  - a. Quorum not present
- III. Guest Speaker: Karen Kiley, CAP Tulsa Executive Director**
  - a. Karen begins by discussing the lack of access to childcare and early learning opportunities that has been illustrated by Covid. She believes that the country is now plainly seeing what happens when the systems of childcare are broken down – folks can’t go to work, and the economy is profoundly affected. This was mentioned in the state of the union last night – while President Biden detailed his build-back better plan. The Governor is also looking at childcare as a workforce development organization.
    - i. CAP is an anti-poverty agency.
      - 1. Right now, the average family is spending about 20% of their income on childcare, and Karen doesn’t believe it should be above 7%. Childcare is a huge financial burden to families.
    - ii. Since 2004 there are over 45,000 reported kids under 5 years old – mostly in the LatinX communities. Childcare slots have decreased.
      - 1. The punitive measures are harming the ability to create more slots, and penalizing revenue for existing and potential business owners.
      - 2. There are many females led, single mom families, and that gap in the capacity even impacts CAP. About 16 percent of CAP employees are women, low wage earners and they are struggling to bring their kids to childcare/
      - 3. We have about 70 open work positions across the entire CAP organization– 3x more than pre-pandemic.
        - a. Commissioner Myers Morgan asks for an account of the shift in the number

- b. Karen responds that they can't figure it out from the data - but they believe it has to do with punitive measures. The ratio for serving very young children is expensive and difficult for small business owners.
- c. Commissioner Zapata asks if there's a business model that might work to fund childcare.
  - i. Karen responds that no formal ones exist, but she thinks there need to be subsidies for businesses, public good, and public benefits much like subsidizing tuition.
    1. Karen has often been approached about onsite daycare as a model – and there is a clamoring by businesses, to utilize onsite daycare as a recruitment and investment tool.
    2. 20 weeks of paid family leave and making \$14/hr. is getting eaten up by places like amazon which can provide \$18/hr. with full benefits. It must be institutionalized with public dollars to make childcare subsidies work.
    3. 72% of females with children are working – female-headed families are more likely to have very low-wage work and are therefore most vulnerable.
      - a. Karen asks the commissioners to consider that 9200 Kinder kids populate Tulsa, but only 6600 are formally enrolled in Pre-k – so where are those kids not enrolled in PreK?
        - i. Multiple possibilities exist– but those kids end up staying home and are more likely to become victims of abuse and neglect.
        - ii. Commissioner Myers Morgan asks if it's tough enrolling kids in pre-k because pre-k is usually a half-day service. Although in Tulsa all pre-k is a full day, for the school schedule. Which isn't aligned with workday schedules.
      - b. Commissioner Zapata ask about the impact of pre-k on disadvantaged children and communities.
        - i. Karen responds that that data doesn't exist, however, Georgetown University is doing a study on Tulsa pre-k right now

- and the data is promising about later achievement in high school and desire to do more rigorous classes, college-going.
- 4. Commissioner Meyers Morgan asks– what would it look like for this commission to be successful within a year in the focus of advocating for women in the workforce and the lack of childcare.
  - a. Karen responds that the commissions must work in tandem with what’s already being done to have an impact.
  - b. Find a way to celebrate teachers in the city – their accomplishments, and regard them as learning professionals. Something to recognize teachers is not corny – it brings a
  - c. Endorse ideas for higher wages and bring attention to the plight of these organizations.
  - d. Encourage employers to provide subsidized childcare – it should not cost 19% of a family’s income I think it’d go a long way to create an appreciation for the profession.
    - i. Commissioner Bynum asks what’s going on at the federal level? Could dependent care amounts be hiked so that businesses can help subsidize?
- 5. Commissioner Kirtley – remarks that she enjoyed the discussion with Karen Kiely.
  - a. Commissioner Jackson agrees and remarks that she’s been has been all over finding a way to campaign for teachers and thanking them as front-line workers for years.
  - b. Commissioners consider tangible efforts that could display appreciation – companies matching HSA Accounts, supplies,
- 6. Commissioner Jackson mentions the happy teacher project – which studies teachers working with pre-k and under children. The project has shown that a lot of the teachers are unhealthy and being run into the ground.

**IV. Chairwoman’s Report**

- a. General updates – the end-of-year report was delivered to the mayor on January 20<sup>th</sup>.
- b. No updates on meeting virtually vs in person – we are struggling with our quorum.
  - i. Commissioner Singhal mentions that she thinks virtual meetings will be easier
- c. Commissioner Myers Morgan reminds commissioners of the new division of our committees and changes the way we do guest speakers.
  - i. Commissioner Jackson and Kirtley join the storytelling committee
    - 1. Commissioner Myers Morgan reminds commissioners that data from the storytelling committee will primarily serve to check the privilege in the room so that we don’t bottleneck impact. Highlighting storytelling is so important and illustrative of bringing focus.
- d. The Pinnacle Awards are this month – March 31<sup>st</sup> at the cox business center. The commission is a part of the event and will speak at the event. The pinnacle awards are one of the most visible and wonderful things we do here. Please buy tickets and attend.
- e. Commissioner Myers Morgan met with the Mayor, commissioner Bynum, Vice-chairwoman Cooper, and key Tulsa economic development partners to request 3 areas of focus the commission could champion for the women in the workplace initiative. The group agreed upon an employer focus, service provider perspective, and parent access focus.
  - i. Commissioner Myers Morgan posed the same question in the meeting as she did to Karen Kiely– what does success look like in a year? Having those conversations reminded her that this will be an overwhelming project, and the 1-year mark just gives a perspective that we are building even when we don’t reach all the results.

**V. Work Group Reports**

- a. **Work Group #1 Guest Speakers**
  - i. No report
- b. **Work Group #2 City Comparisons**
  - i. No report
- c. **Work Group #3 Childcare Resource Audit**
  - i. No report

**VI. Childcare Next Steps discussion**

- a. No report

**VII. Old Business**

**VIII. Announcements / Public Comments**

- a. Commissioner Kirtley informs the commission of Commissioner Jackson’s recent feature in Tulsa Magazine and congratulates her.

**IX. Adjournment**

- a. Meeting adjourned at 1:01