

**Meeting Minutes**

**Friday, May 6, 2022 12:00 p.m.**

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

**1. Call to order**

a. Meeting called to order at 12:02 pm by Chairwoman Myers Morgan

**2. Guest Speaker: Tammie Strobel, Superintendent of TriCounty Tech**

a. Tammie Strobel briefs the commission on TriCounty Technology Institute’s onsite subsidized childcare services for students and employees.

1. Tammie states that there is a childcare crisis in the United States, and relays stories of the difficulty that folks are facing to access affordable childcare within her industry. TriCounty Tech has taken specific action to disrupt that.
2. At TriCounty – the minimum wage for childcare workers is \$15/hr. which directly battles the low-wage effect that turns away adequate staff.
3. Tammie reports that there are a few states supported and public/private partnerships dedicated to early childhood education. Oklahoma Early Childhood Program (OECF) is the most prominent and was enacted in 2006 to improve the quality of childcare, particularly for underprivileged children. The teachers are highly paid staff members, paid on a teaching scale – and classrooms are “multi-age” to directly reflect average home life.

b. Commissioner Morgan asks if she took a job tomorrow at TriCounty Tech, with a child under the age of 4 – would she automatically have a spot for employee childcare and how much would it cost?

- i. Tammie responds affirmatively and adds that her package would include before and after school care for employees only, and virtual daycare on Fridays.
  1. Commissioner Levit Janet questions where this type of funding is coming from.
    - A. Tammie informs the commission that TriTech County takes 0\$ in federal funding. The school is a public school, with an automatically allocated budget. She states that she simply makes childcare a budget priority. For reference, she reported that the school received 19 million dollars in funding in the past year. She reports that both she and the board actively choose to prioritize this as an effort to support students, staff, and the community. It's a commitment.
    - B. Commissioner Levit asks what federal funding would look like if the commission wanted to explore it as an option for organizations looking to implement childcare facilities for employees
    - C. Tammie responds that she isn't sure since her organization doesn't utilize federal dollars, but she lists the sources they automatically collect. They take Oklahoma Funding which includes payment from DHS, OECP, allocation from property taxes, and state funding.
- c. Commissioner Kirtley asks if Tulsa Technology Center has an onsite daycare facility
  - i. Tammie says they do not.
- d. The Commissioners ask a hypothetical question – “What are some selfish reasons a CEO might devote less of a budget than you chose?”
  - i. Tammie immediately responds by listing that:
    1. It's expensive.
    2. There are numerous regulations for operating an onsite childcare facility.
    3. Finding qualified teachers is difficult.
    4. Facility requirements are numerous, and that includes nutrition requirements, which is a significant expense.
    5. Regulations are varied based on the ages of the children. I.e. one teacher would need to be assigned to every four infants, while 4 infants need one teacher, while only 6 toddlers to 1.
    6. Employee engagement is also difficult – we know childcare and lack of it disproportionately impacts women – so women predominately end up deciding that keeping their jobs and paying for childcare are less beneficial than just staying home. The workforce reflects that too.

7. Childcare workers are disrespected.
  - A. Tammie states that they're not just babysitters. The age from 0 from birth to 4 is such a critically important developmental period. It could almost be a marketing campaign.
  - B. Education requirements to become a childcare worker include a CDA (Child development associate), so these workers aren't unskilled. They're licensed.
    - i. Tammy adds that TriCounty Tech does provide job placement programs – although many of them aren't well paying, and a lot of the potential applicants wind up staying with TriCounty Tech. We're creating our workforce.
- e. Commissioner Morgan muses that it feels like the key to implementing onsite childcare would be to change the culture of an organization.
  - i. Tammie agrees.
    1. She informs the commission that at her organization the culture is so normalized that they have strollers where they do daily walks with the babies around the building and – parents love running into them throughout the building.
  - ii. Tammie states that all this has to do with commitment – we offer paid parental leave for 6 weeks for both fathers and mothers upon birth or adoption of a child. It's not just words to them.
  - iii. Commissioner Myers Morgan questions if she ever gets pushback from the board.
    1. Tammie responds no, she hasn't. She states that their board has longevity with TriCounty Tech, they have great relationships with the staff, and they're very community-minded.
      - A. Prioritizing childcare benefits the organization in different ways. Because of our childcare efforts -we're listed as #7 on Fortune's greatest places to work. That's a free advertisement for a little old public school in a town of 35,000.
    2. Tammi also clarifies that the gender makeup of the board consists of one woman and 4 men. The woman is also the newest. In addition, one board member is a hospital CEO.
  - iv. Commissioner Myers Morgan asks how transparent the line items are when presented to the board, and if there is any necessary buy-in or creative line items?
    1. Tammie responds no, they're very transparent with their budget.
    2. She restates that they're just a public school with nonprofit status. She's not sure if other businesses can pull this off and isn't sure how they could relate.

- f. Commissioner Myers Morgan finishes by asking, “If you came back to us within a year what would you consider successful”?
            - i. Tammie responds that the commission should begin thinking of the parameters of what they want to do. Identify all the regulations of childcare, all costs associated, and find training opportunities. Once regulations are identified, begin classifying the regulations on what is needed and necessary, and what seems to just be grandfathered in. Ask why those policies are in place, and that’s where you’ll find the money.
          - g. The commissioners thank Tammie for her time.
- 3. Approval of Meeting Minutes**
  - a. Commissioner Myers Morgan calls for a motion to approve the March meeting minutes.
    - i. Commissioner Crenshaw makes a motion to approve
    - ii. Commissioner Kirtley seconds the motion
    - iii. Minutes unanimously approved
- 4. Chairwoman’s Report**
  - a. Commissioner Myers Morgan asks if there are any additional reflections from the discussion with Tammie before formally moving on.
    - i. Commissioner Jackson states that she’d like to begin using TriCounty Tech as a model when asked about an example of workplace childcare.
    - ii. Commissioner Crenshaw states that it’s heartening to hear such strong leadership values.
      1. Commissioner Bynum agrees and states that learning the nuances of the TriCounty values was extremely helpful.
    - iii. Commissioner Kirtley states that liability is something the commission should explore while moving forward. She’s primarily interested in examining and discussing regulations and expenses since that is what employers will likely be most interested in.
    - iv. Commissioner Myers Morgan states that she appreciates how Tammie narrowed this down to a simple question of priority. She thinks the commission could be advocates by pushing through red tape or debunking rhetoric that employers can’t afford childcare facilities.
  - b. Chairwoman Myers Morgan reports that Jenks Public Schools reached out to her to present to their students about Gender Equality, at the request of the students.
    - i. Commissioner Myers Morgan reports she did this over Google Meet, and that the kids had so many appropriate questions and thoughts.
- 5. Work Group Reports**
  - a. **Education and Outreach (Outreach)**
    - i. No report
    - ii. Commissioner Frohrup requests to formally join the committee.

**b. Workforce (Business)**

- i. The committee discussed examples of onsite childcare in Tulsa – and is lining up two speakers for June to discuss the decision-making process for providing on-site childcare to complement today's conversation.
- ii. The committee is ultimately working towards creating a playbook –with 15 great ideas to be more family-inclusive.

**c. Storytelling (Parents)**

- i. No Report

**6. Childcare Next Steps Discussion**

**7. Old Business**

- a. Commissioner Crenshaw presents Commissioner Myers Morgan as the only nominee to serve as Chair of the Commission.
  - i. Commissioner Myers Morgan accepts
- b. Commissioners Mary Quinn Cooper, Martha Zapata, and Jenifer Loren were all nominated for Vice-Chair.
  - i. Commissioner Zapata and Loren both withdrew their nomination.
  - ii. Commissioner Cooper accepted the nomination
- c. Commissioner Crenshaw makes a motion to approve Commissioners Myers Morgan and Cooper as Chair and Vice-Chair for 2022.
- d. Commissioner Kirtley seconds the motion
- e. All in unanimous approval

**8. Announcements/Public Comments**

- a. Krystal Reyes flags that the Ukrainian refugees entering Tulsa will primarily be women and children and would be relevant for the commission to examine how or if they could assist with efforts.

**9. Adjournment**

- a. Commissioner Myers Morgan requests a motion to adjourn
- b. Commissioner McGowan makes a motion to adjourn
- c. Commissioner Jackson seconds the motion
  - i. Meeting adjourned at 1:02 pm