

# Healing, Reflecting, Connecting: Building for the Future



California Child Care Resource & Referral

**N E T W O R K**

**October 4 – 5, 2023**

**Virtual Conference Preliminary Program**

# Conference Schedule

## Wednesday, October 4th

8:30am - 9:45am - Welcome & Opening Keynote  
10:00am - 11:00am - Workshops  
11:00am - 11:15am - Break  
11:15am - 12:15pm - Workshops  
12:15pm - 1:15pm - Lunch Break / **Optional** - Lunch Networking Opportunities or Visit with Exhibitors & Sponsors  
1:30pm - 3:30pm - Workshops On Demand / Visit with Exhibitors & Sponsors  
3:30pm - 4:30pm - Virtual "Happy Hour" Networking

## Thursday, October 5th

8:30am - 9:45am - Welcome & Opening Keynote  
10:00am - 11:00am - Workshops  
11:00am - 11:15am - Break  
11:15am - 12:15pm - Workshops  
12:15pm - 1:15pm - Lunch Break / **Optional** - Lunch Networking Opportunities or Visit with Exhibitors & Sponsors  
1:30pm - 2:00pm - Afternoon Keynote  
2:00pm - 5:00pm - Workshops On Demand / Visit with Exhibitors & Sponsors

## Welcome from the R&R Network and Thriving Families CA (CAPPA)

### Opening Keynote Speaker:

### D.J. Eagle Bear Vanas - "The Warrior Within"



D.J. Eagle Bear Vanas is a thought leader, celebrated speaker and best-selling author whose expertise is showing people and organizations how to apply the warrior spirit at work. He is the author of the best-selling book *The Tiny Warrior* which is printed in six countries and the novel *Spirit on the Run*. D.J.'s newest book, *The Warrior Within* was published by Penguin Random House in 2022. D.J. is an enrolled member of the Ottawa Tribe and a former U.S. Air Force officer. He inspires organizations to strengthen their tribe and *practically apply* warrior spirit principles to serve at their best, stay resilient and lead with courage. For over two decades, he's delivered his dynamic programs in 49 states and overseas to clients such as Walt Disney, NASA, Intel Corporation, the

U.S. military, Subaru, Costco, Mayo Clinic and hundreds of tribal governments and organizations. He's also been invited to speak at The White House - twice.

# Preliminary List of Workshops

## Wednesday Morning Workshops 10:00 - 11:00 a.m.

- A. **Military Child Care (LIVE)**  
*Child Care Aware of America*  
Strand: Executives & Managers  
TBD
- B. **Envisioning Change - What Works/What's Needed for Closing the Racial Gap for Black ECE (LIVE)**  
*Je Ton Carey, Maiysha Dickerson and Venus Savea, Children's Council of San Francisco*  
Strand: Demanding Racial and Economic Justice/Diversity, Equity, Inclusion, and Belonging  
Focusing on solutions to the challenges Black families, children and early educators encounter, this panel of experts will discuss programs, practices and policies that helped San Francisco develop a holistic approach to supporting the ECE system. This workshop will suggest strategies to help create systemic changes to assure excellence and achievement for the Black children.
- C. **Between a Rock & a Hard Place: Using the NAEYC Code of Ethical Conduct in Difficult Decision Making (LIVE)**  
*Wilma Gold, Educators for Peaceful Classrooms and Communities*  
Strand: Strengthening Families/Trauma Informed Care  
The sometimes conflicting needs of programs, children, and families can present you with a dilemma. Explore how to use the Code of Ethical Conduct & strategies to come to a supportable decision when balancing the sometimes-conflicting needs of those involved. The workshop will present NAEYC's step by step process to assist you.
- D. **Building Resilience and Lowering Stress through Mindfulness and Relaxation (LIVE)**  
*Bridges Transformational Network*  
Strand: Promoting Self-Care and Resilience  
Description TBD
- E. **APP 101: For Staff New to AP (LIVE)**  
*David Pugh, Bananas, Inc*  
Strand: AP Administration  
Description TBD
- F. **Stage 1 Child Care Best Practices (LIVE)**  
*CDSS*  
Strand: AP Administration  
This workshop will provide information to participants on best practices for enrolling families into Stage One child care services. It will also provide an opportunity for participants to share

concerns or feedback.

**G. Family Child Care Business Incubator: Research & Evaluation Driving a Successful Statewide Model (LIVE)**

*Claudia Quinonez, Lauren Frank and Kelly Martinez, Children's Council of San Francisco*  
Strand: Working with Providers

In 2021, Children's Council of San Francisco created BizNest, a broad "suite" of services for supporting new and established early educators. One of our signature programs, our Family Child Care Business Incubator, was launched in 2019 and has successfully trained more than 900 women and launched 100+ new family child care businesses across California. Join this session to learn about the Family Child Care Business Incubator model, hear key findings from our impact evaluation, and gain insights on our program development in response to FCC needs.

**H. Secure Your Child Care Business: Best Practices for Data Security (LIVE)**

*Jorge Robledo, KinderSystems, Inc.*

Strand: Building Knowledge in the Child Care Field

This workshop will provide essential information on how to protect sensitive information and maintain data privacy in the child care industry. Participants will learn best practices for assessing vendors, choosing secure IT services, and implementing effective security measures.

**I. There Ought to Be a Law: Using the Legislative Process to Reimagine our Child Care System (LIVE)**

*Julia Forte Frudden, Child Care Law Center and Keisha Nzewi, Black Californians United for Early Care and Education*

Strand: Working with Children/Emerging Issues

As experts of California's child care system, you know where there are areas for improvement or even entire programs or systems that need reimagining. Come together with your peers to share your solutions on how to strengthen child care in California. Learn about the state legislative process and how to impact this process as a way to make your solutions a reality. This training will include information such as how a bill starts from your idea to becoming a state law and how your advocacy can impact a bill.

**Wednesday Afternoon Workshops 11:15 a.m. - 12:15 p.m.**

**J. TBD - CCDF State Plan Discussion (LIVE)**

*Linda Asato, R&R Network*

Strand: Executives & Managers

Description TBD

- K. Supporting the ECE Field: R&R's and the CA ECE Workforce Registry (RECORDED)**  
*Angel Ramirez and Rocio Martinez, Child Care Alliance of Los Angeles – CA ECE Workforce Registry*  
Strand: Demanding Racial and Economic Justice/Diversity, Equity, Inclusion, and Belonging  
This session covers aspects of the California ECE Workforce Registry that are intertwined with the work of Resource and Referral agencies across California, shedding light on the importance of engagement in the process of data collection to empower the field through research, advocacy, and data representation. The Registry's different features support engagement and data conversations between all levels of usership. We will cover how R&R's can support the workforce data collection efforts, to drive conversations around equity and advocacy, and the ways in which our data can make a change.
- L. Using Families' Cultural Wealth to Support Healthy Racial Identity (LIVE)**  
*Presenters TBD*  
Strand: Strengthening Families/Trauma Informed Care  
Description TBD
- M. Self-Compassion and Mindfulness (LIVE)**  
*Patty Franco and Rainbow Markell, R&R Network*  
Strand: Promoting Self-Care and Resilience  
Participants will learn strategies to manage difficulty with more ease and kindness. During this workshop, we will focus on practicing mindfulness and self-compassion. Our goal is to enhance our emotional well-being. Mindfulness helps us be more present, while self-compassion promotes kindness and understanding during difficult times. Understanding our flaws and challenges becomes more manageable when we practice acceptance. Studies have demonstrated that practicing self-compassion increases joy and better connections with others, decreasing feelings of anxiety, depression, and shame. When you are more compassionate towards yourself, you can overcome empathy fatigue and fully engage with others meaningfully.
- N. Self-Employment Documentation (LIVE)**  
*CDSS*  
Strand: AP Administration  
During this workshop, CDSS staff will go over the use of tax returns and other documentation to assess income and need for self-employment. There will be a deep-dive review of how contractors can verify a family's self-employment need and income utilizing tax returns.
- O. Fiscal Essentials - Part 1 (LIVE)**  
*CDSS*  
Strand: AP Administration  
CDSS Fiscal Staff representatives will present a variety of fiscal topics affecting Alternative Payment contracts, including CalWORKs Stage 2, Stage 3 and CAPP. A wide variety of topics will be covered including the importance of reporting caseload and expenditure data accurately, how reported data affects projected earnings, payments and future year funding. Additionally,

this presentation will include information regarding reporting procedures related to multiyear contracting for CAPP contracts. Whether the attendee is new to the agency or a seasoned accountant, everyone will benefit from this session.

**P. CCLD Advocates- TBD - (LIVE)**

*CDSS*

Strand: Working with Providers

Description TBD

**Q. Community Resource Rooms: A VOCS Guide to Successful Recurring Outreach (RECORDED)**

*Alex Reynaga, Michelle Wogan and Lana Frisby, Valley Oak Children's Services*

Strand: Building Knowledge in the Child Care Field

A look at how VOCS develops and executes our recurring "Community Resource Room" outreach events throughout Butte County. These events allow our agency to spread program awareness, share early childhood education knowledge, and distribute valuable resources simultaneously with Child Care Providers, Families, and Community members. We hope to inspire and guide attendees to recreate this model in their own communities.

**R. California's Alternative Methodology Process (LIVE)**

*Simon Workman and Katie Kenyon, Prenatal to Five Fiscal Strategies*

Strand: Working with Children/Emerging Issues

California is changing how it pays for child care! To increase positive outcomes for children, families, and early care and education providers, California will be setting child care subsidy payment rates informed by the cost of care, instead of market rates. In this session, Prenatal to Five Fiscal Strategies (the firm hired by California Department of Social Services) will provide an overview of this new process and gather input from participants about program operations and expenses and the true costs of providing care.

### **Thursday Morning Keynote Speaker:**

### **Walter S. Gilliam, PhD - Early Care and Education: Addressing Issues of Equity, Privilege and Power**

Walter Gilliam is the executive director of the Buffett Early Childhood Institute and the Richard D. Holland Presidential Chair in Early Childhood Development at the University of Nebraska. He is a tenured professor at the Munroe-Meyer Institute, University of Nebraska Medical Center, and a professor adjunct at the Yale Child Study Center. He is vice president of ZERO TO THREE; a past president of Child Care Aware of America; board treasurer for the Irving Harris Foundation; a director for First Children's Finance, All Our Kin, and the National Workforce Registry Alliance; and a former senior advisor to the



National Association for the Education of Young Children. He is frequently quoted in major national and international news outlets, and actively provides consultation and invited testimony to decision-makers in the U.S. and other countries. He was co-recipient of the prestigious 2008 Grawemeyer Award in Education for the co-authored book, *A Vision for Universal Preschool Education*.

### Thursday Morning Workshops 10:00 - 11:00 a.m.

S. **City of Long Beach Early Learning Hub: Coordinated UPK Enrollment Model (RECORDED)**

*Whitney Leathers, City of Long Beach, Cynthia Young, Long Beach USD, Sarah Soriano, Young Horizons and Zhiwen Tan, MCT Technology*

Strand: Executives & Managers

City of Long Beach has recently developed a centralized ECE enrollment hub model to better connect families to all available ECE funding and programs. We would like to share our experience bringing community-based organizations together to help families access all high-quality ECE programs through a single point of entry.

T. **Examining and Spotlighting the Disparities in Working Conditions and Well-Being Experienced by California’s Assistant Teachers (LIVE)**

*Wanzi Muruvi, Center for the Study of Child Care Employment*

Strand: Demanding Racial and Economic Justice/Diversity, Equity, Inclusion, and Belonging

Assistant teachers are an essential part of high-quality, culturally responsive early care and education (ECE), often bringing diversity to the field. Yet, their needs are rarely examined, which perpetuates the disproportionate undervaluing and lack of support for assistant teachers. Using our 2023 ECE workforce study data and centering educators’ voices, we will examine the working conditions, and the professional, physical and emotional well-being of assistant teachers in California. We will discuss and reflect on the implications of their continued marginalization on quality ECE, and explore strategies for disrupting these inequities.

U. **The CCRC Male Involvement Experience (RECORDED)**

*David Martinez, Jaryn Gadea, Lisset Menendez, Victoria Montoya and Adriana Velazquez, Child Care Resource Center*

Strand: Strengthening Families/Trauma Informed Care

The presenters of this workshop will provide the audience (any staff working with families), with strategies to develop supportive, father-friendly practices in a variety of settings and programs.

After this workshop, attendees will be able to:

- Discuss the importance of fathers in the healthy development of children.
- Engage fathers more effectively and develop a “father-friendly” environment in



their place of work.

- V. **Self-Awareness and Nonverbal Communication (RECORDED)**  
Senen Martinez, Ilse Baez, Karina Acosta, Eva Tagle and Blanca Aguilera, Children's Resource & Referral of Santa Barbara County  
Strand: Promoting Self-Care and Resilience  
Description TBD
  
- W. **24-Month Eligibility/Income Calculations (LIVE)**  
*CDSS*  
Strand: AP Administration  
CDSS staff representatives will present on recertification requirements) Income for all need for Services.
  
- X. **Fiscal Essentials - Part 2 (LIVE)**  
*CDSS*  
Strand: AP Administration  
CDSS Fiscal Staff representatives will present a variety of fiscal topics affecting Alternative Payment contracts, including CalWORKs Stage 2, Stage 3 and CAPP. A wide variety of topics will be covered including the importance of reporting caseload and expenditure data accurately, how reported data affects projected earnings, payments and future year funding. Additionally, this presentation will include information regarding reporting procedures related to multiyear contracting for CAPP contracts. Whether the attendee is new to the agency or a seasoned accountant, everyone will benefit from this session.
  
- Y. **Juntos Somos Más: Usando Comunidades de Practica para apoyar el aprendizaje entre pares (LIVE)**  
*Presenter TBD*  
Strand: Working with Providers  
Description TBD
  
- Z. **Getting What We Need... for our Child Care System: A lesson in local, grassroots advocacy (LIVE)**  
*Gina Fromer PhD, Naeemah Charles and Maria Luz Torre, Children's Council of San Francisco*  
Strand: Building Knowledge in the Child Care Field  
Our team advocates passionately, regularly and successfully for child care at the city, county and state level. We want to share best practices with others on how to find your key issue – including budgeting of resources for child care, support for early education providers, resources for our professionals in training, support for families who need subsidies or have additional care needs – the list of advocacy needs goes on. We want everyone to feel confident and comfortable advocating for a high-quality, accessible, affordable, and equitable child care system.
  
- AA. **FFN and Nanny Care In California [Part 1]: Survey Insights on Provider Strengths and Needs (LIVE)**  
*Anna Powell and Tobi Adejumo, Center for the Study of Child Care Employment*



Strand: Working with Children/Emerging Issues

This is part one of our FFN/Nanny workshop. In this first session, CSCCE will bring data collected in surveys and focus groups with nearly 400 license-exempt providers in California. We will also highlight survey data from parents describing how they value FFN care. We will shed light on the strengths and needs of these caregivers and discuss recommendations to better support them.

### Thursday Afternoon Workshops 11:15 a.m. - 12:15 p.m.

**BB. Private and Public Partnership through Employer Child Care Benefit Program (LIVE)**

*Kim Mcdougal, YMCA CRS and Zhiwen Tan, MCT Technology*

Strand: Executives & Managers

YMCA CRS and MCT launched a childcare benefit program for employers in 2022. We would like to share our program operation experience with agencies that are interested in exploring creating similar offerings in their community.

**CC. Creating Opportunities with Child Care (RECORDED)**

*Esmeralda Martin-Singh and Shelly Masur, Low Income Investment Fund-Build Up CA*

Strand: Demanding Racial and Economic Justice/Diversity, Equity, Inclusion, and Belonging

Our workshop will share how to create access for child care through colocation as a way to address historic housing discrimination which has made it harder for communities of color to access high quality child care. We will also touch on the importance of incorporating building a climate lens when we are creating facilities and programs to ensure communities have sustainable solutions. Lastly we will also discuss the importance of workforce investment to ensure the success of programs moving forward.

**DD. Facilitating Authentic Conversations with a Trauma Responsive Approach (LIVE)**

*Rainbow Markell, R&R Network*

Strand: Strengthening Families/Trauma Informed Care

There are still so many misconceptions about children's behavior and using a trauma-lens with all children. Discussions on racism and intergenerational trauma, grew after the murder of George Floyd, yet have dwindled. We need to keep this important information current and present so we can make a difference for the children and families in our lives! What holds you back? Come explore facilitation techniques that we have available to listen, connect and move the conversation from difficult or confrontational to understanding and healing.

**EE. Understanding Wellness and Self-Care (RECORDED)**

*Paula Herrera, Family Resource Center of San Joaquin*

Strand: Promoting Self-Care and Resilience

Description TBD

**FF. Managing Contract Earnings and Projections for Alternative Payment Programs (RECORDED)**

*Stuart Orlinsky, Child Development Resources of Ventura County*

Strand: AP Administration

A discussion on how small, medium, and large agencies manage their AP contracts. Examples of how to project earnings, how to track expenses, and navigate changes that affect your ability to fund your program. The content will be given to provide ideas and possible ways for agencies to improve their processes or for new fiscal staff still learning on how the funding for AP programs work.

**GG. Categorical Eligibility for Means-Tested Government Programs (LIVE)**

*CDSS*

Strand: AP Administration

This training will include examples of documentation for each type of means-tested government program, information for software companies regarding requirements for enrollment priority and software expectations, and information on access to CalSAWs to verify a family's enrollment.

**HH. Building Child Care Business Resiliency Through Shared Services (RECORDED)**

*Megan Irwin, Brave Ideas Consulting and Grace Hartman, R&R Network*

Strand: Working with Providers

This session is a discussion of common business sustainability challenges child care providers face and how shared services can support them.

**II. It Sounded Like Fireworks: Preparing your agency for gun violence incidents with readiness, response, recovery, and resilience (Live)**

*Shane Meserve, Meserve & Associates*

*Strand: Building Knowledge in the Child Care Field*

Gun violence is the leading cause of death for young people in the United States. Childcare programs and agencies need to be prepared for an incident in their communities, including front line, Administrative and Executive staff. Come learn about readiness and response, managing the traumatic feelings of children and their families, and promoting safety and support through your program. Recovery and resilience is possible after a violent incident and with resources from the National Mass Violence Victimization Resource Center, we'll explore your role.

**JJ. FFN and Nanny Care In California [Part 2]: Roundtable Conversation with Caregivers and Advocates (LIVE)**

*Anna Powell, Center for the Study of Child Care Employment and Roundtable Guests (1 nanny, 1 FFN, SJ Public Library, TIFFAN, and BANANAS)*

Strand: Working with Children/Emerging Issues

This is part two of our FFN/Nanny workshop. In this second session, CSCCE will facilitate a roundtable discussion about the FFN and nanny experience in California. We will talk about the unique strengths and challenges that caregivers face. Additionally, we will discuss how best to connect with FFNs, support them, and advocate for them as part of a thriving mixed delivery system.

## Workshops On-Demand

The following sessions are available on-demand beginning  
at 10:00 a.m. Wednesday, October 4, 2023

(Note: All Live sessions will be available on-demand 24 hours after the session has concluded. All pre-recorded sessions shown during a specific time slot will be available on-demand by the following morning.)

- KK. **Making Child Care Accessible with Collaborative Human-centered Design (RECORDED)**  
*Matthew Henry, Kim Engelman and Dominic Campbell, Child Care Aware of America and ZhiWen Tan, MCT Technology*  
Strand: Executives & Managers  
We will describe how by applying iterative, human-centered design and user research in a collaborative approach, we have co-created feasible peer-informed possibilities to advance early childhood technology systems and improve the family experience in rapidly changing and currently unequitable family and system landscapes.
- LL. **Gender Identity (RECORDED)**  
*J Carlin*  
Strand: Demanding Racial and Economic Justice/Diversity, Equity, Inclusion, and Belonging  
Description TBD
- MM. **You are Powerful!: How we can Support Children Through Tough Times and Encourage Them to See the Power They Have Within Themselves (RECORDED)**  
*Samuel Broaden, Honoring Childhood*  
Strand: Strengthening Families/Trauma Informed Care  
In this workshop, we will discuss how we can support children in working through the trauma of difficult times using mindfulness and meditation practices. We will also discuss how we can support children in knowing and understanding the power they have within themselves so that they can go forward in life with a stronger sense of who they are.
- NN. **TBD**
- OO. **Best Practices on Communication with Providers (RECORDED)**  
*Adolfo Cameras and Min Lee, Pathways LA*  
Strand: AP Administration  
We will share some of the best practices for managing change with providers using different communication methods.  
We will review how providers are engaged during the enrollment process.  
We will share how we notify providers of changes and engage providers using Town halls, Zoom and social media.
- PP. **TBD**

**QQ. Healthy Habits for Life – Addressing Health Disparities Through the Healthy Apple Program (RECORDED)**

*Laura Urban, Children's Council of San Francisco*

Strand: Working with Providers

Children spend up to 50 hours per week in child care, giving early educators the unique opportunity to influence healthy behaviors at a young age. Children's Council of San Francisco's Healthy Apple Program is a Policy, Systems, and Environmental Change tool designed to improve the nutrition, physical activity practices, and environment of child care facilities through self-assessments, coaching and interactive online tools. Learn about the Healthy Apple Program as a strategy for encouraging healthy behaviors in children that can last a lifetime.

**RR. TrustLine/Guardian 101 (RECORDED)**

*Cindy Mall and Nick O'Dowd, R&R Network, Representatives from CDSS*

Strand: Building knowledge in the Child Care Field

What's the difference between TrustLine and Guardian? What disqualifies an applicant from being registered? All this and more... Join staff from around California that facilitate the TrustLine registration process in local agencies as we provide information and answer your questions on TrustLine and Guardian processes and procedures, the roles of DOJ, CDSS, the Network, R&Rs and APs in the application process, and how you can assist in decreasing processing time and supporting TrustLine applicants

**SS. MyChildCarePlan.org: Expanding Digital Access to R&R Services (RECORDED)**

*Gretchen Howard, Oscar Tang and Shirley Perez, R&R Network*

Strand: Working with Children/Emerging Issues

Join the My Child Care Plan team to discuss California's child care consumer education website. We will look back on the first year of this statewide collaboration, and look to the future to discuss how we can continue building and growing the site to serve as an accessible and user-friendly entry point for child care information and R&R services across the state.