



FORTIFYING PATHWAYS TO EQUITY
2020 ANNUAL REPORT

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Dear Friends,

This year a confluence of factors has placed a spotlight on the vital importance of child care. This global pandemic has exposed the inequity of class, gender, and race, and in no way is this shown more clearly than in the way we care for and educate our children.

We are safer at home, but with a virtual village instead of the hands-on support that childcare, school and after-school programming provide. We are all trying to balance earning a paycheck, with educating our children, and running a home – often doing all three simultaneously at our dining room tables.

For those of us able to bring our offices home and who have family members to lend a hand, we know we are lucky. And many of us have reached out to help our neighbors who have lost their jobs, and cannot find basic essentials like food, shelter and healthcare, so they are not bearing these burdens on their own.

Pathways LA has been standing at the intersection of these realities – quality care for children and addressing inequities in basic needs for vulnerable families – for 40 years. Our expertise in these spaces has allowed us to pivot and respond to families who are in crisis, and allows us to be poised to act on the public's recognition that investment in our children and how they are cared for is more critical than ever.

These last few months have given us all first-hand experience of what we inherently know to be true. This is an opportunity to respond accordingly, create equity in our educational and child care systems and invest in our future.

If we want a thriving economy, high-quality, affordable child care is essential. Just like we invest in our highway systems, and communications systems, child care is a critical piece of family infrastructure.

We do not know who among us will discover a cure for cancer, fight for innovative solutions to climate change or take us to Mars. But we absolutely know that every single one of us benefits when we educate and care for all our children. There is no better investment a society can make.



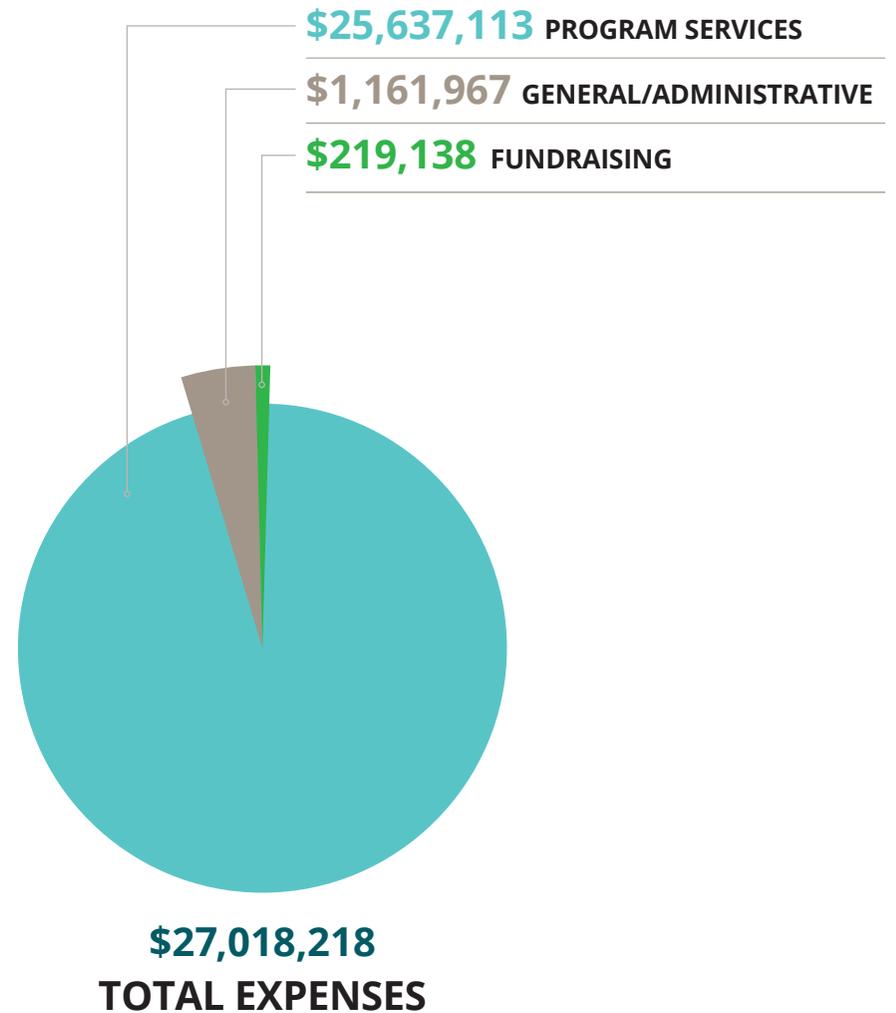
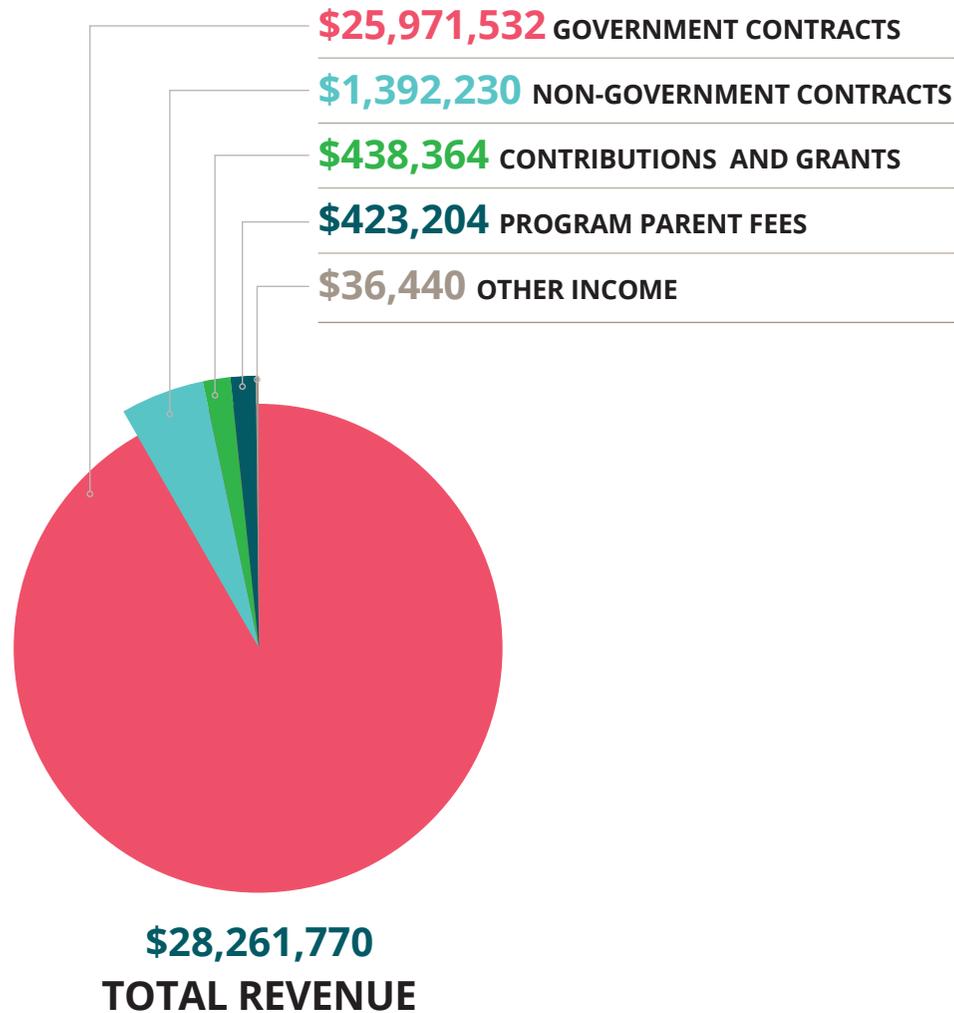
Lisa Cahill,
Interim Executive Director

WE BELIEVE that all children share a future full of endless possibilities. Pathways LA strengthens low-income and vulnerable working families, promotes high quality early care and education services for children of all abilities, develops knowledgeable early care providers and promotes economically resilient communities. Driven by data and innovation, our experts support the continuum of care that includes parents, child care providers, community partners and policymakers.

OUR COMMITMENT TO EQUITY is defined by addressing the barriers that children, parents, and childcare providers face resulting from systemic and structural inequality. Equity is inherent in our approach of meeting families where they are and how we partner with those who care for the success of all children. Equity is both a noun for a better future and a verb of ongoing action.



FINANCIAL SUMMARY 2019-2020*



*Unaudited. Final numbers will be released when the annual audit is complete.

OUR COMMUNITY

\$22k 

Median annual household income

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커뮤니티 comunidad சமூகம் community
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Languages spoken by our families

80% 

Families are single-parent households

93% 

Family child care homes are women-owned
small businesses

OUR IMPACT

3811 

Children enrolled into subsidized child care

10 

Professional development seminars per month

1045 

Hours of training and coaching for child care providers

804 

Parents and children that received wraparound support



VISION FOR AN INCLUSIVE LOS ANGELES

Our Theory of Change guides the implementation of programs and serves as the framework for rigorous and evidence-based indicators shown to correlate with healthy and resilient children, families and communities.

PARENTS

When parents are supported and have their basic needs met then they can support the healthy development & school readiness of their children.

COMMUNITY

When community-based organizations consider the childcare needs of families then resources can be maximized to better target needs.

CHILD CARE PROVIDERS

When childcare providers are trained then they can successfully make high-quality care available to all families.

POLICYMAKERS

When policymakers are given data and evidence of strategies that help children succeed then responsive policies and investments can be made.

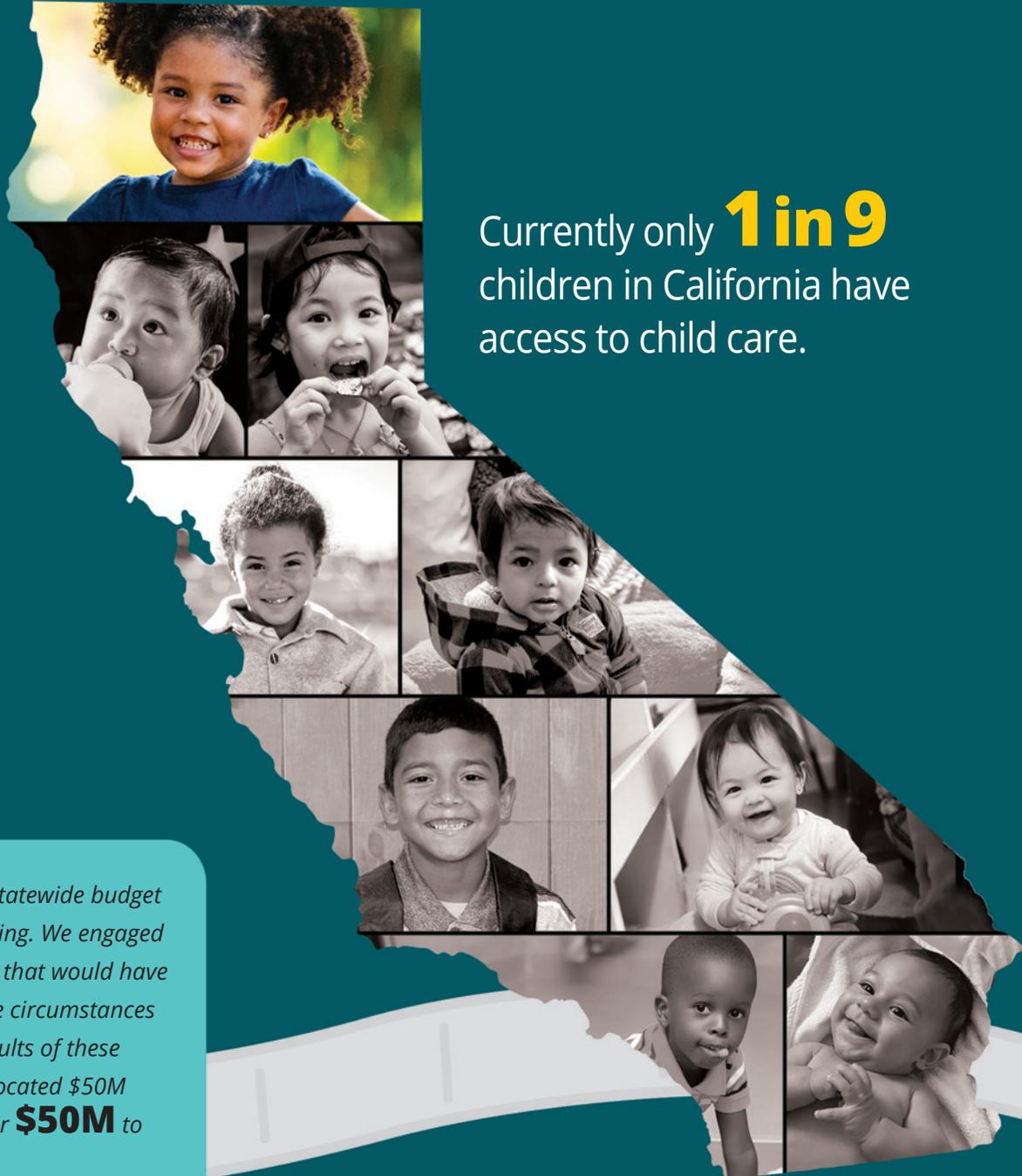
CHILDREN GROW UP HEALTHY AND READY TO TAKE ON THE WORLD.



FIGHTING FOR THE FUTURE

Pathways LA aims to expand quality affordable child care services for our most vulnerable communities through targeted policy advocacy. By engaging in conversation with neighborhood associations, care providers, elected officials, families and community members, we outline the specific needs our system must incorporate to ensure that children have access to and receive a strong foundational learning experience.

Currently only **1 in 9** children in California have access to child care.



*While the COVID-19 pandemic caused revenue shortfalls and statewide budget cuts, successful advocacy efforts saved child care subsidy funding. We engaged in **30+** discussions with legislators and prevented a 10% cut that would have directly impacted the families we serve. We highlighted the dire circumstances that the childcare industry felt as a result of COVID-19. The results of these discussions paid dividends. On April 10, Governor Newsom allocated \$50M to pay for childcare for essential workers and provided another **\$50M** to reimburse providers with PPE.*

EMPOWERING PARENTS AND THEIR FAMILIES

A parent is a child's first teacher. Pathways LA partners with parents to promote strong parent-child relationships and healthy child development. **By giving parents a voice and meeting their unique needs, they are empowered to work or further their education, knowing their children are safe and cared for.** We create opportunities to explore the joys of parenthood, and lean on a supportive community during difficult times.



OUR FAMILIES' NEEDS

61%



Of parents are working during COVID-19, yet still they need help to get by

47%



Of parents reported having reduced working hours due to COVID-19

73%



Of families have reported that they are food insecure and cannot purchase basic household goods

Throughout the COVID-19 pandemic we have supported families by providing direct support such as basic goods to help through this difficult time. To reduce isolation and ensure positive social connections, we organized weekly virtual parenting groups to keep families strong and build a supportive community.



“What’s incredible is that the help we got from Pathways goes beyond our children and extends to us as parents. By attending classes and workshops, we’ve been able to improve not just as parents but as human beings as well. — Briann M., Pathways LA parent”



“ I decided to open my own childcare with Pathways LA's help. You helped me to do my CPR training, and gave me floor mats for the children in my care, and you also gave me a fire extinguisher too. The training you gave me, impacted me in a great way. I have been learning a lot about infant and toddler development. — Amanda Q., Pathways LA provider ”

ESSENTIAL TO OUR ECONOMY

Child care providers are the cornerstone to high quality early childhood education. Not only do they care for children in underserved communities, but they build a foundation for their future educational success.

Quality child care is proven to enhance academic achievement, increase earning potential, create better health outcomes, reduce crime and lead to fewer children and families living in poverty.

Recognizing this crucial influence of providers, our child development experts support them to be leaders in the industry and deliver the best care for children.



*COVID-19 has placed the childcare industry across the country in a state of crisis. Many providers remain open to serve children of essential workers, all the while losing revenue due to classroom size restrictions and increased costs for cleaning supplies. Beginning in March we initiated supply drives to get PPE into the hands of childcare providers, and have guided them on how to safely remain open. We received **\$1M** to support nearly 300 childcare providers with ongoing needs for cleaning supplies and PPE.*

VIBRANT TAPESTRY OF COMMUNITY PARTNERS

Equity for all cannot be achieved alone. The strength of Pathways LA lies in working closely with surrounding community organizations to address disparities in child care with our most vulnerable population by building a bridge with community organizations and partners to fill those gaps in meaningful ways.

In collaboration with Best Start Metro LA and Para Los Ninos, we provided 50 families that have experienced hardships due to COVID-19 with weekly packages of food, cleaning and sanitizing supplies. While only meeting the needs of a small fraction of the families we serve, this collaborative effort spawned a new initiative to increase civic engagement among parents to become advocates for their needs. Working together we are building stronger, more resilient communities.



*In partnership with HelloBello, St. Annes and the Children's Bureau of Los Angeles we handed out **55,000** diapers to families in need. We have also partnered up with First 5 LA and Baby2Baby to give child care providers PPE supplies and assist in creating a safe and clean environment for children in their care.*



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For too many, disenfranchisement begins at birth. It's critical that we offer families from disadvantaged communities the high-quality child care they need, and that young children receive the corresponding lifelong benefits. During the current health crisis we ensure that essential workers have access to childcare in order to weather this storm.

— Jessie Salazar, Pathways LA's Past Executive Director

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HELP US TRANSFORM OUR CITY

Dear Friends,

I was drawn to serving on Pathways LA's Board of Directors because I understood that my childhood experience was one of privilege. My mom didn't have to work, we never worried about where our next meal would come from, and my parents could pay for high-quality preschool. I wanted to make a difference in the lives of children who did not have the same opportunities.

The reality that many of our families face is hard to imagine. Challenges such as homelessness, surviving abuse, or working minimum wage jobs that barely make ends meet, make it hard to imagine how anyone can think of raising a child without the support from community organizations. Now the mother of a young son with my second child on the way, my experience as a parent has both humbled me and deepened my appreciation for the services that Pathways LA provides families who face so many obstacles.

We champion parents who seek the best opportunities for their children. Our community of supporters envision a Los Angeles where all children have equal access to opportunities to achieve academic resources that ensure they enter the world ready to thrive and are set up for success. Achieving this goal requires a commitment from all of us - friends, neighbors, educators, elected officials, philanthropists and everyday citizens - to do our part and create an equitable future that is bright.

Steps we take today, both large and small, can change the lifelong trajectory for thousands of Los Angeles' children. To align our funding with needs, we asked our families exactly where they could use our assistance most. Their responses broke down into three categories: Food & Essential Goods, Educational Support and Family Engagement.

Join us and make a gift to support any of these priority areas. If we band our resources together, then we can help families when they need it the most.

Sincerely,

Jennifer Hsu

President, Pathways LA Board of Directors





This Annual Report is dedicated to Jessie Salazar and his passion for helping the communities we serve. Working his way from a case manager to Executive Director, Jessie touched every aspect of the organization. He passed away in September 2020, and his legacy will live on as we continue the important work to which he was committed. While we grieve his loss, we treasure the memories and will forever be grateful for his unwavering commitment to the Pathways LA family.

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