



PAVING PATHS TO BRIGHTER FUTURES

2021 ANNUAL REPORT

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Dear Friends,

Since our founding more than four decades ago, Pathways LA has been dedicated to championing high-quality, equitable child care for Los Angeles families of all backgrounds.

The last two years have underscored the importance of this mission and reaffirmed our commitment to it. The COVID-19 pandemic has created new challenges for children and families across our communities, including learning loss, social isolation, financial burdens, and mental health struggles.

Our organization has piloted a number of programs to support local families impacted by the pandemic. In 2021, we expanded our trauma-informed care services to additional providers, parents, children, and educators to uplift all stakeholders involved in childhood development. We offered training and PPE supplies to our providers, kept class in session at our preschool, supported essential workers with child care options, and provided monthly food distribution to families in need.

These efforts—and the impacts they've created—have been driven by our diverse staff, whose commitment to the communities we serve has never wavered. Our Pathways LA team went above and beyond to provide exceptional child care, expand our family engagement offerings, and offer remote counseling and support options.

Since joining the organization last May, I have been greatly moved by our team's passion for uplifting local children and families. Their efforts were a beacon of light for many Angelenos during a difficult year, and I am honored to work alongside them.

It is my privilege to share Pathways LA's 2021 annual report, which highlights our work to advance unparalleled child care services across the region.



Tamika Farr
Chief Executive Officer



WE BELIEVE that all children share a future full of possibility—and we ensure that families have access to high-quality child care, programs, and resources to help children realize their ambitions and set them up for success.

WE WORK TO strengthen low-income and vulnerable working families, promote high-quality early care and education services for children of all abilities, develop knowledgeable early care providers, and promote economically resilient communities. Driven by data and innovation, our experts support the continuum of care that includes parents, providers, community partners, and policymakers.

WE ARE COMMITTED to addressing the barriers that systemic and structural inequalities create for children, parents, and child care providers. Equity is inherent in our approach and central to our mission. We seek to ensure that all Los Angeles families have access to high-quality early care resources, regardless of income.

OUR SERVICE AREA encompasses more than 20 communities, 30 zip codes, and 92 square miles across one of the nation's most ethnically and socioeconomically diverse regions.



OUR PATH TO QUALITY CHILD CARE

We believe in building a Los Angeles that is inclusive and equitable for all families.

Our theory of change guides our work to implement social service programs, evaluate evidence and statistics, and advocate for policies that create healthy children, informed families, and resilient communities.

During the COVID-19 pandemic, this has meant engaging providers, parents, and children outside of the traditional sphere of child care.



SNAPSHOTS OF OUR WORK



Partnering with Organizations in our Community:

We broker connections with the organizations making a difference in Los Angeles. These partnerships create solutions, improve resources, open opportunities, strengthen leadership, and bolster our collective voice in support of LA families.

Creating an Inclusive Environment:

Our West Hollywood Preschool provides an enriching, caring environment where children of all developmental abilities can learn and thrive. We offer an individualized, play-based curriculum along with structured activities, providing children with appropriate stimulation, learning and socialization opportunities.

Policymaking:

From City Hall to Sacramento, we advocate for the policies that strengthen families, uplift providers, and support vulnerable communities.

Improving the Quality of Child Care:

Our robust Resource and Referral Department works with parents and local agencies like DPSS to identify families' needs and provide the best-in-class customer service and resources. Our community partner referral form helps us collaborate with other social service nonprofits in Los Angeles to best serve local families.



Strengthening Families:

We work to promote child safety, prevent child abuse, and improve mental health to support stronger, more resilient families. Our Family Engagement Program hosts parent cafes and signature events like Family Fun Day, Back to School, and Winter Wonderland to help families build connections and access child care resources and supplies.

Supporting Child Care Providers:

We deliver vital resources to our providers in order to shape new opportunities for children and families. We advocate for public policy that benefits providers and families alike. In 2021, we held a wide range of workshops for child care providers to hone new skills.

Workshop topics included:

- How trauma impacts development
- Positive communications during challenging times for a child
- How to become a licensed provider
- Turning misbehavior into learning opportunities

Expanding Access to Subsidies:

We provide financial assistance to qualifying families, in partnership with the Los Angeles County Department of Public Social Services (DPSS).



OUR COMMUNITY. OUR IMPACT.

We worked with families and over **1,182** providers across Metro LA in 2021 to offer robust programs, unparalleled child care support, and extensive resources to help our region's children realize the pathways to brighter future.

OUR CHILD CARE SUBSIDY PROGRAM:

4,007 

Children enrolled in subsidized care

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커뮤니티 comunidad ชุมชน community
社區 cộng đồng 社区

Languages spoken by our families

37,314 

Calls to our mainline

80% 

Families that are single-parent households

\$21.6K 

Median annual household income for families receiving Subsidies



EMPOWERING PARENTS AND THEIR FAMILIES

A child's first teachers are their parents. Pathways LA provides strategies and resources to help parents embrace this role—and ultimately set their children on the path to success and self-fulfillment.

We use a two-generational approach that takes a holistic look at families and includes parent and child-focused elements to bolster long-term learning outcomes. Our evidence-based framework enhances behavioral, emotional, academic, and social outcomes for participating families.

OUR FRAMEWORK

- 1 Parental Resilience**
Helping parents recover and grow from difficult life experiences
- 2 Social Connections**
Building positive relationships that provide emotional and informational support
- 3 Concrete support in times of need**
Access to tangible support and services that address a family's needs and help minimize stress caused by challenges
- 4 Knowledge of parenting**
Understanding child development and parenting strategies that support physical, cognitive, linguistic, social, and emotional development
- 5 Social and emotional competence of children**
Family and child interactions that help children develop the ability to communicate clearly, recognize and regulate their emotions, and establish and maintain relationships



FAMILY ENGAGEMENT PROGRAMS

The COVID-19 pandemic has created new challenges for families across Los Angeles. Over the last two years, we have reoriented our services to provide direct relief to families.

We have provided grocery store gift cards, boxes of food, PPE supplies, diapers, and ongoing remote learning support to families in need. We have developed virtual programming to help parents continue to build their resiliency and supportive networks and learn new ways to engage with their children.

A SNAPSHOT:

51 
Events

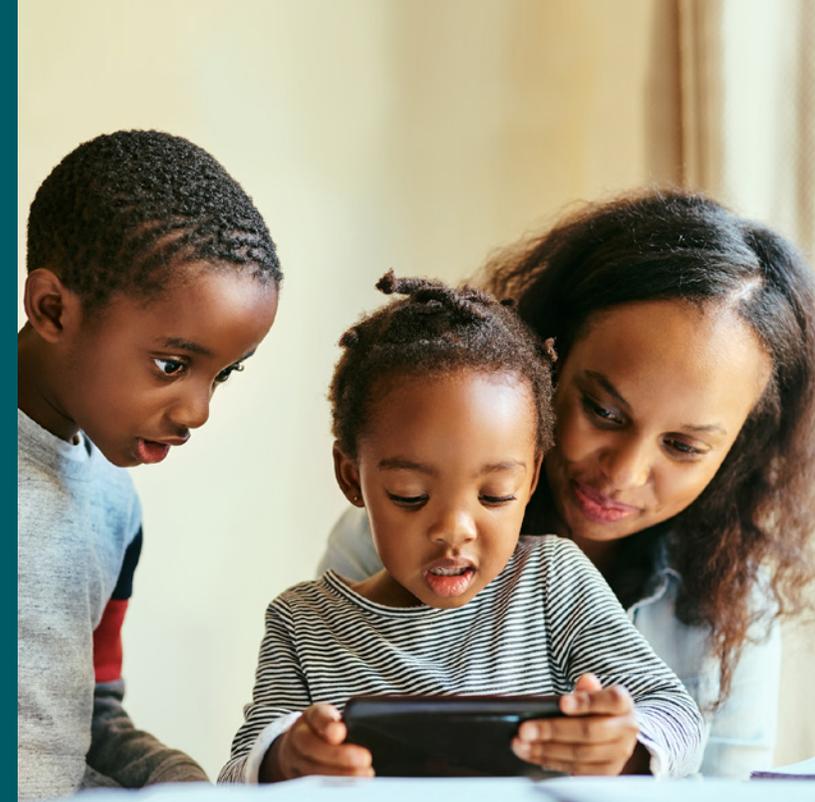
66 
Event Hours

13 
Trainings

19 
Parent Cafes

12 
Play & Learn Sessions

142 
Unique Attendees



PROJECT INNOVATIONS:

Composed by child care development specialists, these programs provide families with a **virtual playgroup environment.**

96
Sessions

OUR CHILD CARE PROVIDERS ARE EDUCATORS

Trauma-Informed Care Trainings for Child Care Providers:

Our trauma-informed care training **equips our child care providers with the ability to support and create a safe environment** where children are confident and feel comfortable, begin to build relationships, heal and thrive, and learn to manage behavior, feelings, and thoughts. Our seven-module curriculum, offered on a monthly basis in English and Spanish, helps providers learn about infant and toddler development and trauma-informed care best practices. Each month, our trainings cover different topics essential to effective child care, including trauma's impacts on development, strategies to respond to infant trauma, ways to identify childhood trauma, self-care practices for providers, and methods to strengthen families.

13 Trainings **29** Hours Spent Training **11** Coaching Sessions **7** Hours Spent Coaching per Provider

Quality Start Los Angeles:

Pathways LA is proud to provide professional development training to Quality Start Los Angeles, a collaboration with the Los Angeles County Office of Education, Quality Counts California, First 5 LA, Child360, Child Care Alliance Los Angeles, and the Los Angeles County Office for the Advancement of Early Care and Education. Quality Start Los Angeles **empowers early learning providers to build upon and improve the quality of care they provide to children**, from birth to age five.

145 Visits **85** Coaching Visits **26** QSLA Orientation **112** Providers Served **237** Hours Total

The Family Child Care Home Education Network:

The Family Child Care Home Education Network is made up of a group of licensed child care providers in Los Angeles. These carefully selected, home-based environments offer **training, professional development, and technical assistance to child care providers**.

354 Trainings Recorded **1293** Trainings Total **262** Certificates Issued **160** Providers Served



HEAR FROM OUR FAMILIES

How are child care providers essential to our community and economy?

Listen to our families' stories:

“*Through my participation in the Project Innovations LA play and learn groups offered through Pathways LA Family Engagement program, I'm able to manage my son's behavior better. Previously, I struggled with his tantrums, and through techniques I've learned by participating in the groups, I can now redirect his emotions and help him grow. – Yashira Martinez*”

“*Our family consistently participates in Pathways LA's events. We're incredibly thankful for their parenting resources, cafes, distributions, and family workshops. I'm so grateful for all that they have provided to our family. – Maria Olvera*”

“*Pathways LA's free educational activities are amazing for my children. The organization has always been so supportive of our family, providing us with backpacks, school supplies, food, and toys. – Kristine Sahakyan*”



COMMUNITY PARTNERS

Diverse Partners for Our Diverse City

This past year, Pathways LA has partnered with organizations at the intersection of two critical efforts—serving families and supporting child care providers. We work with community organizations in order to be a first point of contact for families needing child care resources.

Our partners included:

- 211
- Baby2Baby
- Best Start Metro LA
- Blue Shield of CA
- California Department of Education
- California Department of Social Services
- Child 360
- Child Care Alliance of Los Angeles
- Children's Bureau
- City of West Hollywood
- CNY Global Foundation
- CORE Districts
- DoorDash
- First 5 LA
- Health Net
- Karsh Center
- LIFT
- Los Angeles County Department of Family and Children Services
- Los Angeles County Department of Public Social Services
- Metro
- Nancy Painter Foundation
- Oracle
- Para Los Ninos
- S. Mark Taper Foundation



“Great volunteering at Pathways LA's Winter Wonderland event over the weekend to distribute toys and books to more than 100 families. Despite the hardships we've faced as a city, Angelenos continue to step up and give back. Let's continue to show L.A. love this holiday season.

– Mayor Garcetti



ADVOCATING FOR POLICIES THAT BUILD STRONG FAMILIES

Pathways LA believes that public budgets reflect our societal values. This is why our policy team works extensively with elected officials across all levels of government to ensure that the interests of families and child care providers are represented in state and local budgets.

In 2021, we worked with state legislators to help secure historic investments in our state's early childhood education infrastructure. Our team led over 30 calls and meetings from the start of the 2021 legislative session through the final state budget agreement in June. Our efforts helped secure **over \$1 billion** in child care provider rate reform and the expansion of **200,000 additional child care slots** in the 2021 state budget.

Parent/Provider Advocacy:

Our advocacy work is informed by our outreach to the communities we serve. Our policy team regularly hosts town hall meetings with parents and providers to help identify and address their needs. The town halls help our team spearhead action on key legislation and empower parents and providers to take a leadership role in advocacy efforts.



Our 2021 Policy Work by the Numbers:

81

Meetings

40.5

Hours of Outreach

35

State Meetings

19

City Meetings

15

County Meetings

12

Federal Meetings

STORIES THAT REPRESENT US

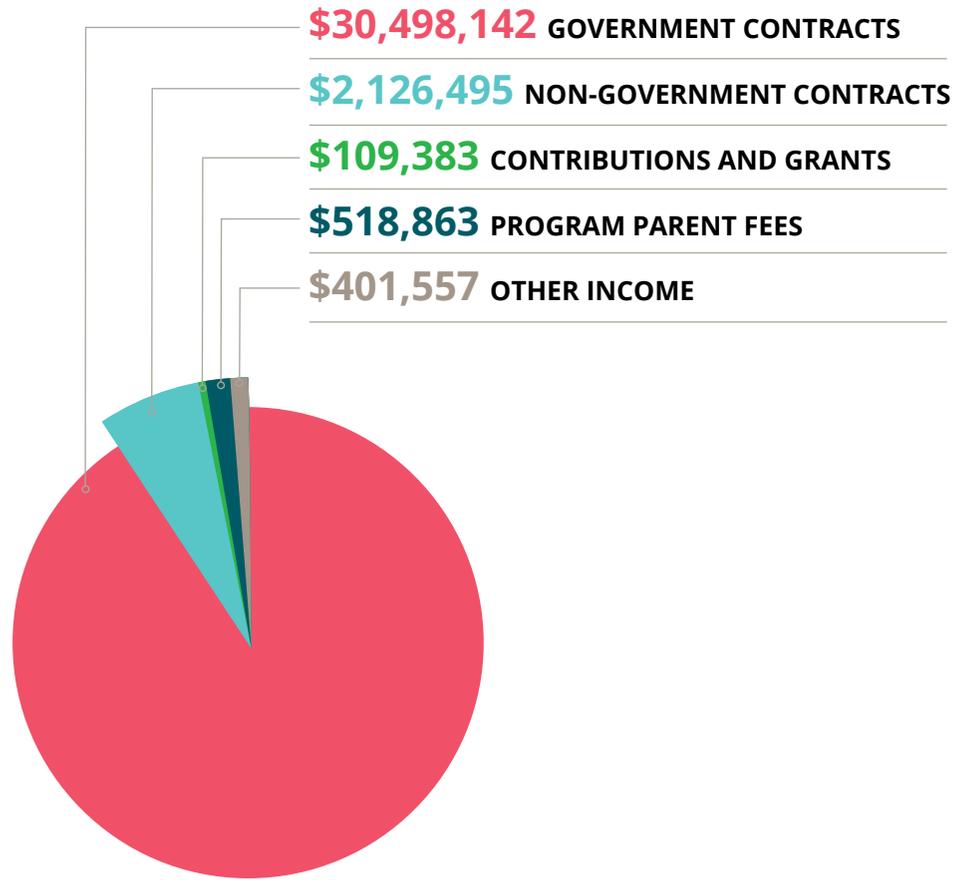
This year, Pathways LA launched *Stories That Represent Us*, a series of virtual story time events for children and families. This innovative program utilizes the power of storytelling to connect elected representatives directly with their constituents and allow children to see themselves reflected in our leaders. By sharing inspiring stories that are relevant to the communities Pathways LA serves, *Stories That Represent Us* also helps strengthen children's opinions and values.



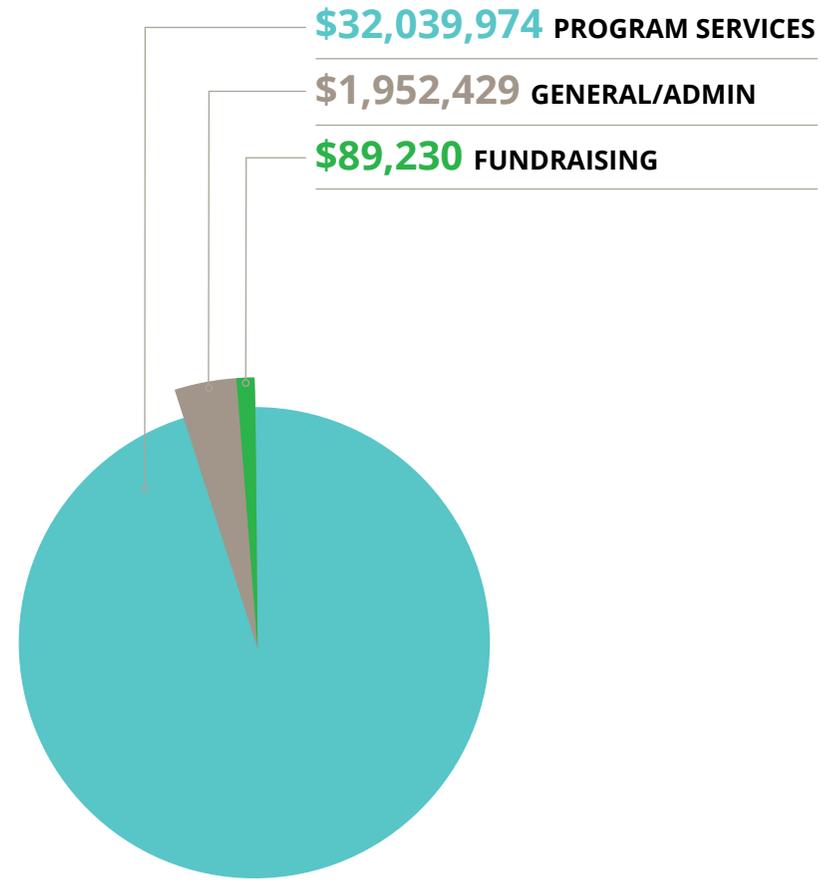
For the year, Pathways LA secured five prestigious elected officials to host our *Stories That Represent Us* events:

1. Senator Maria Elena Durazo, *Senate District 24*
2. Assemblymember Miguel Santiago, *Assembly District 53*
3. Assemblywoman Wendy Carrillo, *Assembly District 51*
4. Councilmember Nithya Raman, *Los Angeles City Council District 4*
5. Senator Sydney Kamlager, *Senate District 30*

FINANCIAL SUMMARY 2020-2021



\$33,654,440
TOTAL REVENUE



\$34,081,633
TOTAL EXPENSES



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