



CHILD CARE LAW CENTER



# IMPACT REPORT

# 2023

Building A Bridge to Economic Opportunity



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# From Our Executive Director, Kim Kruckel



Kim Kruckel (left) with Tsering Yangchen,  
child care provider

Dear Friends,

**Thank you so much for your support!** We take great pride in the pivotal progress we achieved together this year. Working with grassroots activists, we ended the family fees that burdened families for many years. This reform signifies our commitment to ending racist policies that harmed families instead of helping them.

Child care helps families and communities thrive, because children are nurtured and parents can work. But despite our progress, most families in California cannot get affordable child care. Most child care providers still need to earn more to support their own families. With your continued support, we will nurture this movement for more just and inclusive policies that allow every family to raise children with dignity.

On a different note, we are celebrating the arrival of new babies among our board members! As they experience the joys and navigate the challenges of parenthood and child care, they remind us how important and urgent our work is. You'll see their photos throughout this 2023 Impact Report.

**Thank you for standing with us!**

Warmly,

*Kim Kruckel*



Cover photo of Rachel Boyce by Julio Cesar Martinez

We educate, advocate, and litigate to make child care a civil right

# Families Getting Ahead, Thanks to You



Advocacy in the State Capitol is one of the ways we make change



Parents like Karina Esquer, of Parent Voices, (pictured here) asked us to help them draft legislation to reform family fees.

After three years of temporary waivers, family fee reform is finally permanent in 2023.

**Now, there is no cost for child care for families with low incomes.**

With affordable child care, families can work, get ahead and stay ahead.



## Families with low incomes are free from expensive child care fees

Family of 3 with a monthly income of \$6,523



Cost before: \$571  
**Cost now: \$57**

Family of 3 with a monthly income of \$6,034



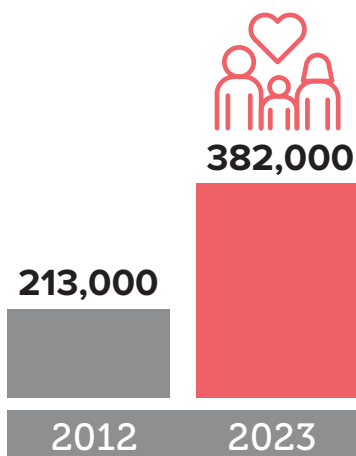
Cost before: \$528  
**Cost now: \$0**

# Your Support Means Progress Toward Economic Equality



Photo of Samuel Levine by Julio Cesar Martinez

**More families have affordable child care today**



**Family child care providers got grants for their businesses**

**\$20,000 - \$75,000**  
for repairs or modernization

**Parents of kids with disabilities can work and support their families**

Because we trained  
**1,500**  
people about their rights.

# Helping Family Child Care Providers Stay in Business



Teaming up with housing experts to end discrimination against family child care providers

Family child care homes are important for communities, helping working families breathe easy. And owning a child care business can also be a viable economic opportunity and door to entrepreneurship. But due to a legacy of laws rooted in racism and discrimination, many providers have been forced to close. However, in the past year, 1,905 child care providers have expanded their programs, reversing the trend of closures over the past decade.

**Thanks to your support, we are overturning burdensome rules and policies to create economic opportunity for child care providers.** When landlords try to raise the rent, say running a child care isn't allowed, or refuse to rent to a family child care provider, our housing team steps in.

As a result, more child care providers are secure in their homes and businesses:

**\$150,000**  
in refunds for child care providers  
when cities overcharged for zoning,  
fire or business permits



**527**  
child care  
providers  
educated about their rights



## Feedback from Providers

*I'm in deep appreciation for the work that the Law Center does for what appears to be an under-resourced and much needed segment of our community: family child care providers.*



*Solo agradecer por tanta información que nos brindan, mil gracias.*






*I'm thankful for their help, they really do help child care providers and let us know our rights.*

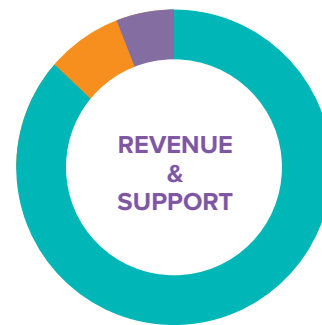


# Our Financial Report

## July 2022 - December 2023

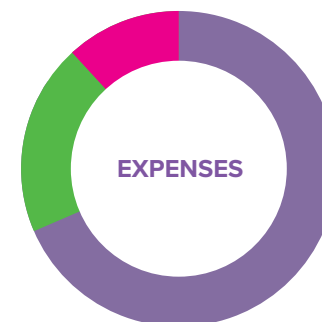
### REVENUE & SUPPORT

	GRANTS	\$653,861
	CONTRIBUTIONS	\$69,914
	CONTRACTS & OTHER INCOME	\$51,742
<b>TOTAL</b>		<b>\$775,517</b>



### EXPENSES

	PROGRAM SERVICES	\$499,639
	MANAGEMENT	\$153,569
	FUNDRAISING	\$92,345
<b>TOTAL</b>		<b>\$745,553</b>



CHANGE IN NET ASSETS	\$29,964
BEGINNING OF YEAR NET ASSETS	\$1,625,410

<b>NET ASSETS END OF YEAR</b>	<b>\$1,655,374</b>
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\* The Child Care Law Center changed to a calendar fiscal year on January 1, 2023. These audited financials cover the final half of 2022.

*We appreciate your support!*



## Get Involved!

- Make a one-time or monthly donation
- Make a Corporate Gift
- Name Child Care Law Center in your will, living trust, or insurance policy
- Donate stock
- Join our Board of Directors
- For more information, contact Sarah Carlin: [scarlin@childcarelaw.org](mailto:scarlin@childcarelaw.org)

## Contact us

Phone: (415) 558 - 8005  
 Email: [info@childcarelaw.org](mailto:info@childcarelaw.org)  
 Web: [childcarelaw.org](http://childcarelaw.org)

# Thank You to All Our Supporters

## Financial Partners

Bernard E. and Alba Witkin Charitable Foundation  
 Blue Shield Foundation of California  
 Heising-Simons Foundation  
 New Venture Fund  
 Price Philanthropies  
 Ruth Arnhold Endowment at  
 the East Bay Community Foundation  
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 Stein Early Childhood Development Fund  
 at California Community Foundation  
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 The California Wellness Foundation  
 Trio Foundation  
 van Löben Sels/RembeRock Foundation  
 Walter S. Johnson Foundation  
 Y&H Soda Foundation

## Strategic Partners

Bay Area Early Childhood Funders  
 Black Californians United for ECE  
 Building the California Dream Alliance  
 California Family Child Care Network  
 California Legal Services Programs  
 California Work and Family Coalition  
 Center for Law and Social Policy  
 Child Care Providers United  
 Child Care 4 Every Family Network  
 Early Care and Education (ECE) Coalition

National Women’s Law Center  
 OneJustice  
 Parent Voices California  
 Project Sentinel  
 Public Counsel  
 SEIU California State Council  
 Stronger California Network  
 United Domestic Workers /  
 AFSCME Local 3930



CCLC Staff, Board, and supporters at *Uncorking the Future of Child Care*, our annual event featuring Black women vintners and chefs.



## Special Thanks

Jerry Bailey	Tina Laungani
Olison Batiste	Laurie Phillips
Jordan Carman	Duane Phillips
Leonard Chan	William Ramirez
Benu Chhabra	Toni Robertson
Kathy Dennison	Josh Sale
Treacy Diaz	Laurie Sale
Karina Esquer	Nancy Sale
Jaime Falcone-Juengert	Regeina Simmons
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Nancy Harvey	Daniel Uribe
May Howell	Dr. Chris Wachira
Khulood Jamil	Alreca Whyte
Kate Jessup	Raleigh Williams
Tricia Kerr	Nancy Wyatt
Kehinde Koyejo	Atikah Zulkephli

## In Memoriam

This year we mourned the passing of two champions who worked for decades on behalf of children, families, and early childhood education.

Our hearts are full of admiration and gratitude for these two women. They turned their passion for supporting children and families into concrete action with the Child Care Law Center.

**June Sale** was a mentor and supporter to everyone, whose passion was to uplift children and families. In her career, she helped start the first LA County Head Start program in 1965, oversaw the child development program at Pacific Oaks College, and was the first Director of UCLA Child Care Services. Everyone who met June was inspired to do all they could for children! When June passed away at age 98, we were honored to be listed as one of her favorite charities.



**Carol Stevenson** was pregnant with her first child when she entered law school - and started a child care center there later on! After law school, she became a staff attorney at the Child Care Law Center, where she worked for 14 years. Carol improved the child care field through her intellectually honest and “down on the ground” approach, helping providers and advocates sort through the maze of legislation, regulations, and rulings they faced.



Photo by Suzanne Korey

# Thank You to Our Generous Donors

Following is a list of donations received between November 1, 2022, to October 31, 2023.

We believe this list is accurate and deeply apologize for any inadvertent omissions. Please contact Sarah Carlin if you have any questions.

## Guardians

Anonymous  
Judy Arrigo  
Bradley Brownlow  
Community Bank of the Bay  
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Ernest B. Hammond III  
Holland & Knight LLP  
Jorja Jackson  
Kitty Kruckel  
*In honor of Kim Kruckel*  
Anna Levine  
Janice Maroot  
Arthur & Toni Rembe Rock  
June Sale  
SEIU California State Council  
Shalin Sheth & Natasha Saggarr Sheth  
United Domestic Workers /  
AFSCME Local 3930  
Margaret Wiegert Jacobs & Jeff Jacobs

## Champions

Rachel Boyce  
Gilead Sciences, Inc.  
Samuel Levine & Becky Simon  
Kathryn E. Jessup & Igor Zagatsky  
Barbara & Jim Kautz  
Tricia Kerr  
Frank Paré  
Parent Voices California  
Joan Story  
Atikah Zulkephli

## Defenders

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Deanne Bray  
Margaret Corrigan  
Myrna & Richard Fleming  
Laura Leticia Flores  
Setsuko Furuike  
Miye Goishi & Dara Schur  
Marcia Henry  
Eve Hershcopf  
Kym Johnson  
Ashley Lin  
Ofer & Amy Jessup Na'aman  
Elliott Owensby & Sabrina Siddiqui  
Robin Phipps  
Bobbie Rose  
Sierra Nevada Children's Services  
Bess & Steve Sternberg  
Nancy Strohl  
Anh Tran  
Makinya Ward

## Advocates

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Elianna Campos  
Agnes Chan  
Children's Council of San Francisco  
Susan Colson  
Alicia Delagarza  
Netsy Firestein  
Marcella Graves  
Haydn Griffith  
Joni Halpern  
*In honor of Christine Calvano*  
Tasha Henneman  
Wuinn Hopkins  
May Howell  
Kara Janssen  
Paul Jensen  
Theodore Kruckel  
Paola Laverde  
Altricia Low  
Pamela Maffei  
Jen Mahoney  
Torr Melling  
Lindsey Mignano  
Betsy Mitchell  
Linda Olivenbaum  
*In memory of Wilma Chan &  
in honor of Jennifer Briffa*

Willa Pettygrove  
H.G. Prince  
Laura Pryor  
Michele Rutherford  
Nicole Scruggs  
Alexandra Siegel  
Michael Stein  
Step One School  
Wai Hung Tang, Yin Yu Hui  
& Oxley Tang  
Corean Todd  
Vallemar Child Care  
Cindy Waldman  
Janet Zamudio  
Michael Zischke &  
Nadin Sponamore

## Allies

Miren Algorri  
Sydney Allen  
Katie Annand  
Auntie Dobbie's Kids  
Jodi Becker  
Crystal Bellamy  
Domenica Benitez  
Fran Biderman  
Carol Bisharat  
Adrienne Bloch  
Diane Bradford  
Sue Britton  
Alec Brum  
Judy & Burt Calder  
Sally Cantrell

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Cheryl Howell  
Adena Ishii  
Mary Ann Kassier  
Alexandra Kent  
Beth Keolanui  
Beth Keolanui  
Carlise King  
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Charles Knapp  
Laura Kohn  
Jeffrey Kosbie  
Kim Kruckel  
Élan Consuella Lambert  
Mira Liao  
Kathryn Lybarger  
Yessika Magdaleno  
Dennis Peter Maio  
Mona Malan  
Peter L. Mangione  
Kamaka Martin  
Kristin Mateer  
David Miles  
Sabih Mir  
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Cristina Nguyen  
Maria Niggle  
Anisa Noorassa  
Ashley Pantuliano

Vicki Piovia  
Rossana Ramirez  
Merced Rocha  
Melissa Rodgers  
Diane Rolfe  
Ellen Rosenblum  
Jessica Ryland  
Edna Saman  
Latia Sanders  
Eileen Scanlan  
Regeina Simmons  
Kanika Singh  
Richard Speigman  
Suzy Springborg &  
Greg Martin  
Tina Stewart  
Shahnaz Tafreshu  
Carolyn Taylor  
Moony Tong  
Nikita Tucker  
*In honor of Rachel B*  
Denise Hingle &  
James Webster  
Kathleen White  
*In honor of  
Carol Stevenson*  
Marcy Whitebook  
Frankie Williams  
Richard Winefield  
Anna Wolde-Yohannes  
Dianne Wood  
Jean Yoon  
Marie & Cary Young

## In memory of June Sale:

Daniel Hoyer  
Betty L. Nordwind  
Nancy Mackle  
Esther Shafran

