

FAIR PAY FOR A THRIVING CHILD CARE WORKFORCE



Child care providers are dedicated professionals who should be paid fairly and supported for their knowledge, experience, and talent.

What is the Problem?

California has underpaid child care providers for decades, upholding a racist policy with historical ties to enslavement. The state's poverty-level payments have harmed and taken advantage of child care providers for too long.

Child care providers, who are predominantly women of color, are being forced to close their doors and people are discouraged from entering the field. This is also happening at a time when over 2 million children are eligible for publicly funded care!

What is the Solution?

California made a commitment to pay child care providers who deliver publicly funded services more fairly, based on the cost of care.

The state must pay providers at least 100% of the full cost of care, covering the costs needed to provide enriching care and operate a thriving business. The Governor and the Legislature must dedicate ongoing funding in the state budget to implement this life-changing and just policy now.

What will Fair Pay do for California?

Covering child care providers' full costs is essential. This would right a major historical injustice, and it is a critical step towards respecting the profession.

Currently, there is only enough licensed child care for 25% of working families. When providers are paid fairly, families will have more enriching, affordable options for their children and our communities will be stronger.