

CHILD CARE LAW CENTER



IMPACT REPORT

2025



United for Child Care Equity



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Front & back cover photos by Julio Cesar Martínez
* Development Manager, January - October

From Our Executive Director, Maisha Cole



Dear Friends,

We share a vision of a just and thriving future for our communities. At the Child Care Law Center, this vision has guided us for 47 years, and it continues to fuel our fire today.

As the only legal organization in the nation devoted exclusively to child care, our charge is to make sure that California’s policies serve everyone involved in child care.

That means that the Black, Latine, and immigrant women who provide nurturing care to our children should be paid and treated fairly. It means that families should be able to support themselves without sacrificing their children’s well-being. And it means that enriching and equitable care should be available to all children – full stop.

In my second year as Executive Director, I am deeply grateful for the progress we are making together toward justice. We are fighting for fair pay for child care providers. We are working to protect Head Start funding, and we are working as co-counsel with Housing & Economic Rights Advocates (HERA) on a major housing discrimination lawsuit on behalf of a child care provider in San Francisco, a clear violation of the state’s Keeping Kids Close to Home Act. Despite these wins, the challenges that lie before us are undeniable. We are watching state and federal leaders make choices that harm the very people they should protect.

But if my decade plus at the Child Care Law Center, and my relationships with our incredible child care community, have taught me anything, it’s that our greatest strength is each other. When we stand united to protect and uplift one another, we have the power to make transformative change. We remain steadfast and committed to the pursuit of justice in child care. We will continue fighting for what’s right – and I am deeply grateful to count you as a partner in this work.

With gratitude and resolve,

Maisha H. Cole



Thank you for your advocacy and commitment to child care justice this year!

Supporting Child Care Changemakers

“I am speechless in what to say. I love children and will continue to support them with everything I do.”

– Brittney Philpart

You share our understanding that child care providers help children grow and learn while parents are working. They should be compensated fairly and treated as professionals. But the state has underpaid child care providers for so long that many have been forced to close their doors. Child care providers are leading the movement for fair wages that reflect their knowledge, experience, and talent.



“As a Family Child Care Educator, we are often left out from a seat at the table and we are having to bring our own and crash. I am very proud of all I have contributed to our field and being acknowledged and receiving my first ever award...was so appreciated—it fired me up even more!”

– Hayley Village

We created the **Leader in Advocacy Fund** in 2024 to honor child care providers’ hard work and leadership in the movement for fair pay. As providers advocate in the State Capitol, they should have the support to do so. Advocacy is not easy. It requires time, money and effort that many are not able to give or afford. Grants from the Fund enable providers to hire substitute caregivers, and covers the costs of transportation to-and-from Sacramento, as well as meals and other refreshments that need to be purchased while spending the day walking through the Capitol and meeting with lawmakers and other State officials. Our thanks go out to everyone who gave to the **Leader in Advocacy Fund** in 2025.



“I’m at a loss for words, this is not only exciting but my scholars and their families will benefit from this greatly. I will gladly accept this grant from Child Care Law Center. This has just brightened my day and weekend in such a way that I can’t explain. Thank you once again for this Leadership Project Award.”

– Natanya Mitchell

Board Spotlight



As Board Chair of Child Care Law Center, Ernest Hammond III, Esq. believes in the importance of our role in the child care space.

“The child care landscape is changing quickly, and CCLC has a vital role in shaping what comes next,” Ernest said.

When the Law Center helped to pass the Keeping Kids Close to Home Act, which protects family child care providers from unfair housing restrictions, Ernest saw firsthand how our updates to the law made a difference in the lives of providers and families. “That law honored the women – mostly women of color – who continued caring for children when much of the world shut down,” he said, referring to the 2020 COVID pandemic.

Ernest’s connection to CCLC’s mission runs deep. “I was raised by a single mother who worked full time and still made sure I had access to quality early care,” he shared. “Later, my brother’s home-based provider gave him stability and a head start in school. Those experiences taught me how essential early care is for families and children alike.”

“The legal victories CCLC fights for don’t happen overnight, and they don’t happen in a vacuum. They’re possible because of our resilient community of supporters who believe in equity, who believe in families, and who believe in using the law to make systems fairer.”

In Memoriam

This year, we mourned the passing of two remarkable advocates who worked to advance the well-being of children, families, and child care providers.

We hold deep gratitude and respect for these extraordinary women. Their passion for justice for child care providers and working families created lasting change through their work with the Child Care Law Center.



Mary Gutierrez-Hunter was a fierce labor leader and lifelong advocate for child care providers and working families. Mary served nearly ten years as a Board Member of the Child Care Law Center, where she brought her wisdom and deep commitment to our work. Through her work at SEIU California, Mary led statewide efforts to strengthen early care and education.

Mary believed deeply in justice and dignity for working people. Her vision and energy will continue to serve as guiding lights to our work.



Lujuana Treadwell was a visionary attorney and cofounder of the Child Care Law Center. Lujuana was a recent graduate of Berkeley Law with three young children in the late 1970s when she became a Berkeley Law Foundation Fellow. That role enabled her to found the Law Center alongside other advocates and public interest lawyers. Through her work, Lujuana helped write state law regarding child care, her passion for which was rooted in her experience as a mother, citizen and attorney. Lujuana’s leadership helped shape child care law and policy in California and paved the way for the Child Care Law Center to continue to flourish. Her legacy continues to guide our advocacy.

Uncorked



On September 13, 2025, over two hundred Child Care Law Center supporters came together to celebrate our movement for child care justice and the child care providers who are the backbone of our communities.

Our fourth annual **Uncorking the Future of Child Care** wine and food event at the Oakland Museum was a day to remember.



Your support fuels our work
to make child care
a civil right for all.






Thank you to everyone who came out to support the Child Care Law Center and to the amazing local chefs and vintners who made it a day to remember.

Our Financial Report

January 2025 - December 2025

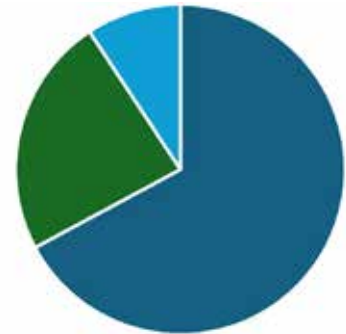
REVENUE & SUPPORT

	GRANTS	\$1,659,940
	CONTRIBUTIONS	\$2,134,153
	CONTRACTS & OTHER INCOME	\$113,041
TOTAL		\$3,907,134



EXPENSES

	PROGRAM	\$1,181,642
	MANAGEMENT	\$414,386
	FUNDRAISING	\$163,477
TOTAL		\$1,759,505



CHANGE IN NET ASSETS	\$2,147,629
BEGINNING OF YEAR NET ASSETS	\$2,206,440
NET ASSETS END OF YEAR	\$4,354,069

Thank You to All Our Supporters

Financial Partners

Bay Area Early Childhood Funders
 Bernard E. & Alba Witkin Charitable Foundation
 Blue Shield of California Foundation
 California Wellness Foundation
 Heising-Simons Foundation
 New Venture Fund
 Price Philanthropies Foundation Fund of the Jewish Community Foundation
 Ruth Arnold Endowment Fund at the East Bay Community Foundation
 San Diego Foundation
 Sand Hill Endowment Fund at the Silicon Valley Community Foundation
 Sidney Stern Memorial Trust
 State Bar of California, Legal Services Trust Fund
 Sunlight Giving
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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 - California
 (a joint partnership of SEIU and AFSCME/UDW)
 Housing and Economic Rights Advocates
 National Women's Law Center
 OneJustice
 Parent Voices California
 Project Sentinel
 Public Counsel
 Stronger California Network
 Child Care 4 Every Family Network
 Early Care and Education (ECE) Coalition

Special Thanks

Destiny Adams
 Jonathan & Julie Bradley
 Shareena Casterline
 Aaliya Cole
 Amir Cole
 Annette "TeeTee" Dawson
 Jaime Falcone-Juengert
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Thank You to All Our Supporters

The following is a list of donations received October 1, 2024 to October 1, 2025. We believe this list is accurate and deeply apologize for any inadvertent omissions. Please contact Ken Lupoff, Senior Development Manager, if you have any questions.

Guardians - \$100+

Anonymous (1)
Maribeth Charvet
Child Care Law Center - Board of Directors
Circles for Social Change
Donahue Fitzgerald LLP
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Brian McPeake & Betty Liao
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Frank Paré
Parent Voices California
Willa Pettygrove
Preferred Talent Solutions, LLC
Makinya Ward

Defenders - \$251 - 500

4Cs of Alameda County
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Sandy Burud
California Child Care Resource and Referral Network
Ishika Desai
Myrna & Richard Fleming
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Ofer Na'aman
Ayumi Nagase
Nina Ngo
Betty Nordwind
Parent Voices Oakland
Robin Phipps
Plumas Rural Services

Defenders - \$251 - 500, continued

Laura S. Pryor
Marcia Rosen
In memory of Carol Stevenson
and Patty Siegel
Natasha Saggar Sheth
Alex & Marcina Simmons
Nadine Steklenski
Bess & Steve Sternberg
Nancy Strohl
Rachel Walsh
Julia Wilson

Advocates - \$101 - 250

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Dion Aroner
Auntie Dobbie's Kids
Karen Austin
Megan Bettles
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Dr. Jacquie Bruessard
John Casnocha
Josette Castro
Agnes Chan
In memory of Betty Cohen
Mitzi Chang
Tom Copeland
Deborah Corley-Marzett
In memory of Patricia Snell & Bennie Marzett
Margaret Corrigan
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Allies - \$1 - \$100

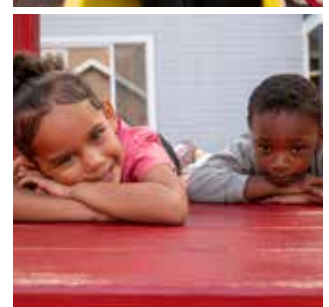
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Neysa Akila
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Tomika Thomas
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Xifeng Xi
Youngjun Yi



We are grateful to all of you for your support.





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