



## MEETING NOTES

### Region 1-B-B Action Council Meeting

**Location: Virtual via Zoom**

**Date & Time: 02/09/2023**

**Council members present:** Shannon Ellison, Ana Guevara, Tiffany Lewis, Kanella Maniatis, Holly McCarthy, Emily Norman, Vivian Palicki, Precious Porras, Diane Schoenheider, Kathy Slattery, Jennifer Wisegarver

**Council members absent:** Sarah Weston, Rosalind Banks, Glenda Thomas

#### **3:00 Welcome & Introductions / Icebreaker**

Notes:

Icebreaker- "If we were in a movie about fighting ECEC inequalities, what will your superpower be?" Council shared their ideal superpowers.

Birth to Five Updates:

- Region 1BB will welcome new member. Admin Support will join the team on 02/20/23.
- Planning Grants for Local Early Childhood Collaborations.

Family Council Updates:

- FACE Specialist shared with Council a summary of what the conversations have been with the Family Council. Action Council was invited to share any questions they would like to ask the Family Council members as well as where to find the meeting notes to all previous meeting.

Decisions Made: N/A

Next Steps: N/A

#### **3:15 ECEC Landscape Workforce**

Notes:

RCM presented the Council with demographics on workforce data for Suburban Cook County. Noting limited data on Region specific ECEC workforce data.

- Overview of workforce demographics
- FCC providers data by gender: data reflects there are more women in the field of ECEC in comparison to men. (U.S. Bureau of Labor Statistics)



- When asked if this data is surprising? The feedback was of surprise because Council members do see males in the field of ECEC and were unaware of the low male-teacher representation.
- Biased belief of male educators in ECEC.
- Language impact within the workforce: Council expressed the need for Arabic, Polish and bilingual needs in special education.
- Education levels: increase in the amount of ECEC educators hold a Gateways Credential over the span of the span of the last five years.

Barriers to education advancement:

- The Council was asked for their feedback on the barriers professionals face when they are interested in advancing their education. Responses included:
  - o Cost
  - o Return on investment → educational investment vs. first year salary
  - o Time constraints
  - o Limited guidance/support for education path

Additional challenges:

- List of factors that impact the reasons why educators leave the field of early childhood education.
- Discussion on other threats to safety
- Lack of mental health support
- Compensation: underpaid and overworked. The Council reviewed comparison between salary wages according to position/role held and sector where their role is housed under.
- COVID impact on ECEC: staff needing care for their own children.

Council brainstormed ideas of known initiatives to support workforce. Created a live list of training programs available for ECE educators.

Decisions Made: Created live document to serve as resource to support ECE staff.

Next Steps: N/A

#### **4:20 Meeting Schedule & Location**

Notes: Poll launched

Decisions Made: N/A

Next Steps: Results will be shared via e-mail.

**4:30 Meeting adjourned.**