



CARING FOR CALIFORNIA, TOGETHER:
INVESTING IN CROSS-SECTOR COLLABORATION TO ADVANCE AN EQUITABLE CARE ECONOMY

EXECUTIVE SUMMARY

THE PROBLEM

Care is fundamental to the human experience. Caring for one's family, friends, neighbors, and community can be quite rewarding, and all of us care for other people or are cared for by others at some point in our lives. Most Americans intersect with the care economy in multiple ways, and they do not live their lives or provide and receive care in siloes.

However, our care infrastructure is fragmented and does not reflect this reality. Nonprofits, government, academia, and funders have divided themselves into sectors and siloes, and our care-related public policies reflect this. Most care economy experts identify three major sectors in this arena: (1) early learning and care, (2) long-term services and supports for older adults and people with disabilities, and (3) paid leave. We need a well-funded system that centers the needs of families and integrates these three areas, and a culture that recognizes care as the public good it is. In addition, all funders should care about care, regardless of what

issue, sector, or population they represent – health; early childhood; youth development; education; aging; or racial, economic, gender, immigrant, or disability justice – because of the economic and social lynchpin care is.

California needs people-centered, cross-sector collaboration between the care economy's advocates, nonprofit practitioners, public sector, workers, consumers, community organizers, and funders to better reflect how its residents live their lives, and to build a stronger, durable care infrastructure in California. Collaboration could create the opportunity for stakeholders to learn about and coordinate intergenerational and cross-sector care economy strategies and identify intersectional policy solutions across early learning and care, paid leave, and LTSS to advance health and wellbeing, and racial, gender, and economic justice.

THE STUDY

To respond to this challenge, five foundations – Blue Shield of California Foundation, Heising-Simons Foundation, The James Irvine Foundation, Metta Fund, and Silicon Valley Community Foundation – hired Sāmya Strategies to conduct a field-informed study to examine the landscape and feasibility of cross-sector care economy collaboration in California, and identify how philanthropy can best support this collaboration. This report describes: (1) the scope of the problem, (2) the study’s methodology, (3) its results, and (4) recommendations to philanthropy for responding to its findings.

The study had two components:

- I. Interviews of leaders in California across early care and learning, paid leave, and long-term supports and services in the nonprofit sector, government, and academia. The interviews sought to understand:
 - What key care economy stakeholders in California see as the most pressing issues related to care
 - Shared opportunities, challenges, and solutions in California across parts of the care economy that could accelerate overall impact
 - If and how stakeholders would like to collaborate with other care economy sectors
 - How philanthropy can most effectively help stakeholders advance change
2. In partnership with Asset Funders Network, a survey was sent to 32 funders, funder collaboratives, and philanthropy serving organizations who are either currently funding care economy work or are strongly interested in doing so. The goal of the survey was to better understand what the respondents are currently funding, what they are considering funding, what they might want to learn more about, and where they see opportunities for collaboration across the various sectors of the care economy, including in the philanthropic sector.



9 out of 10
paid care workers are women

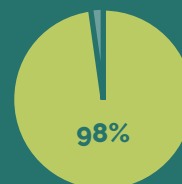


The average wage for
a child care worker in
California is

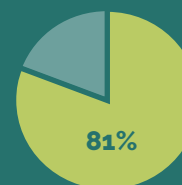
\$13.48
per hour

The average wage for
a direct care worker in
California is

\$14.61
per hour



of the **ELC**
workforce in
California is women
of color



of the **direct care**
workforce in
California is women
of color

LTSS COSTS IN CALIFORNIA

NURSING HOME COSTS

\$9,855

per month for a
semi-private room

\$10,554

per month for a
private room

HOME HEALTH AIDE COSTS

\$3,483

per month for a
home health aide
for 20 hours a week



CHILD CARE IN CALIFORNIA IS COSTLY FOR CONSUMERS

CHILD CARE CENTERS

\$17,384

per year for an
infant

\$12,168

per year for an
preschooler

HOME BASED CHILD CARE

\$11,718

per year for an
infant

\$10,975

per year for an
preschooler

SUMMARY OF FINDINGS

PRESSING ISSUES AND COMMON THREADS ACROSS CARE SECTORS

PRESSING ISSUES AND OPPORTUNITIES		
EARLY LEARNING AND CARE	LONG-TERM SERVICES AND SUPPORTS	PAID LEAVE
<ul style="list-style-type: none">Workers' wages, benefits, working conditions, and career pathwaysCost and access for consumers and inadequate public financingExpansion of transitional kindergartenHome-based child care businesses	<ul style="list-style-type: none">Workers' wages, benefits, working conditions, and career pathwaysCost and access for consumers and inadequate public financingHome- and community-based servicesUnpaid caregivers, including youth caregiversIntegration into the health care system	<ul style="list-style-type: none">Access and utilization, including lack of awareness, low wage replacement rates, and limitations to who is eligibleData collection, research, and polling

COMMON THREADS AND COLLABORATION ACROSS SECTORS

- Improve wages and career pathways for both ELC and LTSS workers, who are disproportionately women, people of color, and immigrants.
- Address affordable housing, which is vital to care.
- Change the narrative and culture in our society that devalues caregiving and care workers – who are primarily women, people of color, and immigrants – and their experiences.
- Design intergenerational approaches to direct services and public policy.
- Increase the capacity of stakeholders to collaborate with care economy sectors other than their own.
- Build on existing cross-sector coalitions and initiatives in California.

RECOMMENDATIONS FOR FUNDERS BY ISSUES ADDRESSED AND STRATEGIES

RECOMMENDATION	ISSUE ADDRESSED					STRATEGY					
	Paid care workers' rights	Workforce development	Affordability and access for consumers	Paid leave	Unpaid caregivers	Direct service	Policy	Organizing	Communications and narrative change	Research	Collaboration
1. Fund existing coalitions and promising models and practices to increase their capacity and effectiveness.	x	x	x	x	x	x	x	x	x	x	x
2. Increase funding to policy and systems change efforts, particularly grassroots organizing groups and nonprofits led by people of color.	x	x	x	x	x		x	x			
3. Support convening of stakeholders across care economy sectors to learn from each other, build trusting relationships, and work together toward shared goals.	x	x	x	x	x	x	x	x	x	x	x
4. Direct more funding towards gaps in care economy funding, such as intergenerational service models, aging, disability rights, youth caregiving, and geography specific needs and solutions.		x	x		x	x	x	x		x	
5. Support narrative and culture change strategies grounded in racial, gender, and immigrant justice.	x		x	x	x				x		
6. Invest in public sector efforts to advance the care economy.	x	x	x	x	x		x			x	x
7. Bring funders together to learn more about the care economy and coordinate funding.	x	x	x	x	x						x

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SILICON VALLEY
community foundation®

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