

# Children's Cabinet

March 22, 2022

# Agenda – 4-5pm

- Welcome & Introductions
- Adoption of Minutes
- Journ3i & RIDOH Doula Workforce Development Collaboration
- ReInvigorate Child Care Stabilization Grants & RI Rebounds Investments (DHS)
- ECCE Strategic Plan Update
- Public Comment
- Adjournment



## Doula Workforce Initiative & Development

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A Our Journ3i, LLC & RIDOH Maternal Child Health Program  
Collaboration

RHODE  
ISLAND

# Maternal Child Health Program

## A Brief Introduction

Refers to all work across RIDOH that touch womxn, children (including children with special healthcare needs), and their families.

### Mission:

- 1) support & promote the health of all birthing parents, children & families
- 2) identify and reduce inequities
- 3) improve outcomes.

Achieved by Collaborating with: state agencies, Medicaid, public & private insurers, health care systems, clinical providers, community-based organizations,...

# Note About the Data

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Apparent Data Constraints & Shortcomings

Framework for Understanding Perinatal Disparities Data

SISTA Fire Collaboration

# Racism in Healthcare

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SISTA Fire 2020 Community Survey Findings (200 participants)

## Womxn of Color Reporting Experiencing Racism in Healthcare Setting:

8% Always

49% Sometimes

21% Rarely

# Prenatal Care Disparities

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In 2020,

# 84%

Women Received Prenatal Care  
in the first trimester

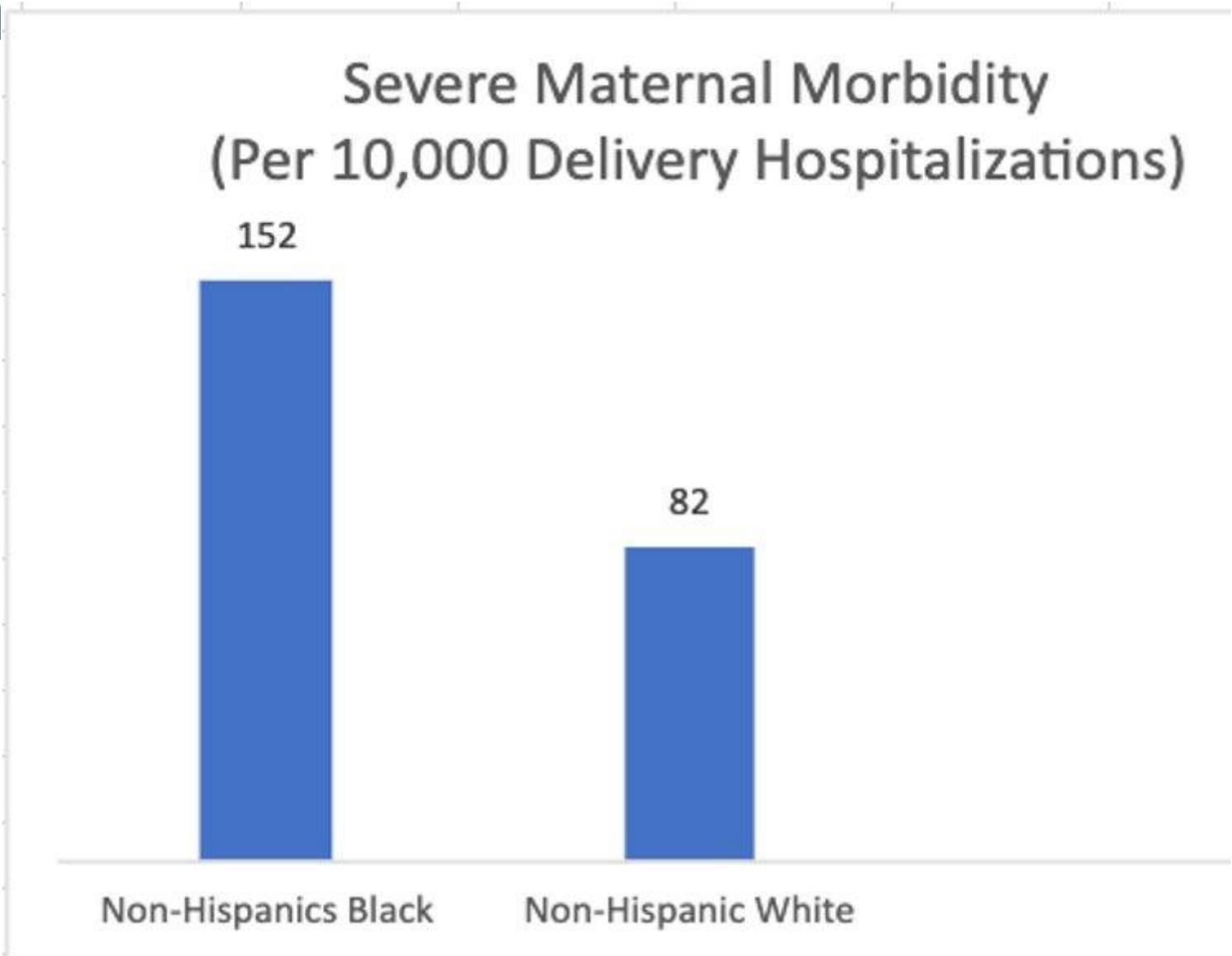
Non-Hispanic **Black Women less likely to have prenatal care in the first trimester** (78.3%) than Non-Hispanic White Women (86.9%).

# RI Disparities Data

In 2020,

# 85

Severe Maternal Morbidities  
per 10000 delivery  
hospitalizations

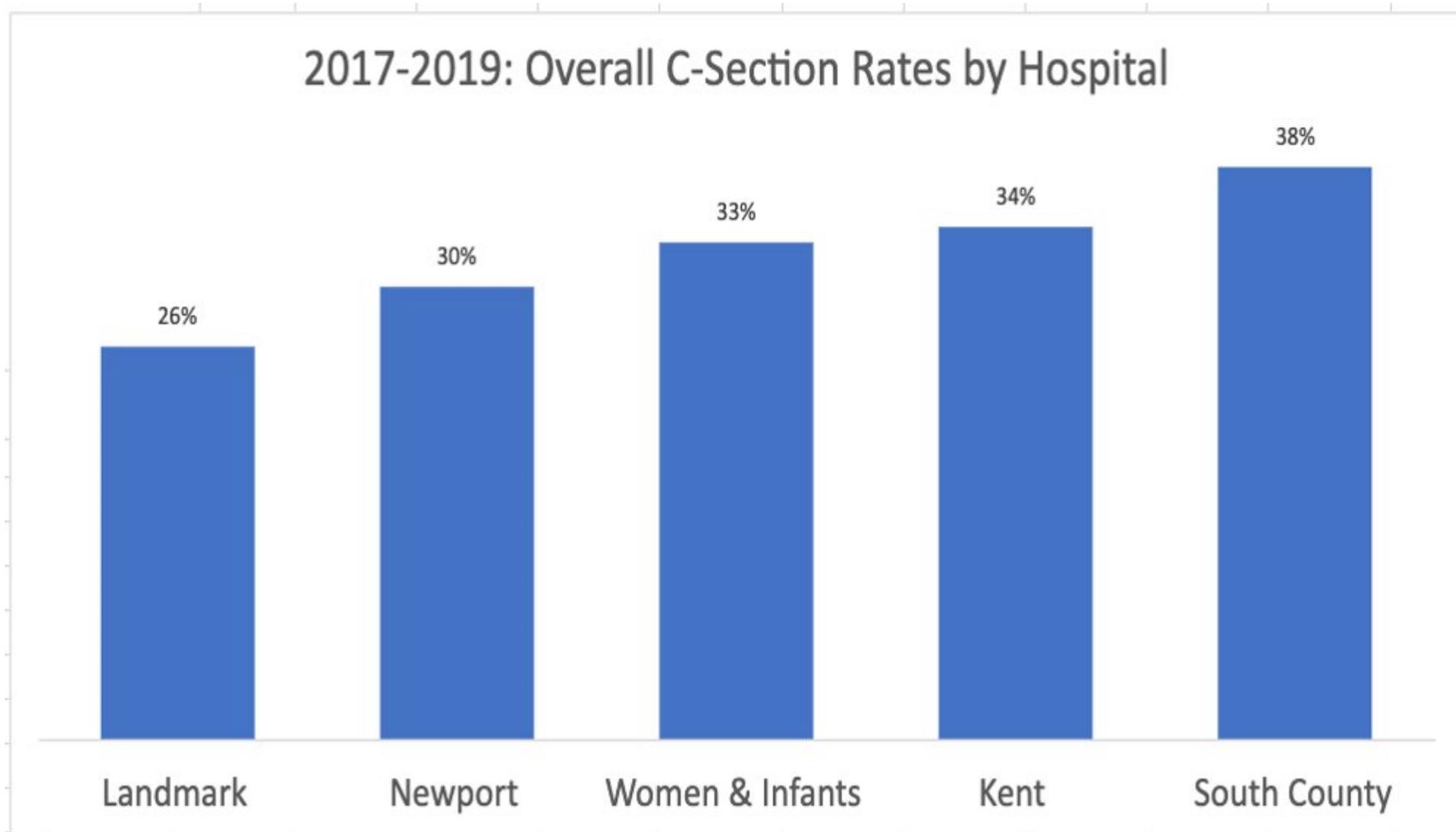


# RI C-Section Rates

In 2020,

# 30%

Women received a c-section with a low-risk birth



# Title V 2020-2025 Statewide Perinatal Priorities

How do our goals intersect?

Health Domain	Priorities
Preconception Pregnancy Postpartum	Reduce Maternal Morbidity/Mortality  Address Perinatal Disparities
Perinatal/Infant Health	Strengthen Caregiver's Behavioral Health and Relationship with Child

# RIDOH & Our Journ3i Collaboration & Planning

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Doula Workforce Project Focus: Historically Racially Marginalized Communities

Collaboration with community based organization, Our Journ3i, LLC & Founder Quatia Osorio

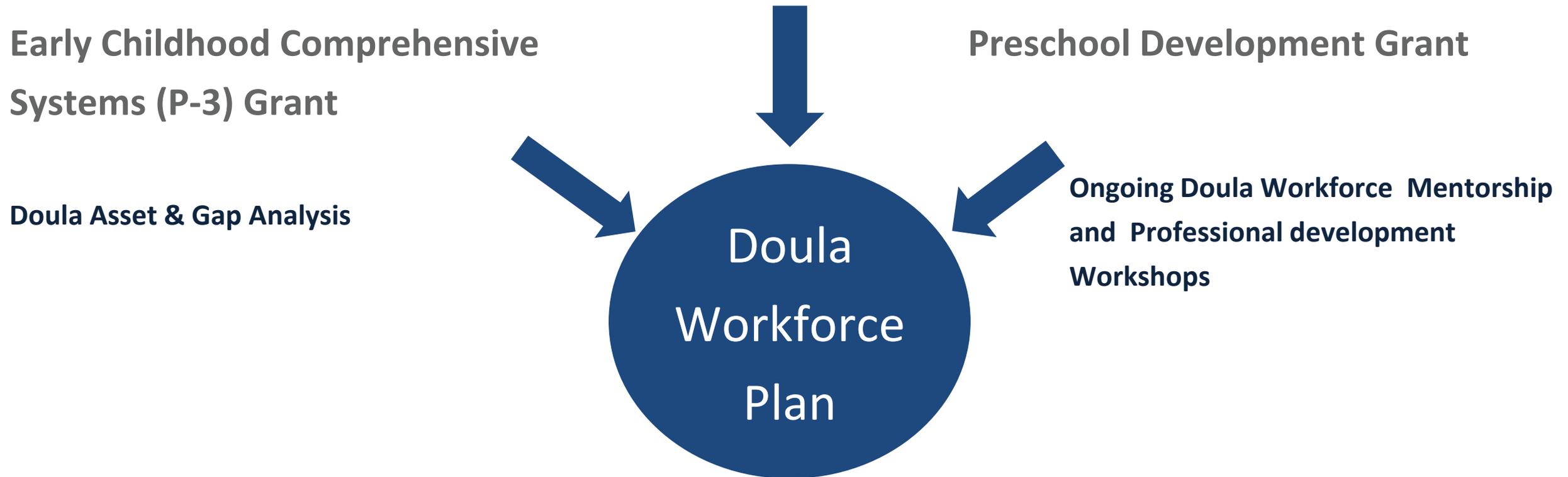
Overarching Goals:

- Increase the Doula of Color Workforce by 300% (9 to 40)
- Increase upcoming Doula of Color access to mentorship, educational workshops, trainings, and explanation of administrative/billing for CPD
- Map out and address Doula Workforce Asset & Gaps

# Workforce Plan Funding & Thought Partners

Central Providence (ONE|NB) Health Equity Zone

2 Doula Trainings with mentorship, educational workshops, and memberships



# Workforce Plan Timeline

When is this all being implemented?



# Our Journ3i, LLC Doula Workforce Initiative

31 submitted interestees  
29 respondents to demographic data

20 Black/AA  
5 Hispanic/Latinx  
2 White  
2 Multiple Races

28 Female Self Identified  
1 Male Identified

Organizations Represented: Brown University,  
PAT/FHH Childrens' Friend Family Home  
Visiting, One NB, Sojourner House, Progreso  
Latino

Non Organization Affiliated: 17

*BECOME A DOULA IN RI!*

**DOULA TRAINING 2021**

Community Outreach Perinatal Educator Program  
Instructors: Akmiri Sekhra-Ra, CPE & Kira Kim, IBCLC

The COPE program uses a culturally-sensitive and trauma-informed curriculum that includes comprehensive training for community-based Doula, Childbirth Education and Breastfeeding Education.

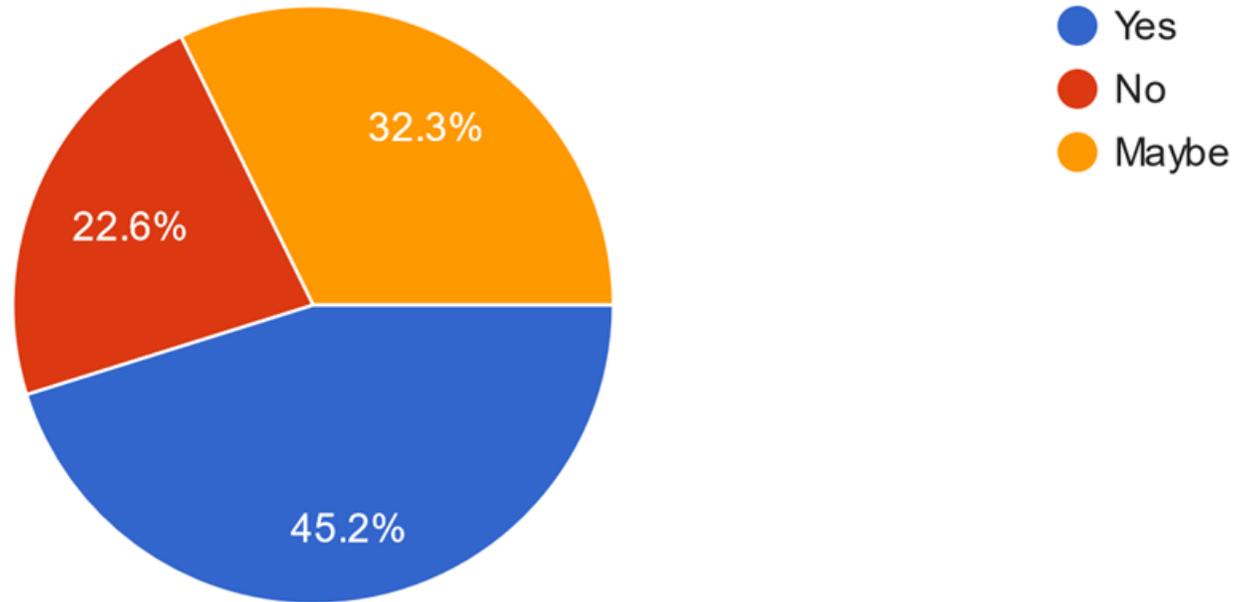
DECEMBER 3-5, 2021  
RI PERINATAL DOULA AGENCY  
33 SUMMER STREET  
PAWTUCKET, RI 02860  
401-646-4466  
INFO@RIPERINATAL.COM

This is a Black, Indigenous, People of Color BIPOC focused doula training. Sliding Scale/Scholarships Available. Space is limited.

 **Commonsense Childbirth Institute**

If you open your own practice will you need assistance opening your business?

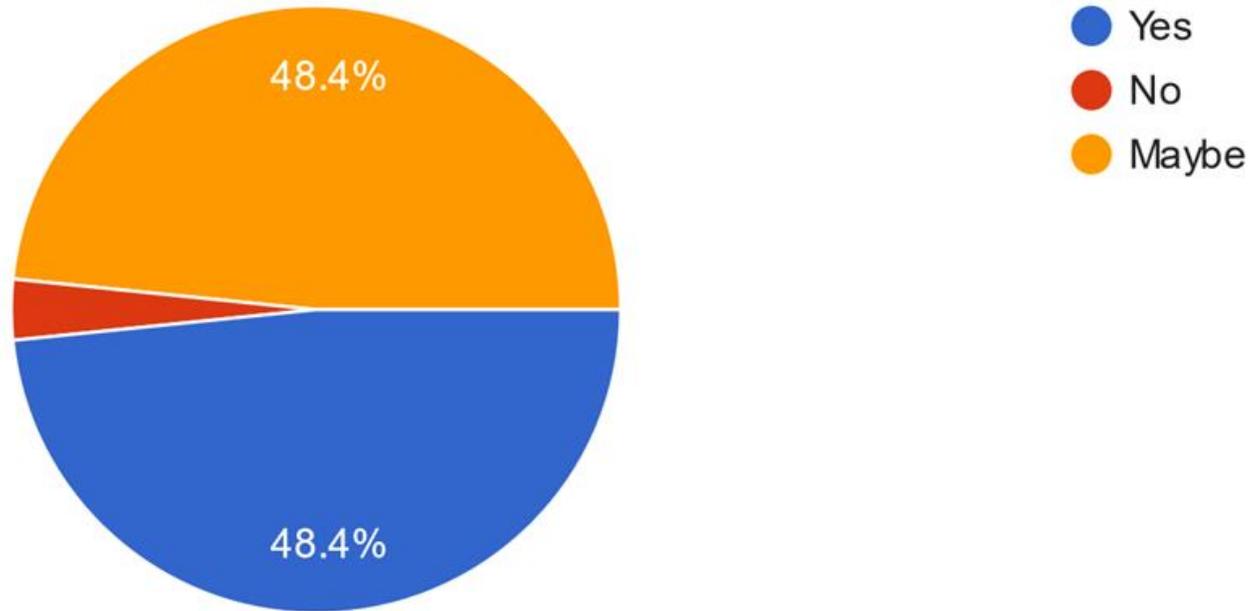
31 responses



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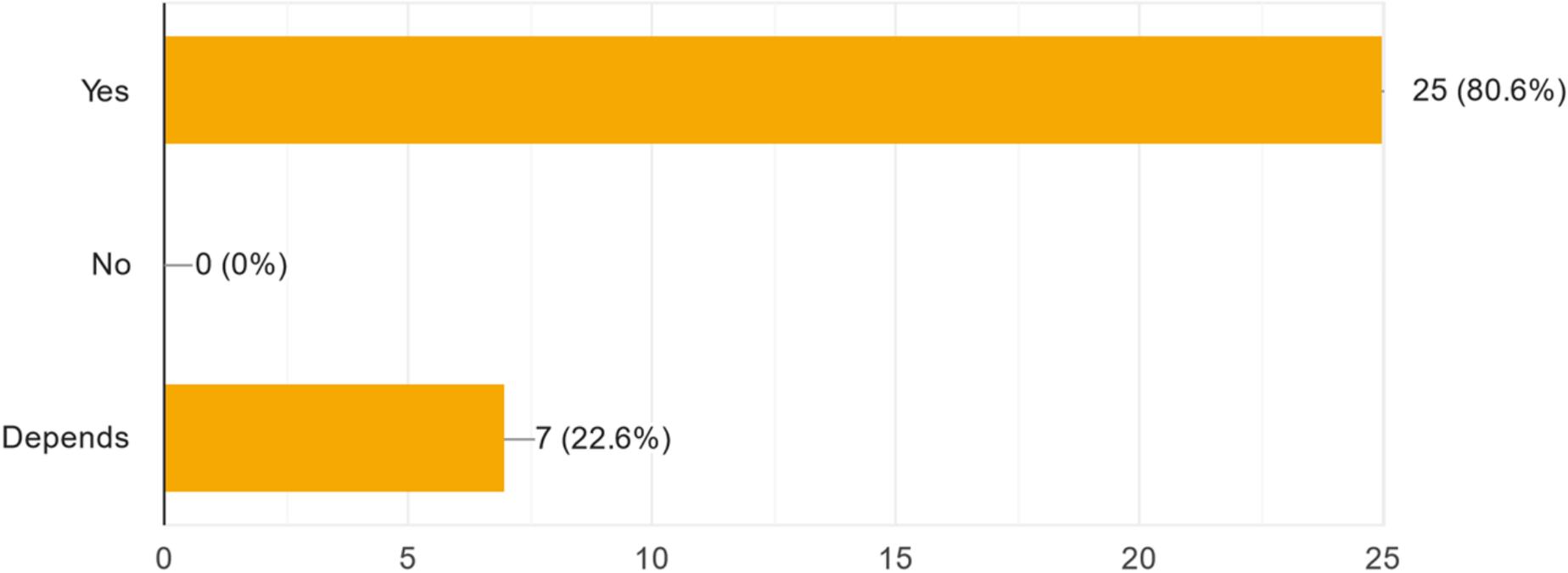
## Do you plan to seek insurance reimbursement as a doula?

31 responses



Will you be interested in additional doula mentorship?

31 responses



Community Outreach Perinatal Educator

Certified Childbirth Educator

Certified Lactation Education

Certified Doula (Birth & Postpartum)

Mentorship (Hybrid)

6 weeks intensive on building up your business  
and certification for Certified Perinatal Doula

15 signed up for mentorship

10 completed mentorship

5 Certified Perinatal Doulas



26 submitted interestees  
26 respondents to demographic data

14 Black/AA  
3 Hispanic/Latinx  
3 White  
3 Multiple Races  
3 American Indian/Indigenous

25 Female Self Identified  
1 Nonbinary Identified

Organizations Represented: Brown University,  
ResCare, Steel Yard, Dept of Human Services, CCAP,  
Progreso Latino

Non Organization Affiliated: 17

Building RI's Perinatal Doula Workforce

# DOULA TRAINING 2022

**Journ3i**

**MARCH 10-13, 2022**  
**RI PERINATAL DOULA AGENCY**  
**33 SUMMER STREET**  
**PAWTUCKET, RI 02860**  
**401-646-4466**  
**INFO@RIPERINATAL.COM**

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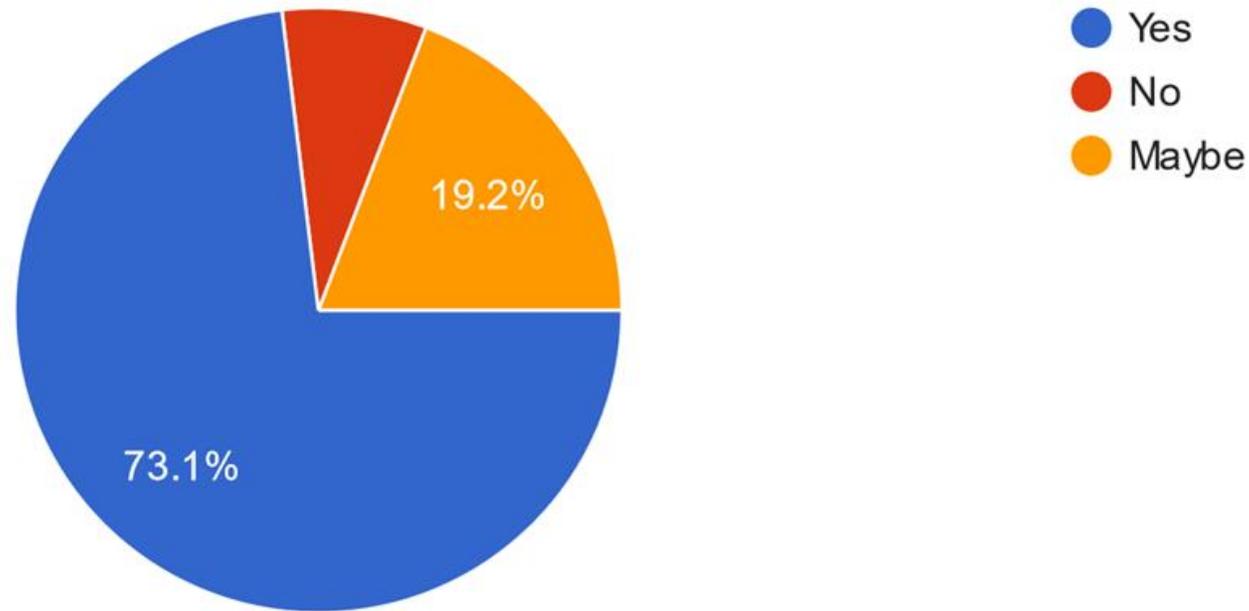
This is a Black, Indigenous, People of Color ( BIPOC) focused doula training.  
Sliding Scale/Scholarships Available  
Space is limited

Interest Inquiry Form: <https://bit.ly/3ILkHjW>

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## If you open your own practice will you need assistance opening your business?

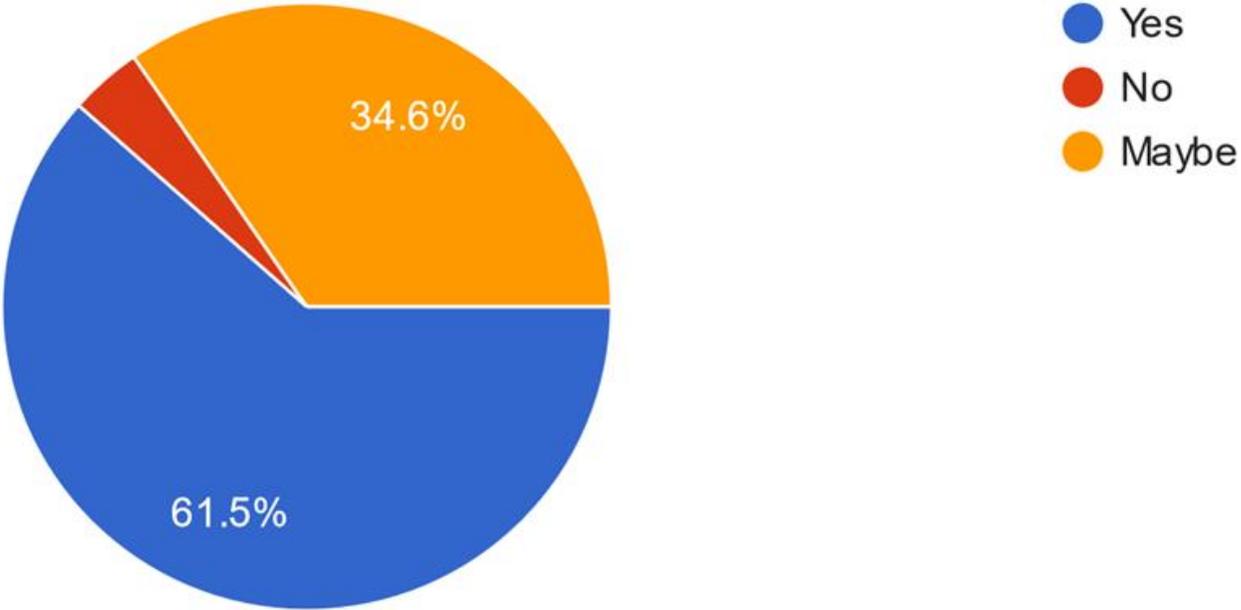
26 responses



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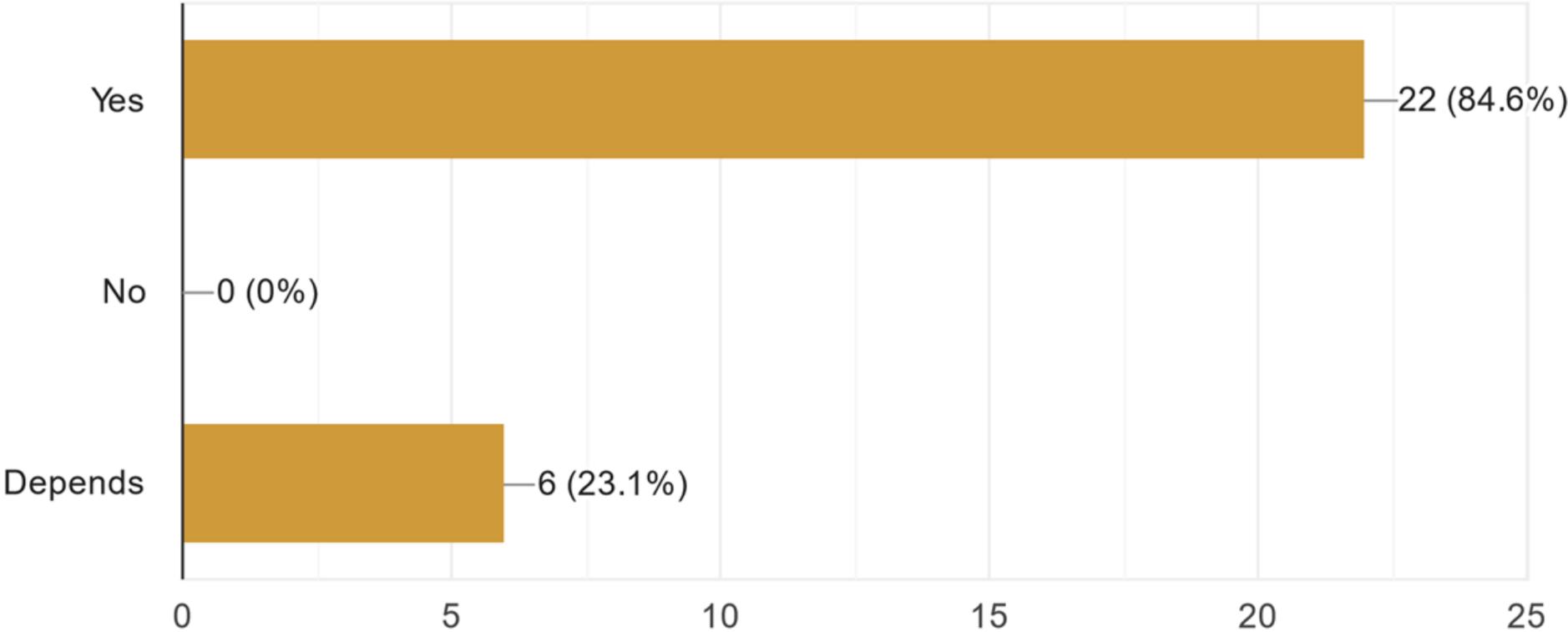
# Do you plan to seek insurance reimbursement as a doula?

26 responses



# Will you be interested in additional doula mentorship?

26 responses

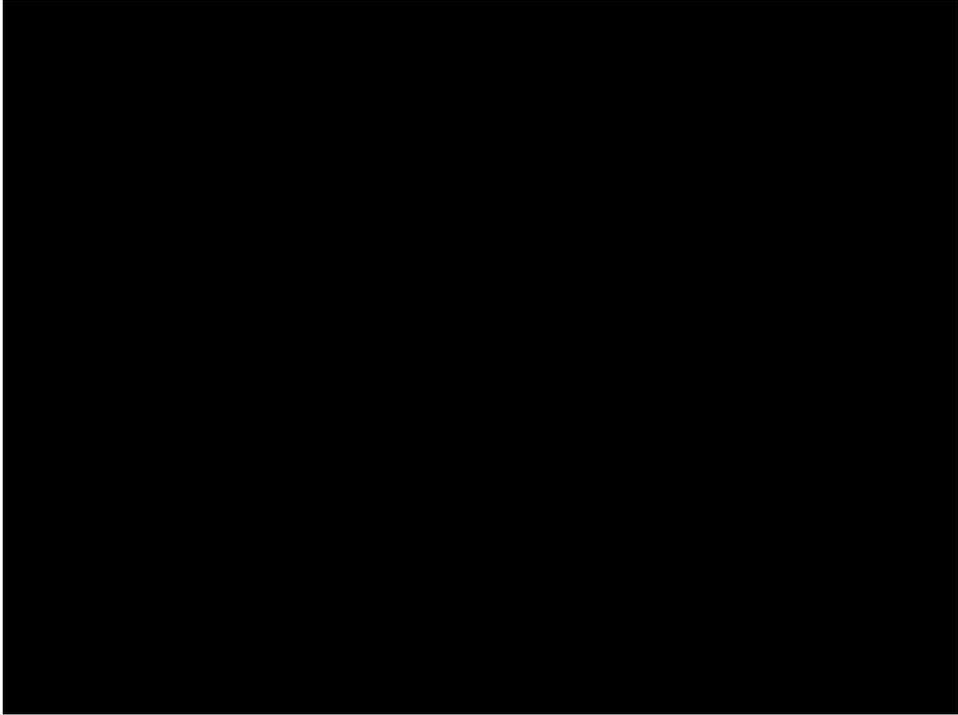


26 respondents  
14 confirmed attendees  
10 attended  
9 completed  
9 signed up for mentorship



# Perinatal Doula

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In Training



Graduate of Training & Mentorship

# Lessons Learned

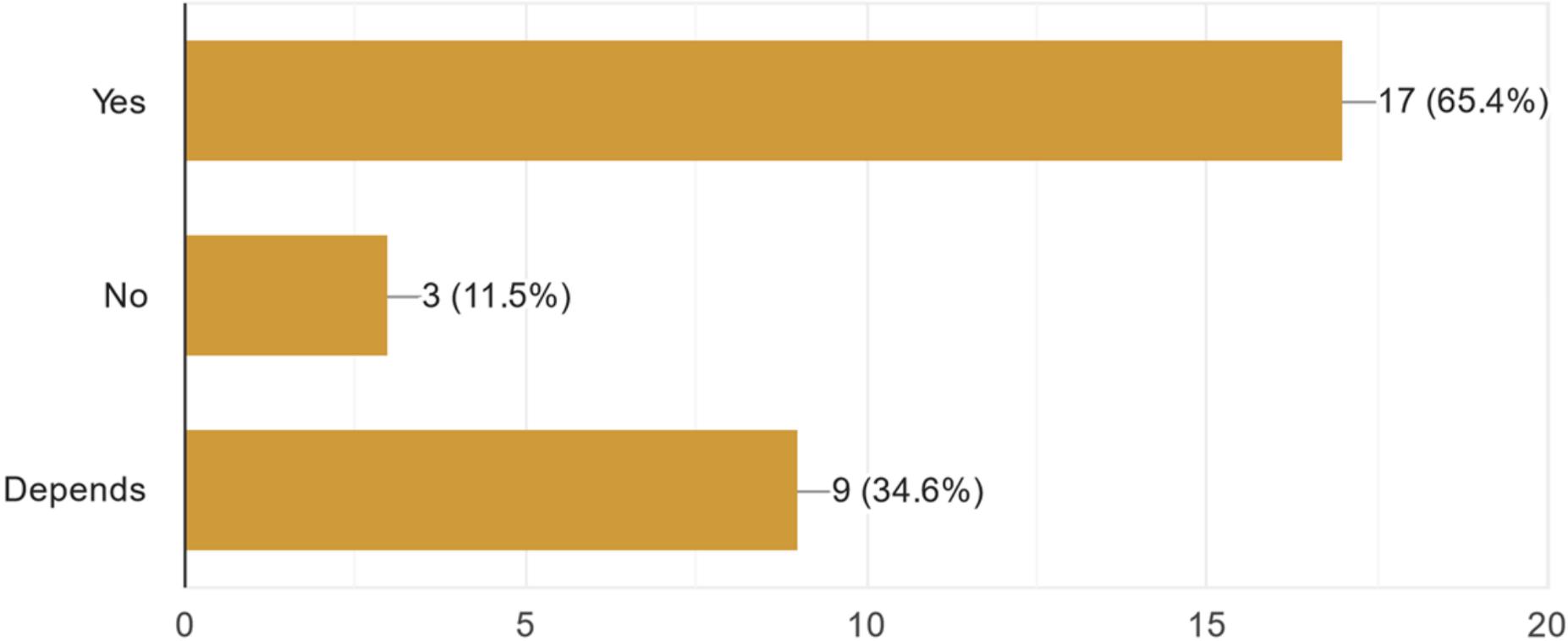
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- Other workforce development trainings are not entrepreneurship based, when called over the phone to follow up many are expecting to be trained and placed somewhere to work
- Financial restraints around building their business
- Lifestyle - work life balance inability to get business going
- Conflicting work schedules/careers
- Unknowing around insurance reimbursement
- Mentorship and business training are essential supports

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- Training address bias and discrimination in care regarding the medical industry; many of the attendees are parents or relatives of people who have experienced harm
  - Historical content of Black birth in the United States is core piece of this training; result in residual triggers and trauma
  - Many reflective on the “sisterhood” they experienced being in a training like this; many realize their racial and ethnic connections through experience
  - For the first time some are voicing pain and addressing healing as integral part of learning how to best support and teach advocacy for families

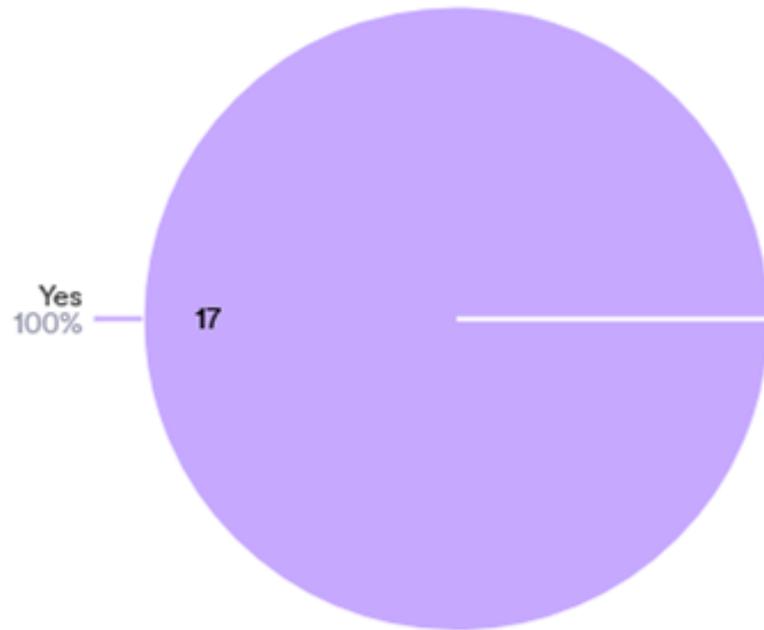
# Will you require a scholarship?

26 responses



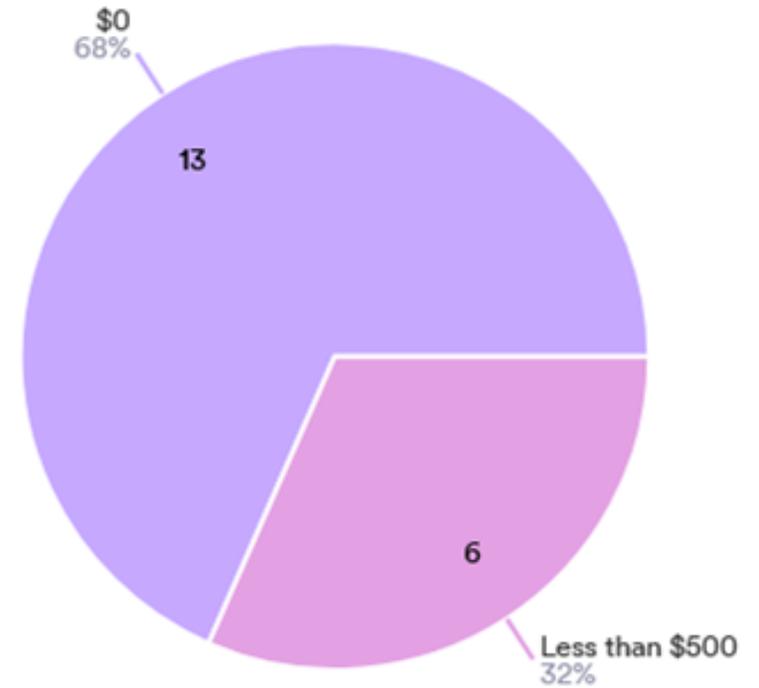
### Are you applying for the scholarship?

17 Responses



### How much can you afford for this training?

19 Responses



# Barriers of Success

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- Institutions prevention of access to doula supports (hospitals restricting doula access or admittance)
- Changing policy and lack of consistency in leadership or appropriate leadership for communications (nursing staff at birthing hospitals)
- Misunderstanding of doula scope of practice and doula workforce landscape of practice in RI (single doula agency and all other doulas are independent practitioners; limited partnership groups)
- Transitions to insurance; insurance transition to doulas (learning for all)
- Excessive hours of technical support and assistance
- Lack of dedicated and accessible training space (COVID changes/policies shift)

# Opportunities of Advancement

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- Continuation of doula training for workforce development alongside mentorship
- Continuation of state and local support of advancing autonomous doula-provider workforce
- Continuation of financial investment in families and doulas
- Innovation ideation around postpartum support for families with doulas and CHW (CHWARI collaboration)
- Recognition of intentional racism and discrimination prevalence within hospital institutions creating barriers/inaccessibility to care
- Promotion of doula workforce and access to all families



# ReInvigorate Child Care Stabilization Grants

Children's Cabinet

March 22, 2022



# Agenda

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**01**

**Overview**

**02**

**Distribution Data**

**03**

**Initial Spending Data**

**04**

**Timeline + Next Steps**



# Overview



Any licensed child care provider (or license-exempt provider) in the state that is open or available to serve children could apply.



\$56,081,163 has been directed towards stabilization grants.



All eligible applicants can receive 6 monthly stipends; Centers receive classroom-based stipends (in 2 separate installments) and FCC providers receive program-based stipends (in 1 lump-sum payment).

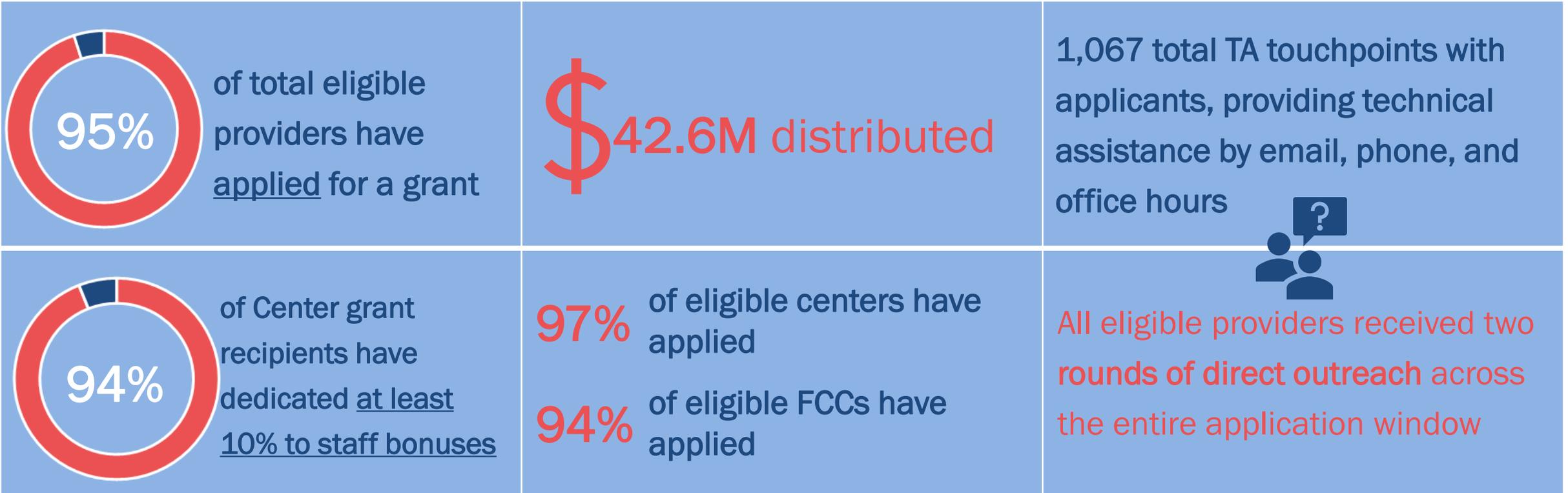


ARPA includes allowable categories of grant spending: equipment or supplies to respond to COVID-19; goods or services to maintain child care services; mental health supports; personnel costs; personal protective equipment; and rent or mortgage (utilities, insurance, etc.)



# Overall Application + Distribution Data

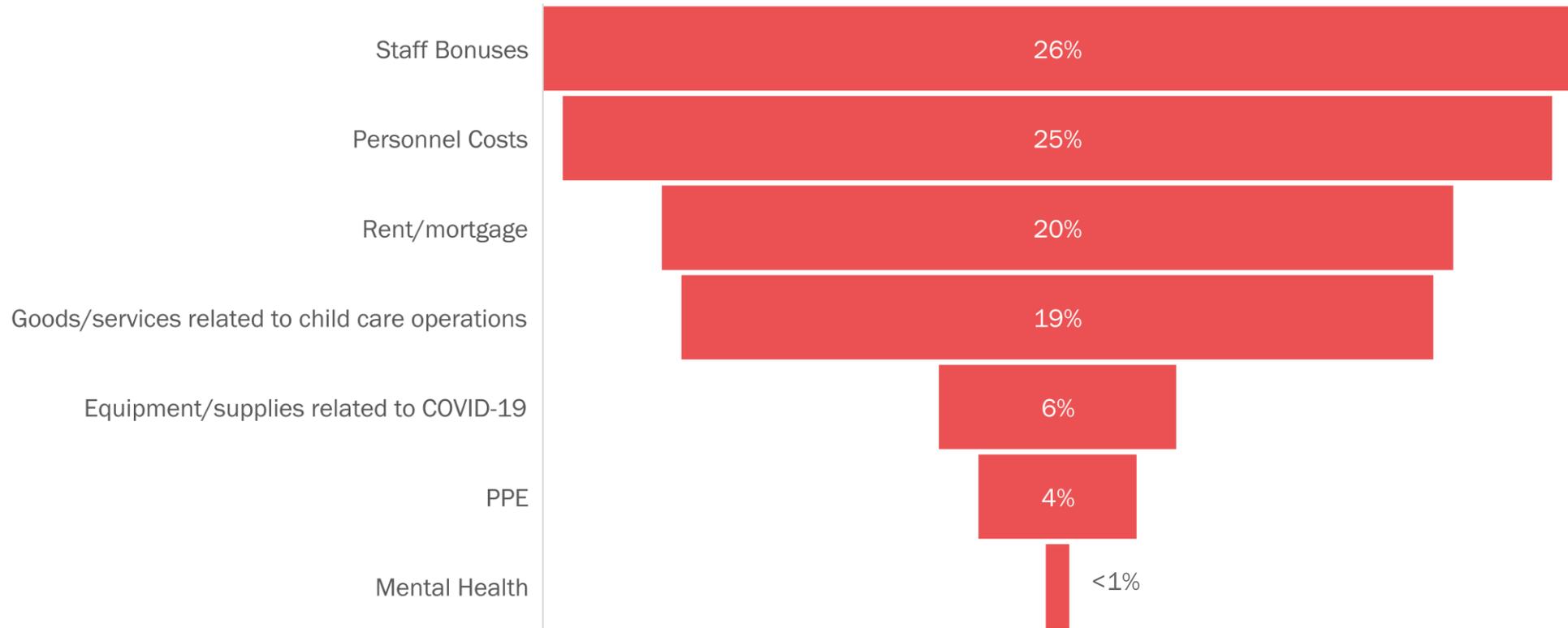
The application window ran from October 20, 2021 to February 18, 2022. Centers will continue to receive their second award, on a rolling basis until May 2022.



# Initial Center Spending Data

We will continue to gather spending data from Centers as they become eligible for their Recertification; we will gather spending data from FCCs via a “Spending Poll” throughout the Spring. The data below demonstrates initial spending data gathered thus far:

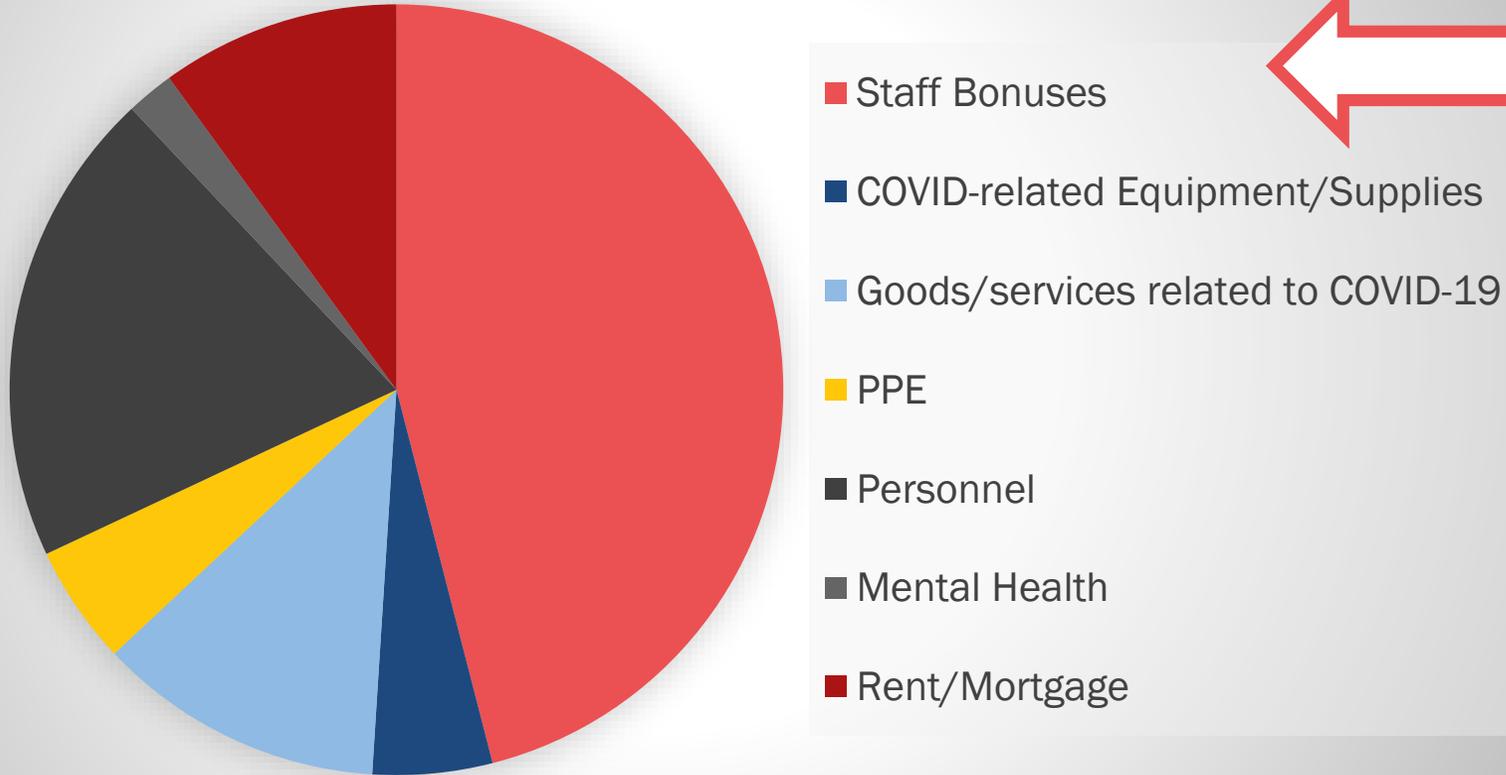
Average % by Allowable Spending Category (n=198)



# Case Study



## Provider A Grant Spending



Provided **\$810 spot bonuses** to **11 staff members**



# Timeline + Next Steps

Milestone	Date
Initial application window closed	February 18
All grant disbursement complete	May 18
Impact Report finalized	June



Updates are posted on the Funding Opportunities webpage:

<http://kids.ri.gov/cabinet/funding-opportunities/>





# FY22 RI Rebounds

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Child Care Investments

# RI Rebounds: Child Care Investments

On January 4, 2022, Governor McKee signed a supplemental FY22 budget including \$19M for Child Care investments in ARPA State Fiscal Recovery Fund dollars.

## Early Educator Pandemic Retention Bonus Program

- Budget: \$18.7M total
- Objectives: Will allow for the distribution of a total of \$3,000 semiannual retention bonuses (\$1,500 per window) for direct care staff in response to pandemic-related staffing shortages.
- Eligibility: Full-time or part-time employee of a DHS-licensed child care program; providing direct care to children during some portion of the average day of operation; employed for at least 6 consecutive months at the same DHS-licensed program (as of 12/1/21 for Window #1 and 6/1/22 for Window #2)
- Timeline: There will be 2 application windows in the Spring and early Summer. Awards will be issued to eligible applicants on a first-come, first-serve basis.

## Family Child Care Start-Up Grants

- Budget: \$300K total
- Objectives: Will allow for the distribution of \$2,000 start-up and technical assistance grants to support with the start-up costs associated with becoming a licensed FCC provider and establishing a strong business foundation.
- Eligibility: Newly licensed FCC providers who can meet all requirements of DHS Licensing.
- Timeline: The application will be open for applications starting in late March and will remain open until the end of June; award distribution will occur on a rolling basis until late July. Awards will be issued to eligible applicants on a first-come, first-serve basis.

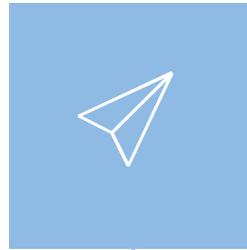


# Pandemic Retention Bonuses: Timeline

The following timeline from March to July 2022 demonstrates the planning, implementing, and concluding phases of the Early Educator Pandemic Retention Bonus Program.

## March

- 1) Application Window # 1 opened for educators who have been employed for at least 6 months as of 12/1/21
- 2) Outreach to providers
- 3) Grant disbursement starts



## April

- 1) Application Window #1 closes 4/22/22
- 2) Outreach + TA continues

## June

- 1) Application Window #2 opens for educators who have been employed for at least 6 months as of 6/1/22
- 2) Window closes 6/30/22



## July

- 1) Grant disbursement concludes
- 2) Final Report prepared

# Next Steps: PRB + FCC Grants

## Pandemic Retention Bonuses



**Review incoming applications + start disbursement**



**Advertise opportunity, in collaboration with trusted partners**



**Support providers and applicants in completing necessary application steps**



**Conduct ongoing outreach and technical assistance, with trusted partners**

## FCC Start-Up Grants



**Finalize application and launch during week of March 28, 2022**



**Advertise opportunity and start compiling lists of potential applicants**



**Support applicants in completing grant application and licensing application**



**Conduct ongoing outreach and technical assistance, with trusted partners**





# Thank You!

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Please reach out with additional questions or feedback at [Katja.Hamler@dhs.ri.gov](mailto:Katja.Hamler@dhs.ri.gov) and [Nicole.Chiello@dhs.ri.gov](mailto:Nicole.Chiello@dhs.ri.gov)

2020-2023 Early  
Childhood Care and  
Education (ECCE)  
Strategic Plan:  
**2022 Update**

# Our Early Childhood Care and Education (ECCE) Strategic Plan was adopted in early 2020.

**Mission:** Rhode Island's comprehensive focus on Early Childhood Care and Education brings together providers, programs, advocates and families to ensure that our children prenatal through age five have equitable access to high-quality educational, health and developmental care, and services and supports needed in order to enter school healthy and ready to succeed.

**Vision:** All Rhode Island children enter kindergarten educationally, social- emotionally, and developmentally ready to succeed, putting them on a path to read proficiently by 3rd grade.

## Guiding Principles:

- **Focus on Vulnerable Populations:** We believe in focusing our work. In doing so, we prioritize actions that will deliver outcomes for our highest-risk children to ensure kindergarten readiness, putting them on a path to reading proficiently by third grade.
- **Inclusive and Diverse Engagement:** We believe our work is best supported through strong, sustained partnerships with families, caregivers, community members, educational institutions and providers. Collectively, we can positively impact outcomes for children.
- **Commitment to a Mixed Delivery Model:** We believe in providing child care and education through a diverse set of programs, services and providers so that young children and families can access the resources they need to thrive, in a setting that works best for them.
- **Workforce Advocacy and Support:** We believe in, and support, the individuals caring for our youngest constituents and support the expansion of programs that help recruit, prepare and retain a high- quality early childhood care and education workforce.
- **Collaborative Leadership:** We believe in the mutual alignment and advocacy of the Governor, her Cabinet, and those agencies representing the health, well-being and education of young children and families, from prenatal and maternal health through to school-aged services, education and support.
- **Alignment of Funding with Impact:** We believe in rigorously pursuing diverse and sustainable funding, while also assessing the impact of our investments against desired outcomes for children. RI commits to refining our strategies and actions based on those finding

# The ECCE Strategic plan has five core objectives to achieve the vision.

## Objectives:

1. Rhode Island's early childhood programs meet high-quality standards for care and education as defined by our Quality Rating and Improvement System.
2. Children and families can equitably access and participate in the early childhood care, services, and supports that will help them reach their potential and enter school healthy and ready to succeed.
3. All four-year olds in Rhode Island have access to high-quality Pre-K, inclusive of parental choice and student needs.
4. Secure the quality and delivery of ECCE through increased and sustainable funding and operational improvements
5. Expand the depth and quality of family and child-level data accessible to and used by agencies, programs, and partners to drive decisions.

Our strategic plan is meant to be a living document. As we continue to pursue our work, and consider the impact of COVID-19 and stimulus funds, we are reviewing and updating the plan.

**Goals of annual reviews:**

1. Update the plan to respond to emerging research and data about early childhood development and education
2. Update the plan to reflect changing circumstances
3. Review actions to ensure they will help RI achieve the strategies and objectives

**Public Feedback:**

- To provide feedback on the plan, please fill out this survey by April 13: <https://forms.gle/Ks9cxMtx69f2UpmJ8>. Thank you in advance for your input!

# Overview of proposed updates:

Objective	Summary of proposed updates
All objectives	<ul style="list-style-type: none"><li>• Added summary of impact to date</li><li>• Summarized actions completed to date</li></ul>
1: Quality Programs	<ul style="list-style-type: none"><li>• Move actions from development of policy to implementation</li><li>• Increased focus on quality alignment</li></ul>
2: Equitable Access to Services & Supports	<ul style="list-style-type: none"><li>• Update actions to move to implementation, such as supporting doula workforce</li></ul>
3: Universal Pre-K	<ul style="list-style-type: none"><li>• New strategy to advance planning activities for universal Pre-K for 3s and 4s</li></ul>
4: Operations and Sustainability	<ul style="list-style-type: none"><li>• Incorporate the Prenatal to Age 3 Grant</li></ul>
5: Data-Driven System	<ul style="list-style-type: none"><li>• Update goals to reflect work on the operational data systems</li></ul>

# We want your input!

## Public Feedback:

- The full plan will be posted on the Children’s Cabinet website in the coming days ([kids.ri.gov/cabinet](https://kids.ri.gov/cabinet))
- Please feel free to email [Kayla.S.Rosen@governor.ri.gov](mailto:Kayla.S.Rosen@governor.ri.gov) for a pdf version of the draft plan.
- To provide feedback on the plan, please fill out this survey: <https://forms.gle/Ks9cxMtx69f2UpmJ8> by April 13.  
Thank you in advance for your input!

# Public Comment

