

## The Mayor's Commission on the Status of Women 2022 Annual Report

*As noted in the bylaws, the Mayor's Commission on the Status of Women shall serve as an advisory body to the Mayor concerning the needs and problems of women in the Tulsa area, and it shall recommend programs and policies designed to alleviate inequities confronting women in social, economic and vocational pursuits. It shall develop goals and shall coordinate research, planning and programming relating to opportunities, needs, problems and contributions of women in Tulsa.*

Building on last year's decision to focus the MCOSW on the topic of *childcare access and affordability as barriers for women entering, staying, and advancing in the workforce*, we employed three strategies in 2022:

### 1. **Changed the structure of the MCOSW meetings.**

Rather than invite in organizations or individuals to give a formal presentation during the Commission meetings, we, instead, invited experts and thought leaders to join us at the table for a conversation. This allowed for more focused discussions and the built relationships with vital partners in this mission. Further, each guest expert was asked what they believe the first step and/or best solution to the problem is from their unique perspective. From this, we received excellent ideas and tactics that the MCOSW plans to implement in 2023. The 2022 Guest Experts included:

- Dr. Laura Latta, Executive Director, Tulsa Higher Education Consortium
- Darek Latta, Managing Director of Crosstown Learning Center
- Casey Moore, Regional Director of Community Service Council
- Joey Wignarajah, College Bound Academy
- Johanna Derrick, College Bound Academy
- Tammie Strobel, Superintendent, Tri County Technical College
- Annie VanHanken, Senior Program Officer at GKFF
- Karen Kiley, CEO, CAP Tulsa
- Aaron Merchen, US Chamber

### 2. **Formed working groups to understand the unique perspective of this topic.**

These working groups are: 1) Education and Community—this group is focused on childcare from the perspective of the providers. Specifically, how to get more people or organizations to create childcare facilities; 2) Workforce—this group is focused on how employers can better support their employees around the topic of childcare; and 3) Storytelling—this group looked at this problem from the parent perspective and worked to uncover stories from the community to better understand the nuance of this problem. An exceptional outcome of one working group's effort must be highlighted.

The Storytelling Group, chaired by Commissioner Jackson, and in partnership with community members Dr. Laura Latta and Darek Latta, interviewed dozens of families to gain their perspective on the childcare issue. Those interviews were then compiled

into a 15-minute video and played during the live streaming of the October Commission meeting. These interviews—and the video—helped provide context to the complexities parents face when seeking childcare. A link to the video can be found here.

**3. Developed a Plan for a Childcare Roadmap.**

Borrowing from the US Chamber— which released a Childcare Roadmap for US employers—the MCOSW gathered information from childcare provides, employers, parents, comparable cities, the US Chamber, national and local foundations, and a variety of industry experts to create an outline for our Tulsa Childcare Roadmap. This document will show the obstacles, and potential solutions, for various sectors of community (employers, City Hall, licensed childcare providers, community members, etc). While 2022 was about collecting the necessary information for a comprehensive look at this global problem on our local scale, next year will be about publishing our findings. The Commissioners have agreed to dedicate the first four meetings of 2023 compiling and preparing this roadmap for a May 2023 launch to the public.

**Report prepared by:**

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