



CONVERGENCE

Collaborative on Supports for Working Families 2023-2024

CALL TO ACTION: EMPLOYERS

We span the ideological and political spectrum and come from very different professional domains and life experiences. We have spoken against each other's positions in publications, media, and Congressional testimony. We disagree on many things, but we agree that working families with young children in America deserve to flourish.

As part of the [Convergence Collaborative on Supports for Working Families](#), we gathered monthly during a year of historically high polarization and partisanship. To our knowledge, we are the most ideologically diverse group to address family policy that has convened in recent decades. And not a moment too soon.

The issues facing families with young children in our country are numerous and well-known. Fewer people are opting into parenthood. Those who are, are not optimistic. We are spending a smaller and smaller share on children, while increasing the debt burden on future generations. Parents want different arrangements for care and work than what they can access or afford.

Our work was not about restating these challenges. It was about coming together to find common ground solutions. We listened to each other, learned from one another, and built a cross-partisan agenda to support low-to-moderate income families with young children.

Our 2024 report, "[In This Together](#)," begins with our unique framework for family flourishing that encompasses economic security, healthy relationships, resilience in the face of challenges, and agency and choice to live your life and raise your children. To support family flourishing, we want to change the story around parenthood in America, rethink cash support for families, ensure more high-quality care options for children in the home and outside of it, and support parents with new children.

We believe that everyone has a part to play in supporting families.

Our
**CALL TO ACTION
FOR EMPLOYERS**
is to:

Make workplaces more supportive of parents wherever possible

Increase data-sharing about family benefit offerings for low-and-moderate wage workers so parents can better compare employers

Through employer trades and organizations, create better visibility of and access to existing tax credits that support companies providing paid leave and child care benefits

CONVERGENCE



Convergence Center for Policy Resolution

1775 Eye Street NW, Suite 1150-287

Washington, DC 20006

(202) 830-2310

ConvergencePolicy.org

COLLABORATIVE MEMBERS

The following people generously gave their time and energy to the Collaborative. Importantly, their participation in our discussions and contributions to this report are not reflective of any of their organizations' positions.

Gayatri Agnew

Senior Director and Head of Accessibility
Center of Excellence, Walmart

Rachel Anderson

Resident Fellow, Center for Public Justice

Charles Aull

Executive Director, Kentucky Chamber
Center for Policy and Research

Leah Austin

President and CEO,
National Black Child Development Institute

Patrick Brown

Fellow, Ethics and Public Policy Center

Caitlin Codella Low

VP of Policy and Programs,
U.S. Chamber of Commerce Foundation

Maureen Coffey

Policy Analyst for Early Childhood Policy,
Center for American Progress

Indivar Dutta-Gupta

President and Executive Director,
Center for Law and Social Policy

Rachel Greszler

Senior Research Fellow, Heritage Foundation

Lina Guzman

Chief Strategy Officer & Director of
Hispanic Institute, Child Trends

Elisabeth Jacobs

Associate Vice President, Urban Institute and
Deputy Director, WorkRise

Bruce Lesley

President, First Focus on Children

Cassie Leyva

Strategic Business Development Director,
Early Learning Ventures

Aparna Mathur

Senior Fellow, Mossavar-Rahmani Center
for Business and Government,
Harvard Kennedy School

Josh McCabe

Director of Social Policy, Niskanen Center

Wakisha Newton

Childcare Organizer and State Lead,
Family Values @ Work

Adrián Pedroza

National Executive Director, Abriendo Puertas

Nicole Riehl

President and CEO, Executives Partnering to
Invest in Children/EPIC

Sarah Rittling

Executive Director, First Five Years Fund

Adrienne Schweer

Fellow, Paid Family Leave Task Force,
Bipartisan Policy Center

Vicki Shabo

Senior Fellow, Paid Leave Policy and Strategy,
Better Life Lab, New America

Linda Smith

Director, Early Childhood Initiative,
Bipartisan Policy Center

Helene Stebbins

Executive Director, Alliance for Early Success

Katharine Stevens

Founder and President,
Center on Child and Family Policy

Dana Suskind

Surgeon and Co-Director, TMW Center for Early
Learning + Public Health, University of Chicago

Chris Towner

Policy Director, Committee for a Responsible
Federal Budget

Kara Waddell

President and CEO, Child Care Associates

Joe Waters

Co-Founder and CEO, Capita

Tara Watson

Director of the Center for Economic Security and
Opportunity, Brookings

Elanna Yalow

Vice Chair and Senior Advisor,
KinderCare Learning Companies

Haeyoung Yoon

Senior Policy Director,
National Domestic Workers Alliance