

JEFFERSON COUNTY
EARLY CHILDHOOD EDUCATION
STAKEHOLDER COLLABORATION
Discovery & Design Report



SEPTEMBER 2026

CONVERGENCE





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Executive Summary

Jefferson County has a strong foundation for supporting young children and families. Across the county, a broad network of schools, child care providers, health organizations, nonprofits, libraries, community-based organizations, public agencies, and philanthropic partners provides critical services and supports from the prenatal period through school entry. Existing initiatives, partnerships, provider networks, and other cross-sector efforts have created significant momentum around early childhood partnerships, provider networks, and other cross-sector efforts have created significant momentum around early childhood.

Stakeholders consistently emphasized that Jefferson County is not starting from scratch. The community has experienced organizations, deep expertise, trusted relationships with families, existing partnerships, and a strong appetite for greater collaboration. Combined with growing public and philanthropic investment in early childhood, these assets create an important opportunity to build a more connected, innovative, and effective early childhood ecosystem.

At the same time, interviewees identified opportunities to make it easier for families to benefit from the many resources that already exist. Services are often spread across multiple organizations, funding streams, eligibility requirements, and referral pathways, and organizations do not always have the infrastructure or capacity needed to coordinate their work. These challenges can be particularly significant for families who rely on multiple services or face transportation, language, affordability, or other barriers.

Ecosystem Strengths

Interviewees described an ecosystem that has the building blocks for success:

- **Strong Assets.** Jefferson County has an extensive network of organizations, services, expertise, and trusted community relationships.
- **Strong Foundation for Collaboration.** Organizations already work together through partnerships, referral networks, and other cross-sector initiatives.
- **Strong Momentum for What's Next.** Stakeholders want deeper collaboration, funders are interested, and public attention and investment in early childhood create an unusual opportunity to act.

Where Collaboration Could Be Most Effective

Through interviews with stakeholders across Jefferson County, several areas emerged where greater collaboration could have a meaningful impact:

- **Navigation.** Making services easier for families to find, understand, and navigate.
- **Accessibility.** Strengthening trusted community-based pathways to services.
- **Strengthened Workforce:** Supporting and sustaining the early childhood workforce.
- **Additional Supports:** Expanding access to developmental, behavioral health, and inclusion supports.
- **Coordination.** Improving coordination and shared infrastructure across organizations.
- **Resources.** Aligning investments and resources around shared community priorities.

The opportunity is not simply to create additional programs or organizations. It is to better connect and leverage the considerable strengths already present in Jefferson County and create the capacity for organizations to accomplish more together.

Stakeholders expressed a strong interest in a collaborative approach that strengthens relationships, improves coordination, aligns investments, supports shared learning, increases



collective capacity, and creates space for innovation. A collaborative grant initiative can provide an opportunity for participating organizations to identify shared priorities, test new approaches, and build the relationships and infrastructure needed for sustained collective action.

If successful, a more connected early childhood ecosystem could make it easier for families to access supports, help children receive services earlier and enter school better prepared, strengthen providers, support workforce participation, and allow community resources to have greater collective impact.

Jefferson County has many of the building blocks of a strong early childhood ecosystem already in place. The opportunity now is to connect them in ways that make the whole greater than the sum of its parts.

The Path Forward

Stakeholders demonstrated a deep commitment to serving the communities in Jefferson County, and an interest in working together to find innovative ways to meet the needs of families.

Interviewees shared a vision of collaboration that would:

- Strengthens existing relationships
- Improves coordination
- Aligns investments
- Reduces duplication
- Supports shared learning
- Advances collective action

What Could Be Possible

Interviewees shared a vision of a more connected early childhood ecosystem that would mean:

- Families can more easily find and access support.
- Children receive services earlier and enter school better prepared.
- Providers spend less time navigating disconnected systems and have greater access to shared resources.
- Employers benefit from greater workforce participation.
- Community investments go further because organizations are working toward shared outcomes.



Section I: Overview

- > **The Context**
- > **The Stakes**
- > **The Approach**
- > **The Goal**

THE CONTEXT

Organizational Context

Jefferson County is home to one of Kentucky's most extensive networks of organizations serving young children and families. The ecosystem includes:

- Jefferson County Public School (JCPS) preschool programs
- Head Start and Early Head Start
- Private and nonprofit child care providers
- Family child care homes
- Libraries and literacy programs
- Maternal and child health organizations
- Refugee and immigrant-serving organizations
- Family support agencies
- Workforce development organizations
- Philanthropic and civic leaders

Over time, these organizations have developed specialized expertise and valuable services that support children and families from pre-birth through school entry.

Interviewees repeatedly emphasized that the community is not starting from scratch. Numerous collaborative efforts already exist, including provider networks, family child care coalitions, collective impact initiatives, and cross-sector partnerships.

The challenge facing Jefferson County is not whether assets exist. The challenge is how to better connect those assets to improve outcomes for children and families.

Recognizing both the strength of Jefferson County's extensive network of community-serving organizations and the barriers that continue to affect children and families, the Lift a Life Novak Family Foundation initiated this project to bring organizations together to explore shared opportunities for addressing these challenges through the design of a collaborative grant initiative.



A Window of Opportunity

Jefferson County is also entering this work at a moment of significant public attention and investment in early childhood. At both the state and local levels, policymakers have demonstrated growing interest in expanding access to child care and early learning, strengthening providers, and supporting working families.

At the state level, recent legislative action has sought to address child care access, affordability, and the sustainability of the early childhood workforce and provider network. Locally, Louisville has made early childhood education a significant priority, including a long-term commitment to expanding access to high-quality pre-K for three- and four-year-olds and investments in initiatives such as Thrive by 5. Louisville Metro has also directed substantial public resources, in American Rescue Plan (ARP) funds, toward strengthening the early childhood sector, including investments in providers, quality improvement, and expanded access.

Together, these developments create an important window of opportunity. Jefferson County has both a substantial network of organizations and growing public and philanthropic momentum around early childhood. The opportunity is to build on that momentum by strengthening the connections among existing efforts, identifying gaps that cannot be addressed by individual organizations alone, and developing innovative approaches that leverage the community's collective expertise, relationships, and resources.

THE STAKES

The first five years of life are foundational to a child's future success. Early experiences shape educational outcomes, workforce readiness, health, social-emotional development, and long-term economic mobility.¹² When families cannot access high-quality early childhood services, the consequences extend beyond individual children. Employers struggle to recruit and retain workers. Providers face enrollment instability and staffing shortages. Schools receive students with varying levels of readiness. Communities experience broader economic and social impacts. Nationally, gaps in child care access are estimated to cost between \$216 billion and \$329 billion over ten years through lost productivity, workforce shortages, and reduced income and public revenue.³

Stakeholders consistently described early childhood as both a family issue and a broader community issue. Investments in young children affect educational outcomes, workforce participation, economic development, public health, and long-term community well-being.

Jefferson County has a significant opportunity to strengthen outcomes for children and families by improving coordination, reducing barriers, and aligning existing resources more effectively.

THE APPROACH

Convergence conducted a Discovery and Design process to better understand the strengths, challenges, and opportunities within Jefferson County's early childhood ecosystem.

² Prichard Committee for Academic Excellence, "Early Childhood," <https://prichardcommittee.org/early-childhood/>.

³ Bipartisan Policy Center, "The Economic Impact of America's Child Care Gap: Up to \$329 Billion Lost Over the Next 10 Years," October 6, 2025, <https://bipartisanpolicy.org/article/economic-impact-of-americas-child-care-gap/>.



The process included over 40 interviews with providers, educators, health professionals, nonprofit leaders, funders, government representatives, and community organizations. Interviewees represented a wide range of perspectives and experiences across the early childhood landscape.

The goal was to understand:

- Existing assets and services
- Current collaborations and partnerships
- Gaps and unmet needs
- Barriers faced by families
- Opportunities for greater collaboration
- Potential priorities for future investment

This report shares the themes that emerged from those conversations.

THE GOAL

This effort is rooted in a shared aspiration:

Every family in Jefferson County should be able to easily find, understand, navigate, and access the resources and opportunities needed to support their child's healthy development and educational success. By ensuring families can connect with high-quality early childhood services and supports, the community as a whole stands to benefit through stronger educational outcomes, a healthier workforce, increased economic opportunity, and long-term social and economic gains.⁴

Achieving this goal will require more than strong individual organizations. It will require stronger connections between organizations, greater alignment around shared outcomes, and coordinated approaches to supporting children and families.

Section II: Discovery Findings

- > **The Challenges**
- > **Opportunities for Change**

THE STRENGTHS

Jefferson County has many of the ingredients of a strong early childhood ecosystem already in place, including experienced organizations, trusted community relationships, existing partnerships, and significant expertise.

- **A rich network of organizations and services.** Jefferson County has a wide range of organizations supporting children and families across early learning, health, family support, basic needs, education, and other areas. Families have multiple potential entry points into the ecosystem.
- **Deep expertise and institutional knowledge.** Organizations bring significant experience serving young children and families, including specialized knowledge of particular populations, neighborhoods, services, and stages of early childhood development.

⁴ Karoly, L. A., Kilburn, M. R., & Cannon, J. S. (2005). *Early Childhood Interventions: Proven Results, Future Promise*. Santa Monica, CA: RAND Corporation.



- **Strong trusted relationships with families.** Many organizations have built deep credibility within the communities they serve. This is particularly important for immigrant, refugee, low-income, and historically marginalized communities, where trusted relationships can be essential pathways to services.
- **Existing relationships among organizations.** While coordination is inconsistent, organizations are not operating entirely independently. There are already partnerships, referral relationships, informal networks, and collaborative initiatives that provide a foundation to build upon.
- **Existing collaborative infrastructure.** Initiatives such as Thrive by 5, Ready for K, Metro United Way partnerships, and the Mayor's Early Learning Action Group demonstrate that Jefferson County already has experience organizing around early childhood priorities.
- **A strong appetite for greater collaboration.** Interviewees consistently expressed interest in working more closely together, sharing information and learning, strengthening relationships, and pursuing opportunities collectively.
- **Interest in innovation, not simply expansion.** Stakeholders aren't necessarily asking for another organization or another standalone program. There is interest in finding ways to use existing assets differently, sharing capacity, aligning investments, improving navigation, coordinating services, and pursuing initiatives that individual organizations may not have the capacity to undertake alone.
- **Potential philanthropic and community investment.** The presence of foundations, funders, civic institutions, and other community partners creates an opportunity to align resources around shared priorities and provide the sustained capacity needed for collaboration.

Opportunities to Strengthen the Ecosystem

Jefferson County has tremendous assets, and there is significant momentum right now. Stakeholders see real opportunities to connect those assets in new ways. Below are the areas where collaboration could unlock the greatest impact.

Family Navigation and Awareness

Jefferson County has a broad array of services and numerous trusted organizations that families already turn to for support. However, families do not have a consistent way to understand and navigate those resources. Connecting existing trusted access points through shared information, referral systems, and navigation supports could create a more seamless experience in which families can enter the ecosystem through the organizations they already know and trust.

Families often struggle to understand:

- What services exist
- What they qualify for
- How to apply
- Where to go for help
- How different systems connect
- How services and funding shift based on age and need

Interviewees described a landscape in which families frequently rely on word-of-mouth referrals, trusted community members, or personal relationships rather than clear, coordinated systems to find services and supports. While these informal networks are valuable and often serve as



trusted sources of information, they are not sufficient to ensure families are aware of or able to access the full range of resources and opportunities available across the early childhood ecosystem.

Many stakeholders observed that while Jefferson County has numerous resources available, there is no universally recognized entry point into the system.

As a result, families often experience confusion, duplication, and missed opportunities for support.

Stakeholders also noted that the fragmented nature of the ecosystem disproportionately affects families with the greatest needs. These families often require services from multiple organizations but face the greatest barriers to accessing them, making it more difficult to identify, navigate, and receive the full range of supports available.

Transportation & Access

Transportation emerged as a significant barrier to participation.

Stakeholders described challenges related to:

- Accessing child care
- Reaching appointments
- Participating in programs
- Connecting with multiple services

Transportation barriers are particularly acute for low-income families, immigrant and refugee families, and families attempting to coordinate multiple services across different locations.

Several stakeholders noted that transportation challenges often prevent families from accessing resources even when services are available.

Workforce Recruitment, Retention, and Leadership

Virtually every provider interviewed identified workforce challenges as one of the greatest threats to long-term sustainability.

Stakeholders cited:

- Low compensation
- Staff turnover
- Burnout
- Leadership transitions
- Training requirements
- Limited career pathways

Providers described increasing difficulty attracting and retaining qualified staff while simultaneously maintaining quality standards and meeting operational demands.

Many interviewees emphasized that workforce challenges affect access, quality, and sustainability across the entire ecosystem.

Developmental, Behavioral Health, and Inclusion Supports

Stakeholders repeatedly highlighted gaps in developmental and behavioral health services for young children.



Common concerns included:

- Limited access to evaluations
- Long wait times for services
- Shortages of specialists
- Lack of inclusion supports
- Behavioral health challenges in classrooms

Providers frequently expressed a desire for stronger partnerships with health professionals and more resources to support children with complex needs.

Affordability and Sustainability

Interviewees consistently described affordability as a priority for both families and providers.

Families struggle with:

- Tuition costs
- Eligibility cliffs
- Limited subsidy access
- Transportation expenses

Providers struggle with:

- Staffing costs
- Insurance
- Facilities expenses
- Maintaining quality

Several stakeholders noted that middle-income families often face particular challenges because they earn too much to qualify for assistance but still cannot comfortably afford care.

Connecting Existing Efforts and Resources

The number of existing initiatives demonstrates how much organizations are already investing in solving these problems. Better coordination creates an opportunity to extend their reach, reduce administrative burden, and allow organizations to build on one another's work.

Examples included:

- Multiple referral systems
- Overlapping resource guides
- Separate workforce initiatives
- Independent family support efforts
- Repeated needs assessments

Interviewees generally did not view duplication as intentional. Rather, they viewed it as the result of organizations working independently to solve similar problems.

Trust, Language, and Cultural Barriers

Stakeholders serving immigrant, refugee, low-income, and historically marginalized communities consistently emphasized the importance of trust in helping families access services and supports. They noted that trusted relationships are often the foundation for



successful engagement, particularly for families who may face language barriers, past experiences of discrimination, or uncertainty about available resources.

Families may face barriers related to:

- Language access
- Cultural differences
- Government mistrust
- Lack of culturally responsive outreach

Many interviewees noted that trusted community organizations often serve as critical bridges between families and formal systems.

OPPORTUNITIES FOR CHANGE

While interviewees identified significant challenges, they also pointed to substantial opportunities for improvement.

Several themes emerged consistently across conversations.

Building a Coordinated Family Navigation System

Interviewees frequently suggested that families would benefit from a more coordinated approach to navigation.

Potential opportunities include:

- Expanding navigator programs
- Creating shared referral systems
- Developing centralized resource directories
- Establishing trusted entry points across multiple organizations
- Supporting warm handoffs between agencies

Rather than requiring families to navigate systems independently, stakeholders envisioned a model in which organizations work together to guide families toward services.

Strengthening Community-Based Access

Many stakeholders emphasized that families often seek support from trusted institutions rather than formal systems.

Potential partners include:

- Libraries
- Pediatricians
- Hospitals
- Faith communities
- Refugee-serving organizations
- Family support centers

Building stronger connections through these trusted access points could improve awareness and utilization of available services.



Supporting the Workforce

Interviewees identified opportunities to strengthen the workforce through:

- Leadership development
- Professional learning communities
- Shared training opportunities
- Credentialing support
- Peer learning networks
- Recruitment and retention strategies

Several stakeholders noted that workforce development represents one of the greatest opportunities for collaborative action.

Expanding Developmental and Behavioral Health Supports

Potential opportunities include:

- Inclusion coaching
- Embedded therapists
- Developmental screenings
- Cross-sector partnerships
- Behavioral health consultation
- Family education and support

Stakeholders frequently described developmental and behavioral health supports as an area where greater collaboration could produce meaningful improvements.

Building Shared Infrastructure

Interviewees identified opportunities to create infrastructure that supports collaboration.

Potential investments include:

- Shared resource maps
- Referral systems
- Data-sharing agreements
- Communication platforms
- Shared outcome measures
- Coordinated planning processes

Many stakeholders emphasized that stronger infrastructure could help reduce duplication and improve coordination.

Section III: Design Findings

DESIGN

Potential Impact

If Jefferson County can strengthen coordination across its early childhood ecosystem, stakeholders believe the community could achieve several important outcomes:



For Families:

- Greater awareness of services
- Easier navigation
- Reduced duplication
- Better access to supports

For Children:

- Earlier intervention
- Improved developmental outcomes
- Stronger kindergarten readiness
- Better continuity of services

For Providers:

- Stronger workforce supports
- Improved referral pathways
- Reduced administrative burden
- Greater sustainability
- More behavioral supports through shared services

For the Community:

- Increased workforce participation
- Better educational outcomes
- Stronger family stability
- More effective use of resources

Pathway to Collaborative Action

Interviewees described a strong appetite for greater collaboration.

Rather than creating a new service delivery organization, stakeholders generally envisioned a collaborative effort that would:

- **Strengthen existing relationships.** Build stronger connections among organizations to better leverage the expertise, resources, and reach that already exist across Jefferson County.
- **Improve coordination.** Create shared systems and communication channels that make it easier for organizations to exchange information about services, events, programs, and opportunities while helping families navigate available resources.
- **Align investments.** Direct funding and other resources toward shared priorities that address the community's greatest needs, close service gaps, and reduce barriers for children and families.
- **Reduce duplication and increase capacity.** Encourage organizations to coordinate efforts, share resources, and build complementary services so that limited capacity can be used more effectively.
- **Support shared learning.** Create opportunities to exchange best practices, data, research, and lessons learned to strengthen programs and continuously improve outcomes.



- **Advance collective action.** Bring organizations together around a shared vision, establish common priorities, and build coalitions capable of addressing complex challenges that no single organization can solve alone.

There are various ways to resource and sustain collaboration among early childhood organizations. Because the Lift a Life Novak Family Foundation is a grantmaking organization and a partner in this project, this report focuses specifically on the opportunity to use a collaborative grant structure. Such a structure could provide resources and support for organizations to work together on shared priorities while preserving the strengths and identities of individual organizations, an approach supported by research on the sector. Research Supporting Collaborative Grants Research on collaborative grant models shows that collaborative approaches can help communities address crosscutting challenges that impact multiple organizations and systems⁵. Successful collaborative initiatives often include dedicated coordination or “backbone” organizations⁶ which can allow grantees to take better advantage of their shared capacity, and which reduces individual administrative burden. While actors designed to help parents navigate complicated childcare systems exist, there is a separate need for infrastructure that supports coordination among participant organizations which could be supported by a collaborative grant initiative. In some cases, these coordination functions may build upon organizations that already serve as trusted community connectors. Because collaborative initiatives typically evolve over time, early success is often measured by the development of collaborative infrastructure, including governance structures, shared goals, and coordination capacity. Later evaluation typically focuses on broader systems of change and community outcomes⁷.

Design Considerations

Interviewees identified a number of challenges, barriers, and opportunities that should inform the next phase of this work. To build a more connected, innovative, and effective early childhood ecosystem, the collaborative will be guided by the following design considerations:

- **Coordinate with Existing Efforts** Jefferson County is home to several strong early childhood initiatives, including Ready for K, Metro United Way partnerships, Thrive by 5, and the Mayor’s Early Learning Action Group. Many collaborative participants are already engaged in these efforts. Rather than creating a parallel initiative, this collaborative will intentionally align with and build upon existing work, identifying opportunities to share information, leverage resources, and amplify collective impact while minimizing duplication.
- **Engage Funders as Partners.** Long-term systems change will require sustained investment and collaboration across sectors. Philanthropic organizations and other funders will be engaged throughout the process to share best practices, help shape the collaborative’s direction, and explore opportunities to support implementation and long-term sustainability.

⁵ Juniper Glass and Nancy Pole, “Collaboration Between Canadian Grantmaking Foundations: The Expression of an Increasingly Ambitious and Strategic Philanthropic Sector?” *Canadian Journal of Nonprofit and Social Economy Research* 8, no. 2 (2017), <https://doi.org/10.22230/cjnser.2017v8n2a254>

⁶ Collective Impact Forum, *Backbone Starter Guide*, <https://collectiveimpactforum.org/resource/backbone-starter-guide/>.

⁷ Hallie Preskill, Marcie Parkhurst, and Jennifer Splansky Juster, *Guide to Evaluating Collective Impact* (FSG, 2014), <https://www.fsg.org/resource/guide-evaluating-collective-impact/>.



- **Convene the Community Around a Shared Vision.** A two-day convening will bring together participating organizations to deepen relationships, develop a shared understanding of the current ecosystem, and identify opportunities for greater collaboration. Participants will explore existing assets, gaps, and areas of overlap; establish shared priorities for improving outcomes for children and families; imagine innovative approaches to addressing community needs; and develop recommendations for the structure, priorities, and terms of a collaborative grant initiative.
- **Build for Long-Term Collaboration.** The convening is intended to serve as the beginning, not the end, of the collaborative process. Participants will have the opportunity to continue working together through the implementation of collaborative grant activities, ongoing coordination, shared learning, and continued relationship-building to strengthen the early childhood ecosystem over time.

Potential Collaborative Grant Priorities

The interviews suggest several promising areas for investment:

- **Family Navigation:** Shared navigation systems, calendars, community navigators, and coordinated referral pathways.
- **Workforce Development:** Leadership development, professional learning communities, credentialing supports, and retention strategies.
- **Developmental and Behavioral Health:** Inclusion supports, screening initiatives, and partnerships between providers and specialists.
- **Shared Infrastructure:** Resource mapping, communication systems, referral platforms, and data coordination.
- **Community-Based Access:** Investments in trusted organizations that help families connect to services.
- **Learning and Collaboration:** Cross-sector convenings, shared measurement, peer learning, and collaborative problem-solving.

Conclusion

Jefferson County is well positioned to build a stronger early childhood ecosystem. The community is not starting from scratch: it has experienced organizations, trusted community partners, existing collaborative initiatives, committed public and philanthropic leaders, and growing momentum around early childhood.

The opportunity now is to connect these strengths in new ways. By creating the space and capacity for organizations to build relationships, share knowledge and resources, align investments, and experiment together, Jefferson County can move from a collection of strong programs and organizations toward an increasingly connected ecosystem—one in which families can more easily find the support they need and organizations are better equipped to achieve outcomes that no single institution could accomplish alone.



About Us

About Convergence

Since 2009, [Convergence](#) has brought together leaders, doers, and experts to build trusting relationships, identify breakthrough higher ground solutions, and form unlikely alliances for consensus-based change on seemingly intractable issues. Beyond political bargaining and compromise, our methodology transcends political interests to meet people's core needs, which are not as different as they seem. Our evidence-based approach is informed by continued advances in contact theory, neuroscience, and psychology and is refined by nearly 15 years of successful practice. We bring together players from all sides of contentious issues and help them cultivate trust through relationship building and shared learning and opportunities to dig deep on breakthrough solutions. Convergence has a successful track record leveraging its methodology on a wide array of issues. Past projects include [Education Reimagined](#), the [Convergence California Health Reform Initiative](#), the [Long-Term Care Financing Collaborative](#), the [Kentucky Collaborative on Child Care](#), and the [Convergence Collaborative on Supports for Working Families](#).

Interviewees

Name	Organization
Cori Gadansky	Community Coordinated Child Care (4-C)
Hans Petersen	Child Care Aware
Ashley Brandt	Metro United Way
Jason Adkins/Erika Nygard	Head Start (OVEC)
Reylene Robinson	Thrive by 5
Heather Lowe	Louisville Free Public Library
Randall Bufford	LeafSpring
Taletha Badgett	Catholic School System
Tess McNair	CE & S Foundation
Jean Scott	PNC Foundation (Grow Up Great grants)
Mariana Barzun	Louisville Metro Government (Early Learning Success Team)
Jon Lee	University of Louisville
Nycia Hamilton	Harbor House
Mary Krol/Trevor pawl	One Louisville
Esther O'Coffey	La Casita
Mason Rummel	James Graham Brown Foundation
Carlisa Gibson	Jefferson County Public Schools
Kristen Williams	Play Cousins
Mary Jolly	Health Department
Dr. Amber Pendleton	Norton Children's
Dr. Charlotte Gay Stites	Smoketown Family Wellness Center
Leanne French	Louisville Metro Government (Early Learning Success Team)



Roni Witherspoon	Head Start (Greater Louisville)
Deja Moffett	YMCA - Early Learning Readiness
Kristie Adams	Family Scholar House
Dr. Katy Hopkins	Norton Children's
Rebecca Thomas	Baptist Health
Charles Aull	Kentucky Chamber of Commerce
Cassie Chambers Armstrong	Kentucky State Senator
April Manning	Sproutlings (St. Joe)
Eunique Gaither and Victoria Jones & Deja Jackson	Black Birth Justice
Alexa Scisney	Granny's Birth Initiative
Sarah Vanover	Kentucky Youth Advocates
Rina Gratz	Prichard Committee
Phillip Elliot-Taylor	Bezos Academy
Lisa Rice	Kentucky Refugee Ministry (KRM)
Tony Peyton	National Center for Families Learning
Max Morley	Americana

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