

ASPEN FAMILY PROSPERITY INNOVATION COMMUNITY INDEX





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Foreword

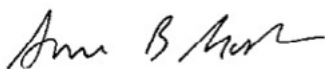
In February of 2018, Ascend at the Aspen Institute launched the Aspen Family Prosperity Innovation Community (Family Prosperity): a think-and-act community of extraordinarily talented and tenacious leaders, working together to identify new ways to ensure families in the United States can thrive. Now, nearly two years later, we are energized by all that this community has accomplished and the opportunities that lie ahead.

This community — made possible with the support of the Robert Wood Johnson Foundation — brings together experts from across sectors, state lines, and industries: the 16 Family Prosperity partners and 13 Advisors are dedicated to advancing solutions to ensure economic security and health and well-being for families. Representatives from community-based organizations, with decades of experience working directly with families, joined national policy leaders in deep conversation to develop strategies and solutions with families at the center. Local employers and business leaders shared their candid insights with Family Prosperity partners.

Family Prosperity reflects our superpower here at the Aspen Institute — our ability to bring together people with very different perspectives committed to solving our country's greatest challenges. This community has listened and learned together and shared and advanced innovative ideas. They have also tapped into the heart of the growing national conversation around issues affecting work, children, and families — issues like the future of work; what makes a good job; the expanding definition of family; equity in paid leave policy; the important role of fathers and of the faith community; and employers' roles in providing child care, flexible scheduling, and on-the-job training, among others. In fact, since the beginning of this work, we have seen Congress re-introduce the FAMILY Act; three states pass paid family leave measures; ten states or cities pass paid sick leave; and eight states increase the minimum wage to provide a living wage. More states are now ripe for reform.

As a result of this work, Ascend is releasing this Family Prosperity Innovation Community Index — a rich array of research, tools, and conversations developed by Family Prosperity partners. The research, strategies, and opportunities included in this Index can help guide your work. The Index reflects a wide and diverse range of resources and early results, but the thread that connects them all is our belief that centering the voices and lived experiences of families, especially those with low incomes, will create the most effective solutions for advancing prosperity and building family well-being.

Economic security is essential to family well-being. The strategies and solutions outlined in this resource make it possible for parents to build economic security for their children and generate a legacy of well-being that can pass from one generation to the next. We believe the Index will be a valuable resource as you partner with families in their journey to reach their full potential. Please use it and share it widely. Momentum is building nationwide around ideas and policies that ensure families can thrive. Thank you for being a part of it.



Anne Mosle
Vice President, Aspen Institute
Executive Director, Ascend at the Aspen Institute

ABOUT FAMILY PROSPERITY

How can we reimagine the supports that families need to thrive in rapidly changing times? Animated by this foundational question, Ascend at the Aspen Institute launched the [Aspen Family Prosperity Innovation Community \(Family Prosperity\)](#). Funded by the Robert Wood Johnson Foundation, Family Prosperity is a groundbreaking initiative that brings together leading thinkers from policy, research, private sector, nonprofit, and community organizations to identify new and different ways to ensure families in America have the opportunities they need to prosper. From employment to economic security to health and well-being, Family Prosperity is committed to developing bold strategies that support and strengthen working families.

Three principal parts comprise the Family Prosperity Innovation Community — policy innovators, community innovators, and advisors. Within each, leading organizations and experts push original research, resources, and conversation forward to identify barriers to economic opportunity and the necessary solutions to overcome them on the national, state, and local levels. Across the community, Family Prosperity partners serve as sounding boards and thought partners to elevate one another's work, bringing fresh perspectives to challenges and opportunities faced by individuals and communities across the country. More information about participating organizations and their Family Prosperity work can be found in the [appendix](#).

Family Prosperity has produced a wide range of research and resources to advance learning and action around what it takes to move families, especially those with low incomes, toward economic mobility. The community's work addresses policy and practice on a wide range of issues, including paid family and medical leave, child care, health insurance and healthcare, employment benefits, and social safety net programs. Their work explores the role of both the public and private sectors in breaking down silos and supporting working families. Grounded in a two-generation approach — which builds family well-being by intentionally and simultaneously working with children and the adults in their lives together — the community centers the experiences and priorities of working families to guide its approach to developing innovative solutions. And throughout its work, Family Prosperity has examined and elevated issues of equity — acknowledging the roles that race, gender, and class play in compounding the barriers to opportunity in America and identifying policy and practice solutions to address them.

FAMILY PROSPERITY PARTNERS

Goal: to identify and promote innovative ways to support families with low incomes so that they have the opportunities they need to thrive



Community Innovators

leverage the insights of Family Prosperity to advance two-generation programs and policies in their communities



Policy Innovators

represent expert policy and research organizations who are passionate about innovation, achieving greater impact, and working collaboratively



Advisors

consist of established leaders from the private, public, and nonprofit sectors to guide and contribute to strategies developed by Family Prosperity

Community Innovators

All Our Kin (CT)
Central New Mexico Community College (NM)
Community Caring Collaborative (ME)
MOMS Partnership (CT)
Springboard to Opportunities (MS)
The Family Partnership (MN)
United Way of Greater Cincinnati (OH)
UTEC (MA)
Washington State Budget and Policy Center (WA)
WMCAT (MI)

Policy Innovators

American Enterprise Institute (National)
Center for Public Justice (National)
Family Values @ Work and CLASP (National)
Legal Aid at Work (CA)
National Partnership for Women and Families (National)
Urban Institute (National)

Policy Advisors

Gina Adams
SVP for Government Affairs, FedEx

Gordon Bronson
Head of Public Affairs, WeWork

Stuart Butler
Senior Fellow, Economic Studies,
The Brookings Institution

Maria Gomez
President and CEO, Mary's Center

Sarita Gupta
Executive Director, Jobs with Justice

Fatima Goss Graves
President and CEO, National Women's Law Center

Kaya Henderson
Head of Community Impact, Teach For All

Colleen Kraft
President, American Academy of Pediatrics

Randall Lane
Editor, Forbes Media

Eldar Shafir
Professor of Psychology, Princeton University

Greg Taylor
SVP, Player Development, NBA

Sarah Enos Watamura
Associate Professor of Psychology,
University of Denver

Sheryl WuDunn
Founder, FullSky Partners

ABOUT THIS INDEX

This **Index** is a collection of resources created by Family Prosperity partners. Individually, each resource provides critical insights on workplace and caregiving issues, among others, in a time when the nature of employment and care are changing rapidly. Collectively, this body of work represents the evidence necessary to envision a future of family-supportive policies and practices in America, and the path required to meet it.

The Index is divided into three sections, **Research**, **Tools**, and **Dialogue**. Each covers different kinds of resources, and all of them reflect the important role innovation plays in Family Prosperity — the opportunity to discover and explore different approaches to solving seemingly intractable problems. Innovation means bringing together a diverse range of thinkers and doers to cross-pollinate ideas and, in doing so, finding new paths and possibilities for progress. These insights can be found in the following sections:



Innovation through Research:

Nine original reports use data analysis and qualitative research methods to explore the role of public policy and workplace benefits in the health and well-being of individuals and families as well as business and the economy.



Innovation through Tools:

In this section, trackers, maps, and toolkits provide essential information about existing family-supportive policies and resources across the country, and personal stories paint a picture of those who stand to benefit the most from them.



Innovation through Dialogue:

From webinars to podcasts, debates to “policy labs,” Family Prosperity partners advance the dialogue around family-supportive policies through a wide range of channels that take information off the shelf and into the world.

These three areas of innovation are wide-ranging, both in format and issue area, but any audience will find valuable new resources. **Policymakers** will find leading-edge information about the impact of policy on family prosperity at the local, state, and national levels. **Advocates** will be equipped with tools and stories that bring to life the urgency of progress on family-supportive policies and practices. And institutional players like **employers** can reflect on the role of workplace benefits in the success of both business and family.

This collection of resources can be used in myriad ways for many purposes, by and for many audiences. It is a library containing information on the past, present, and future of family-supportive policies in the United States and what these policies mean for the health and well-being of families, communities, and economies across the country. The information and content within have been featured in major news outlets across the country, shared with and by federal, state, and local policymakers, and used to grow the field of individuals and organizations engaged in the effort to center the needs of working families in America's public discourse. And the impact of the resources in this library is already being seen, as shown in the examples in the call-out boxes throughout this document. The Index presents opportunities to:

Explore the stories of individuals and families challenged with balancing the demands of work and personal life, as well as the impact that different policy and practice approaches can make for those challenges.

Educate ourselves and our peers, thought leaders, and other influencers about the supports in place for working families in the United States along with what's working, what's not, and where there is an opportunity for positive change.

Engage individuals, families, organizations, employers, and elected leaders with the information and tools they need to understand and leverage existing family-supportive policies as well as promote necessary improvements and innovations to meet the current landscape.

Read on to find a summary of each of these valuable assets as well as links to the full resource. Don't miss the snapshots of Family Prosperity's **Innovation through Collaboration**, highlighting compelling moments that this community came together to break down silos and advance opportunity for families. After all, it is through connection, collaboration, and community that the necessary innovations for America's working families can surface and scale.



INNOVATION THROUGH RESEARCH

Family Prosperity's original research leverages quantitative and qualitative data to provide insights and evidence into fundamental questions about the supports necessary for families to thrive, such as: How do public policies and workplace benefits impact the health and well-being of individuals and families as well as the economy? Where is there opportunity for reform and growth in these kinds of policies and programs? How can government and employers best balance the responsibility of supporting working families? These questions, and others, lie at the heart of the reports and issue briefs produced by Family Prosperity partners.

THE PERSISTENCE OF POVERTY AND JOBLESSNESS IN U.S. HOUSEHOLDS

American Enterprise Institute

Angela Rachidi, a Poverty Studies Research Fellow at AEI, analyzed Survey of Income and Program Participation panel data from 2009 to 2011 to assess whether or not the experience of poverty and joblessness in America was sporadic or persistent for American households. Her findings on the relationship between persistent poverty and persistent joblessness offer important suggestions about the need for policies aimed at labor force attachment.

THE AEI-BROOKINGS WORKING GROUP REPORT ON PAID FAMILY AND MEDICAL LEAVE

American Enterprise Institute

A joint project from the American Enterprise Institute and the Brookings Institute, this Working Group Report on Paid Family Leave in 2018 focuses on paid family and medical leave policies, explores what potential federal programs could look like, and compares different cost estimates of a Federal Paid Family and Medical Leave program.

TIME TO FLOURISH: PROTECTING FAMILIES’ TIME FOR WORK AND CARE

Center for Public Justice

The Families Valued *Time to Flourish* report examines the relationship between workplace policies and family time and how the stresses of a 24-hour economy challenge American families. The report provides recommendations to workplaces, faith-based organizations, and policymakers on how to better encourage family flourishing in the face of such stressors.

FAMILY-SUPPORTIVE PRACTICES IN THE SACRED SECTOR

Center for Public Justice

Researchers at Seattle Pacific University's Center for Integrity in Business, in partnership with the Center for Public Justice, surveyed family-supportive practices in four types of faith-based workplaces — education, healthcare, charitable service providers, and congregations — to examine how well faith-based organizations provide family-friendly culture and workplace policies. Watch the webinar, or dive deep into the report.

IMPACT SNAPSHOT

As a result of sharing this report, both the National Association of Evangelicals and National Hispanic Christian Leadership Conference have issued resolutions supporting paid family leave. Another major denomination has undergone internal policy changes at one of its flagship ministries to improve its policies.

PAID FAMILY AND MEDICAL LEAVE: A RACIAL JUSTICE ISSUE — AND OPPORTUNITY

National Partnership for Women and Families

This brief describes the vast disparities people of color face when it comes to the lack of employer-provided paid family leave, and shows how addressing our paid leave crisis is a racial justice issue that requires a carefully designed and implemented federal policy solution.

IMPACT SNAPSHOT

As a direct result of this report, the National Partnership conducted a briefing on paid leave and racial justice for the Congressional Black Caucus, Hispanic Caucus, and Asian Pacific American Caucus (collectively known as the Tri-Caucus), which included over 100 advocates and Hill staffers.

INNOVATION THROUGH COLLABORATION: EMPLOYER SUMMIT

What does it mean to have a “good job”? With our economy evolving and the nature of work and family changing, so is the definition of a good job. Simply being employed is not enough. A good job considers the whole person: health and caregiving priorities of employees and their families; wages that allow people to do more than just get by but get ahead; schedules that are predictable; and other issues that account for the realities of work and family. In May 2019, Family Prosperity explored this topic with employers and family-supportive policy experts. Building off research conducted by the **Urban Institute** and **Center for Public Justice**, they discussed challenges and opportunities to create meaningful policies and practices for working families by listening to their employees’ needs. Paid family and medical leave, workplace accommodations for pregnant employees, and accessible child care are just a few of the policies that are critical components of moving from a job to a good job so we can advance prosperity from one generation to the next.

PAID SICK DAYS POLICY METRICS AND PAID FAMILY AND MEDICAL LEAVE POLICY METRICS

National Partnership for Women and Families

These metrics present the aspects of paid sick days and paid family and medical leave policies that will have the most impact on whether or not workers in low-wage jobs are covered by and can utilize the laws' protections. These metrics were shared with state and local lawmakers and advocates across the country.

RAISING EXPECTATIONS: A STATE-BY-STATE ANALYSIS OF LAWS THAT HELP WORKING FAMILY CAREGIVERS

National Partnership for Women and Families

This report takes an in-depth look at laws in 50 states and the District of Columbia, grading each state based on whether it guarantees workers access to basic supports — including paid or unpaid family and medical leave and paid sick days.

IMPACT SNAPSHOT

The report garnered media attention across the country and served as a resource to many Hill staffers seeking information about state family and medical leave expansions. It demonstrated to policymakers and the media the effectiveness of state policies that include all caregivers, strengthening advocacy against parental-only paid leave policies.

BETTER TOGETHER: POLICIES TO EXPAND INSURANCE COVERAGE AND PROMOTE SUPPORTIVE WORKPLACES HELP FAMILIES THRIVE

National Partnership for Women and Families

This issue brief demonstrates that very few states have policies to address the intersecting needs of women and families, and it outlines how the health and financial security of women and families are positively affected by having comprehensive health insurance and supportive

workplaces. The brief also outlines how women's lives are improved when policies to provide comprehensive insurance coverage, including abortion coverage, and access to paid family and medical leave and paid sick days are all implemented together.

IMPACT SNAPSHOT

For the first time in its series, this brief reflects the strong connection between the economic and health impacts of supportive workplace policies. Spread far and wide on digital channels, social media, and through partner networks, it drew great attention from both the health and social system sectors to supportive workplace policies.

INCREASING ACCESS TO QUALITY CHILDCARE FOR FOUR PRIORITY POPULATIONS

The Urban Institute

In the context of the 2014 reauthorization of the Child Care and Development Block Grant (CCDBG), this report explores the implications of the recent trend of policymakers, when focusing on high-quality child care services for children in families with low incomes, singling out investment of public funds in a formal setting, such as center-based programs. It focuses on four priority populations: families with parents working nontraditional schedules, families with infants and toddlers, families living in rural areas, and families with children with disabilities and special needs. It concludes with a discussion of state and territory policy strategies to better address the child care needs of these families.



INNOVATION THROUGH TOOLS

Understanding the landscape of challenges and opportunities facing working families is critical to advancing the conversation about what it takes for families to prosper. Tools developed by Family Prosperity paint a dynamic picture of this landscape, answering questions such as: What is the status of paid leave legislation across the country? How can people take advantage of family-supportive policies that are already in place? What is at risk if they cannot? Interactive trackers, user-friendly maps, firsthand accounts of caretaking experiences, and more bring issues for working families to life and provide policymakers and practitioners with a dynamic set of resources they can use in their work.

THE PAID FAMILY LEAVE TRACKER: ANALYZING FEDERAL AND STATE PROPOSALS

American Enterprise Institute

The AEI-Brookings Working Group on Paid Family and Medical Leave has been analyzing paid family leave since 2016. This tracker follows the national debate and tracks federal and state legislative proposals as they are enacted or proposed.

PREGNANCY + MY JOB: A GUIDE TO WHEN, WHAT, AND HOW

Legal Aid at Work

This California-specific Legal Aid at Work guide describes what people's workplace rights are in California during and after pregnancy. It also shares guidance on when and how workers can use their rights and provides a high-level roadmap that charts the journey. The guide is available in Spanish and Chinese, and there is also a [case study](#) on the guide that practitioners can use when creating their own materials. This critical tool is helping to build awareness of and access to workplace protections that promote health among patients and employees.

WORKPLACE RIGHTS OF PREGNANT WORKERS AND NEW PARENTS

Legal Aid at Work

These helpful webinar slides from Legal Aid at Work's Work and Family Program outline accommodations for employees who are pregnant or have just given birth, and break down the different legislation guaranteeing expecting and new mothers paid leave, health insurance, wage replacement, and other benefits.

WORK AND FAMILY HELPLINE POSTCARD

Legal Aid at Work

This postcard provides Legal Aid at Work's phone number and lists the areas where workers may have rights to time off and paid leave, such as accommodations for pregnancy, bonding, and breastfeeding, caring for an ill family member, or serious health conditions. It provides information in English, Spanish, and Mandarin.

INNOVATION THROUGH COLLABORATION: FAMILY PROSPERITY CONVENING

In fall of 2018, the entire Family Prosperity community came together for the first time — and it was powerful. Advisors, policy innovators, and community innovators met to develop ideas and share their expertise and perspective with one another, identifying innovative ways to help families with low incomes thrive. While there were many thoughtful takeaways, a few stood out:

1. Set the agenda with the people you serve.
2. Continue to center racial and gender equity.
3. Break down silos.
4. Track policy through to implementation.
5. Find gatekeepers to help scale.

HEALTHCARE PROVIDER TOOLKIT: ASSISTING PATIENTS WITH REQUESTS FOR WORKPLACE ACCOMMODATIONS OR LEAVES OF ABSENCE

Legal Aid at Work

This e-toolkit from Legal Aid at Work assists healthcare providers in responding to patient requests for work-related medical documents that will support the patient in securing reasonable accommodations, leaves of absence, or wage replacement benefits. It includes frequently asked questions, helpful definitions, template documents, and contact information where providers can learn more.

TIME TO CARE: A SERIES ON FAMILY AND THE PRESSURES OF TIME

Center for Public Justice

The Time to Care series helps readers understand the barriers caregivers face when they need to both work and care for their families, and what justice requires for all families to have the freedom to flourish. It features the voices of families through vulnerable conversations and reflections as it considers how the sphere of work encroaches on the family.

TURNOVER COST CALCULATOR: HOW MUCH DOES EMPLOYEE TURNOVER REALLY COST YOUR BUSINESS?

Center for Law and Social Policy (CLASP)

This calculator from the Center for Law and Social Policy (CLASP) and the Center for Economic and Policy Research allows employers to calculate how much turnover costs through answering 10 questions, and helps human resource managers and business owners understand turnover's toll on a company. The calculator takes a look at turnover costs for both salaried and hourly employees and takes into account several factors including time spent recruiting and onboarding employees.



PAID LEAVE: FACES OF THE MOVEMENT

Family Values @ Work (FV@W)

In this story bank, leaders from the state coalitions that make up Family Values @ Work share their caregiving experiences and insights into how a national paid leave program would help them and their loved ones.

IMPACT SNAPSHOT

Three of these leaders spoke at the February 2019 press conference that marked the reintroduction of the Family and Medical Insurance Leave (FAMILY) Act, standing shoulder to shoulder with FAMILY Act co-sponsors Rep. Rosa DeLauro and Sen. Kirsten Gillibrand and more than a dozen members of Congress.

HEALTHY MOTHERS WORKPLACE COALITION: A CASE STUDY ON LOCAL COALITION BUILDING TO SUPPORT HEALTH & GENDER EQUITY

Legal Aid at Work

In this case study, Legal Aid at Work offers insights and strategies in local coalition building to support health and gender equity through workplace rights. Specifically, this case study provides information for advocates across the country who may be interested in creating their own local coalition to improve working conditions for families with low incomes.



INNOVATION THROUGH DIALOGUE

Family Prosperity drove the dialogue about the present – and future – of family-supportive policies in America forward. Through webinars, debates, podcasts, op-eds, and more, the community explored questions such as: What happens when you put information into conversation? And how can different audiences understand and leverage the latest research and tools about what it takes to move all working families towards prosperity?

ECONOMIC SUCCESS FOR BLACK MEN IN AMERICA

American Enterprise Institute

On this episode of the “[AEI Events Podcast](#),” a panel of scholars from AEI and the Institute for Family Studies presents their new research on “Black Men, Making It in America: The Engines of Economic Success for Black Men in America.” The researchers share the latest data on the economic reality for Black men in America, highlighting the institutions that are crucial to success as well as those that are preventing prosperity.

DO WORK REQUIREMENTS WORK? A DEBATE

American Enterprise Institute

In this installment of AEI's Poverty and Social Policy Debate Series, Ron Haskins, Senior Fellow and Co-Director of the Center on Children and Families at the Brookings Institution, debates Heather Hahn, Senior Fellow at the Urban Institute, on the merits of work requirements in safety net programs. This is the first round of their exchange. The entirety of their debate can be found [here](#).

INNOVATION THROUGH COLLABORATION: ASPEN FORUM ON CHILDREN AND FAMILIES

In February 2019, Family Prosperity partners gathered at the second annual Aspen Forum on Children and Families along with national leaders — policymakers, practitioners, researchers, philanthropists, and parents — to surface big ideas for investing in the full potential of children and families, two generations at a time. Family Prosperity partners shared and heard from other national leaders about the importance of not just meeting parents where they are, but also engaging with them and elevating their voices. Families can only succeed when their definitions of prosperity and the day-to-day barriers to that prosperity are heard at decision-making tables.

INNOVATIONS IN BUSINESS ENGAGEMENT FOR PAID FAMILY AND MEDICAL LEAVE

Family Values @ Work (FV@W) and the Center for Law and Social Policy (CLASP)

FV@W and CLASP co-hosted a webinar on innovations in business engagement for paid family and medical leave programs. The webinar highlighted how Washington State is conducting innovative outreach and engagement with employers.



OUTREACH TO DIFFERENT CONSTITUENCIES: WEBINAR FOR STATE AGENCIES ADMINISTERING PAID FAMILY & MEDICAL LEAVE PROGRAMS

Family Values @ Work (FV@W) and the Center for Law and Social Policy (CLASP)

Wendy Chun-Hoon, director of FV@W, co-hosted a webinar along with paid family and medical leave administrators from Connecticut, New Jersey, New York, Washington state, and the District of Columbia, and guest speakers from leading research institutions for state agencies administering paid family and medical leave programs.

IMPACT SNAPSHOT

Through efforts like this, FV@W and CLASP have provided invaluable technical assistance to administrators across the country. The policy advances in Connecticut, Massachusetts, and Oregon during this project mean that more than 6.5 million workers have new access to paid family and medical leave.

The improvements to California's and New Jersey's paid leave programs will have additional positive effects: New Jersey's expansion law doubles the number of weeks for family leave, raises the percentage of wage replacement, expands job protections, and establishes an inclusive definition of family. The legislation also provides \$1.2 million annually in additional funding for outreach and education. California's expansion bill provides job protections to 2.7 million more workers.

WHAT THE SHUTDOWN TAUGHT US ABOUT PAID FAMILY LEAVE

Family Values @ Work (FV@W) and the Center for Law and Social Policy (CLASP)

Olivia Golden, executive director of CLASP, and Wendy Chun-Hoon, director of FV@W, wrote in Roll Call about how the government shutdown in early 2019 served as a sobering reminder of the need for paid family and medical leave.

TELE-TOWN HALL: REAL PAID LEAVE VALUES ALL CARE

Family Values @ Work (FV@W)

FV@W and a dozen national partners, including the National Partnership for Women and Families, hosted a national tele-town hall on paid leave to raise awareness of several bills introduced in Congress that would exacerbate income, gender, and race disparities. FV@W contrasted these proposals to more effective paid leave policies being established at the state and local levels.

IMPACT SNAPSHOT

Wendy Chun-Hoon moderated the tele-town hall and was joined by 800 interested individuals and numerous worker-leaders from among FV@W's member state coalitions. These leaders turned their remarks into letters to the editor that were published in local papers across the country.

MOMS PARTNERSHIP AND ELEVATE: NATIONAL POLICY LAB AT YALE SCHOOL OF MEDICINE

MOMS Partnership

MOMS Partnership, a program focused on reducing depressive symptoms among overburdened, under-resourced mothers, recently launched Elevate, a policy lab at Yale School of Medicine, to help equip government leaders with the tools needed to advance mental health as a breakthrough pathway to social and economic mobility for families.



APPENDIX

ASPEN FAMILY PROSPERITY INNOVATION COMMUNITY ORGANIZATION AND PROJECTS OVERVIEW

POLICY INNOVATORS

AMERICAN ENTERPRISE INSTITUTE (AEI):

AEI's body of work addresses a variety of public policy issues, including paid family leave; the roles of federal, state, and local governments in social policy; work requirements in government benefit programs; and a close examination of missing information in commonly used datasets, aiming to help Americans with low incomes build capital by developing their talents and gifts. Their goal is to formulate policies that can help Americans with low incomes move up the economic ladder and to train a cadre of up-and-coming poverty researchers who are well equipped to address the needs of the most vulnerable people in the U.S.

CENTER FOR PUBLIC JUSTICE (CPJ):

CPJ fosters multi-sector collaboration on family-supportive policies by bringing in new allies through their relationships with three key groups: families most impacted by family-supportive policies, leaders of faith-based organizations, and Christian young professionals interested in these policies. CPJ's efforts build on its

Sacred Sector programs and Families Valued Initiative, which equip Christian organizations and individuals with tools to advance policies such as paid family leave toward the goal of establishing paid leave and other family-supportive workplace policies as a cultural and legal norm for workers at all wage levels.

FAMILY VALUES @ WORK (FV@W) AND THE CENTER FOR LAW AND SOCIAL POLICY (CLASP):

FV@W, in partnership with CLASP, amplifies two-generation, state-based family and medical leave insurance solutions to inform and accelerate the movement for a national policy that covers all families. The project advances the 2Gen recommendations found in Ascend's Children & Families at the Center report, helping to establish policies that enable states to provide paid family and medical leave as a means to protect family economic security and supporting states as they design, implement, and strengthen new and existing paid family leave programs.

LEGAL AID AT WORK (LAAW):

LAAW is growing its California-based Healthy Mothers Workplace Coalition, a workgroup of multi-sector stakeholders, by bringing together employers, healthcare providers, parents, advocates, and policymakers to improve the health, economic stability, and well-being of parents and their children. The Coalition will incorporate workplace information into healthcare; incentivize employers to improve work conditions for parents; and advance family-supportive public policies at the state and local levels. It will distill this three-pronged approach into a toolkit to enable other communities to replicate its success.

NATIONAL PARTNERSHIP FOR WOMEN AND FAMILIES (NATIONAL PARTNERSHIP):

Through research, coalition building, policy analysis, and engagement with experts and families, the National Partnership is developing a framework for evaluating paid leave and paid sick days policies and their likely efficacy for improving the health, economic security, and well-being of families with low incomes. The National Partnership uses this framework to shape its research reports and communications products, and shares analysis, findings,

and recommendations with innovators, policymakers, advocates, private sector influencers, and media.

URBAN INSTITUTE:

The Urban Institute uses a whole-family approach to motivate and inform strategic policy changes in three key areas of employment-related policies: leave and disability benefits, work schedule control, and child care support. Their project seeks to identify ways in which public and employer policies can work together while benefiting children, parents, and employers. Its research was conducted in two phases — research and policy product development — structured around principles of human-centered design in order to identify gaps in current policy, create strategies to fill those gaps, and increase comprehensive family supports. The Urban Institute hopes to provide a common framework that will shift policy debates and create a collaborative policy innovation process.

COMMUNITY INNOVATORS

ALL OUR KIN:

Children's early years lay the foundation for future learning, behavior, and health and have a huge impact on brain development into adulthood. A smart and prosperous society depends upon a thoughtful and healthy population. Unfortunately, high-quality child care, especially for infants and toddlers, is in short supply and expensive. Worst of all, quality is inconsistent across programs. All Our Kin, with multiple offices in Connecticut and New York City, works to eliminate that inconsistency by building child care programs that give the youngest and most vulnerable children a strong start in life. With the support of Family Prosperity, All Our Kin will create policy recommendations for state and local leaders to ensure that high-quality and affordable child care is available widely.

CENTRAL NEW MEXICO COMMUNITY COLLEGE (CNM):

New Mexico residents include a significant number of children who experience poverty and don't have access to food at every meal time. To fight food insecurity and help students with children take control of their financial futures, CNM will teach its practical financial literacy curriculum to families in a two-generation approach. For 12 weeks, student-parents will participate in a financial literacy course offered in Spanish and English. Students and their children will receive dinner and work together on specially tailored family financial literacy homework assignments. CNM in Albuquerque is dedicated to helping students and their children achieve success.

COMMUNITY CARING COLLABORATIVE (CCC):

Creating positive outcomes for working families is a team effort. CCC brings together partners from across Washington County, Maine, to help parents raise healthy children. Because of CCC's hard work, parents continue their education, their children receive high-quality early education, and families have the foundation to feel hopeful about the future and connected to their communities. By encouraging collaboration and values-based decision making between two-generation partner organizations, Community Caring Collaborative removes barriers to well-being and increases opportunities for people to support their families and attain their dreams.

MOMS PARTNERSHIP (MOMS):

There are deep stigmas attached to mental health conditions despite many Americans experiencing one or more of those conditions. The public inaccurately tends to regard mental health as an individual matter, unconnected to social and economic mobility. The Mental Health Outreach for Mother\$ (MOMS) Partnership addresses mental health as an issue of family wellness that begins with mothers. Founded in 2010 in New Haven, Connecticut, MOMS has reduced the number of women who suffer mental health challenges by partnering with women who are under-resourced, overburdened, and struggling with depression. Mothers who complete MOMS programs have a 76 percent decrease in symptoms of depression, and a 50 percent increase in the likelihood of returning to work for 15 or more hours a week. The organization is dedicated to helping mothers get the mental health support necessary to care for their children emotionally and financially.

SPRINGBOARD TO OPPORTUNITIES (SPRINGBOARD):

Springboard connects families living in affordable housing to resources and programs that help those families accomplish their personal and professional goals. Springboard works directly with families, as well as establishes strategic partnerships with organizations that help residents identify their own challenges and participate in designing resolutions to those challenges. Springboard, headquartered in Jackson, Mississippi, is testing the impacts of a universal basic income

for affordable housing program recipients while encouraging residents to embrace their dreams as they confront their most pressing problems.

THE FAMILY PARTNERSHIP (TFP):

TFP's core purpose is to clear the path for family success, a daunting task in Minnesota where longstanding educational, economic and health disparities are increasing for African-American and American Indian families. TFP's mission is to build strong families, vital communities, and better futures for children. For over 139 years, The Family Partnership has been respected as an innovative nonprofit in the Twin Cities area that recognizes the income inequities and insufficient social services that fall disproportionately on minorities, young and old. Over one million people have benefited from TFP's specialized counseling, education, and advocacy services, which now include addressing prenatal and early childhood issues. With the support of Family Prosperity, TFP is developing a parent leadership group that will provide input to TFP's work-family support recommendations.

UNITED WAY OF GREATER CINCINNATI:

United Way fights for the health, education, and financial stability of every person in their community. United Way creates new solutions to old problems, mobilizes the best resources to fight poverty, and forges diverse partnerships with the likes of the American Red Cross, the Child Poverty Collaborative, the Jewish Federation of Cincinnati, and Funders Response to the Heroin Epidemic, among other honorable groups. United Way of Greater Cincinnati leads nearly 100 agency partners in building a network of human services to help 10,000 families move out of poverty and supports an Employer Round Table to eliminate the barriers that prevent families from earning self-sustaining wages.

UNITED TEEN EQUALITY CENTER (UTEC):

The mission of UTEC is to ignite and nurture the ambition of youth in Lowell, Massachusetts, to replace violence and poverty with social and economic success. UTEC walks alongside families as they break cycles of poverty



and violence. The organization works through policy initiatives based on its two-generational programming for young parents in the community who have had negative contact with criminal justice systems. UTEC will leverage the network and its partners to improve policies and forge stronger alliances to expand opportunities, with a focus on young fathers. Joining Family Prosperity allows UTEC to share its experience and results with highly regarded two-generation practitioners across the country to help build a pathway to a bright, stable future for children and their families.

WASHINGTON STATE BUDGET & POLICY CENTER (B&PC):

Parents know that education may catapult their children out of an environment that lack of money engenders. When parents reach their educational goals, they can set an example and break through intergenerational poverty to offer their kids a brighter future. Through the Parents Lead the Way policy innovation project, the Washington Budget & Policy Center in Seattle will develop policy solutions to dismantle barriers to opportunities available to parents participating in

WorkFirst, Washington State's version of the federal Temporary Assistance for Needy Families program. B&PC keeps equity front and center, recognizing that racial injustices in the nation are deep and pervasive. B&PC strives to advance policies to eliminate inequity and is dedicated to help parents and their children open the doors that lead to multi-generational stability and prosperity.

WEST MICHIGAN CENTER FOR ARTS AND TECHNOLOGY (WMCAT):

Located in Grand Rapids, WMCAT provides a culture of opportunity by offering adults access to career training, teens access to arts and technology, and two social enterprises. WMCAT's flexible program, My Opportunity By Design: Curating Choice in Workforce Development, provides small class sizes, experienced and empathetic faculty, and an unrelenting commitment to equity. WMCAT leverages social capital, personal leadership, choice, and extensive support to move individuals and families toward income security through partnerships with employers.



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