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**Child Care and the Labor Market Recovery:  
Defining the Challenges and Exploring Solutions**  
July 12, 2:30 p.m. to 4:30 p.m. EDT

**Speaker Biographies**

**Gina Adams** is a senior fellow in the Center on Labor, Human Resources, and Population and directs the Urban Institute’s Low-Income Working Families and Kids in Context initiatives. Her research spans a range of issues that affect the well-being of children and families. She is a national expert on child care and early education, focusing on the broad range of policies and programs affecting the affordability, quality, and supply of child care and early education, and factors affecting the ability of families with lower-incomes to access and participate in these services. Adams has led seminal work on how parents, providers, and caseworkers experience these programs, which helped inform the “family friendly” and “provider friendly” provisions of the 2014 Reauthorization of the Child Care and Development Fund. In recent years, she has broadened her focus to encompass a wider range of policies, including breaking down siloes between child care and early childhood policies and other systems that support child and family well-being, as well as understanding the range of supports needed to stabilize children and families.

**Miriam Calderón** serves as the chief policy officer at ZERO TO THREE. In this capacity, she leads the development and implementation of ZERO TO THREE’s policy agenda, priorities, and strategies that advance the goal of ensuring all babies and toddlers have a strong start in life. Calderón has a diverse set of experience in the early childhood field in the areas of program administration, policy, and advocacy. She most recently served in the Biden-Harris administration as the Deputy Assistant Secretary for Early Learning at the U.S. Department of Education. Prior to that, she was appointed by Gov. Kate Brown to serve as the early learning system director for the state of Oregon. She also served in the Obama-Biden Administration advising on early learning policy at the U.S. Department of Health and Human Services and the Domestic Policy Council. She has worked as the senior director for early childhood at the Bainum Family Foundation, as director of Early childhood education at the District of Columbia Public Schools, and as associate director for education policy at the National Council of La Raza (now UnidosUS). She began her career in early childhood working in Head Start. She is a native of Washington D.C., a

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mother of twins, and holds degrees from the University of Delaware and Portland State University.

**Philip Fisher** is a professor in the Graduate School of Education at Stanford University. He is also a Senior Fellow at the Center on the Developing Child and a member of the National Scientific Council on the Developing Child, both based at Harvard University. His research, which has been continuously funded by the National Institutes of Health since 1999, focuses on developing and evaluating scalable early childhood interventions in communities, and on translating scientific knowledge regarding healthy development under conditions of adversity for use in social policy and programs. He is particularly interested in the effects of early stressful experiences on children's neurobiological and psychological development, and in prevention and treatment programs for improving children's functioning in areas such as relationships with caregivers and peers, social-emotional development, and academic achievement. He is currently the lead investigator in the ongoing RAPID-EC project, a national survey on the well-being of households with young children during the COVID-19 pandemic. Fisher is also interested in the brain's plasticity in the context of therapeutic interventions. He is the developer of a number of widely implemented evidence-based interventions for supporting healthy child development in the context of social and economic adversity, including Treatment Foster Care Oregon for Preschoolers (TFCO-P), Kids in Transition to School (KITS), and Filming Interactions to Nurture Development (FIND). He has published over 200 scientific papers in peer reviewed journals. He is the recipient of the 2012 Society for Prevention Research Translational Science Award, and a 2019 Fellow of the American Psychological Society.

**Mary Ignatius** is the statewide organizer of Parent Voices, a parent-led grassroots organizing effort fighting to make quality child care accessible and affordable for all families. As the Statewide Organizer since August 2005, she coordinates the work of its 13 chapters and implements the leadership development model Parent Voices has crafted for over 20 years. Under her tenure, Parent Voices has won the most progressive child care eligibility policies in the nation, restored a child care program that was eliminated, and protected child care subsidies for thousands of families. Born and raised in the

Bay Area by Indian immigrants and as a mother of 2 budding feminist sons, Mary's commitment to social and economic justice is both personal and political. She holds a Master of Social Work in Administration and Social Planning from Temple University and a Bachelor of Social Work from Rutgers, the state university of New Jersey. She was a fellow of the Ms. Foundation for Women's OpEd Project-Public Voices program and received the Foundation's prestigious Woman of Vision Award in April 2016. In 2018, Mary joined the Assembly's Blue Ribbon Commission on Early Care and Education as a Community Commissioner. Her previous experience includes work with the Kensington Welfare Rights Union, Community Legal Services in Philadelphia, Instructor- City College of San Francisco, and Project SURVIVE. Mary loves to travel and is inspired by the curiosity and wonder that her sons bring to this world.

**Elisabeth Jacobs** is a senior fellow in the Center on Labor, Human Services, and Population at the Urban Institute, focusing on issues related to family economic security and economic mobility. Her previous roles include founding senior director at the Washington Center for Equitable Growth, fellow at the Brookings Institution, and senior policy advisor positions with the US Senate Committee on Health, Education, Labor, and Pensions and the United States Joint Economic Committee. Jacobs is a nationally recognized expert on family income and earnings instability, low-wage employment and job quality, and intergenerational mobility and opportunity, as well as a wide range of related policies including social insurance, labor market regulations, and safety net policies. She is a go-to source for media and policymakers looking for clear, concise, and relevant explanations of how research can inform policy debates and agenda setting. Jacobs is an elected member of the National Academy for Social Insurance and a founding member of the American Enterprise Institute-Brookings Paid Family Leave Working Group. Jacobs holds a BA from Yale University, where she served on the board of trustees for the Dwight Hall Center for Public Service and Social Justice, and a PhD from Harvard University, where she was a fellow in the Multidisciplinary Program in Inequality and Social Policy.

**Julie Kashen** is a senior fellow and director for women's economic justice at The Century Foundation, with expertise in work and family, caregiving, economic mobility, and labor.

Kashen has more than two decades of experience forwarding these issues in federal and state government and through the nonprofit sector, including helping to draft three major pieces of national legislation. As a labor policy advisor to the late Senator Edward M. Kennedy (D-MA), she helped draft and build momentum for the first paid sick days bill in Congress, the Healthy Families Act. As policy director of the three-year Make It Work campaign, she drafted a visionary child care proposal, whose principles were incorporated into the Child Care for Working Families Act. And as a senior advisor to the National Domestic Workers Alliance, she led the work to create and introduce the first ever national Domestic Workers Bill of Rights. In addition, as deputy director of policy for Senator Jon Corzine (D-NJ), she helped New Jersey become the second state in the nation to adopt paid family and medical leave. She is an active member of many child care, paid leave, and equal pay coalitions and tables. Kashen has been affiliated with The Century Foundation since 2015. Kashen holds a master's in public policy from Harvard University's Kennedy School of Government and a bachelor's with highest honors in political science from the University of Michigan. She was an adjunct lecturer on work and family issues and poverty in the United States at Rutgers, the State University of New Jersey.

**Katherine Lim** is an economist with the Federal Reserve Bank of Minneapolis, where she conducts policy-relevant research to benefit low- and moderate-income workers. Prior to joining the Minneapolis Fed, she was a financial economist with the U.S. Department of the Treasury. Her research and policy interests cover issues relating to self-employment, women's labor force participation, and the taxation of pass-through businesses. Lim received a B.A. in economics and mathematics from Macalester College and a Ph.D. in public policy and economics from the University of Michigan.

**Cheryl Oldham** is vice president of education policy at the U.S. Chamber of Commerce and is also senior vice president of the education and workforce program of the U.S. Chamber of Commerce Foundation. Through events, publications, and policy initiatives—and drawing upon the Chamber's extensive network of members—the education and workforce program connects the best minds in American business with the most innovative thinkers in education and training, helping them work together to preserve the strength of America's greatest economic resource, its workforce. Oldham has 20 years of experience in public policy development and implementation as well as in project management and government relations. Her previous

experience includes serving for 8 years in President George W. Bush's administration. In July 2008, the president designated Oldham as acting assistant secretary for postsecondary education while also serving as chief of staff to the under secretary of education. As chief of staff, Oldham was the senior adviser on policy and strategy and oversaw the coordination of the programs and policies for which the office was responsible. These included vocational and adult education, postsecondary education, and federal student aid.

**Nicole Riehl** joined Executives Partnering to Invest in Children (EPIC) as President & CEO in September of 2019. Her experience spans across the private and non-profit sectors, having begun her early childhood career as a classroom teacher at the on-site employer child care program for StorageTek in Louisville, CO. After working several years in the financial sector for a large national homebuilder, Nicole returned to early childhood and supported the quality ratings and onboarding of over 200 child care programs participating in the Denver Preschool Program after it was authorized by Denver voters in 2006. Her work grew to include the management of quality improvement initiatives and grant contracts at Qualistar Colorado, which sparked her passion for non-profit leadership and management. Most recently, Nicole held the position of Chief Operating Officer at Denver's Early Childhood Council, where she helped build a team of 35 staff and an organizational operating budget of \$5.7 million over the course of eight years. Nicole earned a bachelor's degree in Business Administration and Management from the University of Colorado at Denver and a graduate certificate in Non-Profit Management and Leadership from Duke University.

**Clare Waterman** joined Child Care Aware of America in June 2022 as the Senior Director of Research. A highly experienced researcher and evaluator, she has 15 years of experience leading studies that guide early care and education leaders and policymakers in improving outcomes for children, families, and communities. She brings extensive expertise in measurement, quantitative and qualitative research methods, policy analysis, mixed methods evaluations, research-practitioner partnerships, and technical assistance. Her research focuses on identifying strategies to improve early childhood education. Before joining Child Care Aware® of America, Waterman served as a Research Scientist for Education Development Center, where she co-founded the Partnership for Early Education Research (PEER) and led the Vermont

Universal PreK Research Partnership and Early Childhood Workforce Development Research Alliance for REL Northeast & Islands at EDC. She received a Ph.D. in Policy Research, Evaluation, and Measurement from the University of Pennsylvania's Graduate School of Education and was an Institute of Education Sciences Pre-doctoral Training Fellow from 2007–2011.