



## Considerations for an Equitable Recovery for the Expanded Learning Workforce of Basic Needs of Staff

---

The following questions should be considered to ensure the basic needs of staff are met:

- How do I/we involve frontline staff in informing the development of basic needs policies and ways to help staff access resources?
- How do I/we support staff with accessing no/low-cost child care resources for their children?
- How do I/we support staff with accessing no/low-cost health care for themselves and their families?
- What additional efforts are in place to ensure low-income staff are aware of basic needs services available?
- How do I/we ensure access to basic needs resources is confidential?
- How do I/we ensure the framing of accessing basic needs resources is not deficit based?
- How do I/we prevent staff from being reprimanded when struggling to get their basic needs met?
- How do I/we ensure wage/pay equity is a part of our agency policies?
- How do I/we ensure wage/pay equity is part of policy and advocacy efforts?

---

To learn more about this tool, visit:

[www.afterschoolnetwork.org/expanded-learning-workforce-and-covid-19-advisory-group](http://www.afterschoolnetwork.org/expanded-learning-workforce-and-covid-19-advisory-group)