



August 24, 2026

The Honorable Mike Braun
Governor of Indiana
Indiana Statehouse
200 W Washington Street
Indianapolis, IN 46204

Dear Governor Braun,

Independent Women commends your leadership in supporting Indiana's children, parents, and childcare providers through thoughtful regulatory reform. Our organization is committed to ensuring American families have an abundance of quality choices when it comes to caring for their children. By reducing unnecessary regulatory burdens on Indiana's child care providers, you have moved the state one step closer to making child care more innovative and affordable for families.

While some regulations are essential to protect children, including criminal background checks and emergency medical preparedness, [research](#) has shown that eliminating regulations that do not demonstrably improve safety or care quality can help reduce childcare costs without compromising children's well-being.

Unnecessary educational and credential requirements for childcare staff, in particular, can disqualify caring, responsible individuals who may be well-suited to working with young children simply because they lack a particular credential, shrinking the pool of available caregivers and increasing costs for providers and families without necessarily improving the care children receive. Experience, patience, compassion, attentiveness, and sound judgment are among the qualities parents and providers value most in those entrusted with the care of young children—not education. Requiring workers to spend years and potentially take on student debt to obtain credentials that are not necessary to safely and effectively care for children creates needless barriers to entering the profession.

By creating more flexible pathways for childcare professionals, your proposed reforms would give providers greater flexibility to hire capable staff, open doors to more people who want to work in child care, and help expand the supply of affordable care available to Indiana families.

We applaud you for taking action on this important issue. Indiana is demonstrating how a thoughtful, commonsense approach can expand childcare options, empower parents, support providers, and make quality care more affordable. We hope other states will follow Indiana's lead by reevaluating unnecessary education and credential requirements that restrict the childcare workforce and raise costs for families. Thank you for your commitment to the children, families, providers, and childcare professionals of Indiana.

Respectfully,

Carrie Lukas

A handwritten signature in black ink that reads "Carrie Lukas". The script is fluid and cursive, with the first letters of "Carrie" and "Lukas" being capitalized and prominent.

President

Independent Women

cc:

The Honorable Todd Young, United States Senator

The Honorable Jim Banks, United States Senator