



"TO BUILD AND SUPPORT  
A STRONG COLLECTIVE  
VOICE FOR EARLY  
CHILDHOOD  
EDUCATORS"



**ANNUAL REPORT 2019-2020**

# Message from the President and Executive Coordinator

This year has been unprecedented for the AECEO, and indeed, the world. Looking back to 2019 and early 2020 feels like a distant memory. In March 2020 when the COVID-19 pandemic hit, our sector and work was immediately and deeply impacted. In preparing this annual report, we have been reminded of all the important work that happened prior to April 2020. We wish to take this opportunity to reflect and celebrate the inspiring work of dedicated AECEO members whose unwavering support continues to strengthen our profession.

We started the year with great momentum from a collective advocacy win – securing the Provincial Wage Enhancement Grant funding for 2019-2020. Alongside our partners at the Ontario Coalition for Better Child Care and the 17,000 people who signed the petitions, we are proud to have ensured ECEs working in childcare across the province continue to receive this important subsidy. Moments like this are not to be taken for granted – they show us our collective voice is strong, our collective actions have impact, and that advocacy works. While we appreciate the PWEG does not go far enough to address the overall lack of decent work in our sector, we acknowledge it is essential to keep this in place as we advocate for a more robust policy mechanism. We, of course, did not stop there. We continued to work hard to raise the profile of early childhood educators, advocate for professional pay and decent work, push back against cuts to child care, activate our commitment to ally-ship with the support of the AECEO Guiding Committee on Truth and Reconciliation, and consult, listen and strategize alongside AECEO members and our Decent Work Communities of Practice.

As you read through the 2019-2020 Annual Report we hope you feel we've achieved our mandate – building and supporting a strong collective voice for early childhood educators so they can participate in and influence positive change that benefits ECEs, children, families and communities. We have committed ourselves to working locally to organize and cultivate capacity and leadership in order to make the ethical, caring and valuable work of ECEs visible, their societal contributions indisputable, and importantly, to build relationships which sustain us through these difficult times and challenging work.



President

Brooke Richardson, RECE, MA, PhD



Executive Coordinator

Alana Powell, RECE, HBA, MA-ECS

## **Rachel Langford PhD**

Rachel Langford's significance to the AECEO cannot be overstated. Rachel was first elected to the AECEO Board as a Member-at-Large in 2007 and served as President from 2012-2015. She returned to the Board in 2018 on an interim basis to provide further support and mentorship. Rachel retired from the AECEO Board in 2019 and continues to serve on the eceLINK Editorial Committee and as Editor of our peer reviewed collection. Rachel also served as a Co-Chair of the AECEO Guiding Committee on Truth and Reconciliation after her retirement from the Board. Among her many accomplishments for the AECEO, Rachel was instrumental in the launch and development of the Association's Professional Pay and Decent Work initiatives and the eceLINK Peer Reviewed Collection. Her contributions to the organization both as a Board member/President and volunteer/mentor are countless and invaluable. She has "been there" for the staff and the organization from Eduarda Sousa's time through to today and we are so grateful for her hard work, dedication and leadership to the staff, her fellow Board members, AECEO members and our sector partners. Rachel's strongly held beliefs in the competency of early childhood educators, the importance of their work, and our collective responsibility to ensure children, families, educators and communities are cared for has deeply informed our work and her dedication to excellence inspired us – this will stay with the AECEO as we continue on in our work.

## **Ruth Houston RECE, AECEO.C, BCD, MA**

We would like to offer our heartfelt thanks to Ruth Houston, who has served with distinction on the Board of Directors for 5 years. Ruth is a very long time member of the AECEO and during her time on the Board, has taken on a number of roles, including as the AECEO's representative to the CCCF and on many ad-hoc committees. Ruth's hard work, cogent advice, dedication and leadership will be sincerely missed by her fellow Board members, the staff and ECE professionals in Ontario.

## **Rachel Lafferty RECE, MEd, BEd, BSc, OCT**

Many thanks to Rachel Lafferty for her work as Executive Coordinator. During her time with the AECEO Rachel helped build on positive relationships and forge new ones within the ECEC community - particularly with allies in Northern Ontario. Rachel also helped to illuminate the values of the AECEO, reminding us that effective community-based work is truly collaborative

## **Shona Mills RECE, BECL, MA-ECS**

Thank you and best wishes to Shona Mills, who not only served on the AECEO Board, but also co-led the AECEO's Decent Work Community of Practice in Halton - Halton Advocates for Quality Child Care. Shona's commitment and hard work for Early Childhood Educators and the AECEO Professional Pay and Decent Work Campaign have been invaluable to the Association and the success of our campaign. We wish her all the success as she continues with her work in other areas, knowing she will always be a strong advocate for our sector.

## **Kesha Murray RECE, AECEO.C**

Our thanks and best wishes to Kesha Murray. Kesha's support of the AECEO and service on the Board of Directors is a testament to her dedication to the ECE profession and her advocacy for the professionals that we serve. We are grateful for Kesha's continued support and advocacy, and her ongoing leadership and support for others in her community.



## BOARD OF DIRECTORS

### **President**

Brooke Richardson, RECE, MA, PhD

### **Co-Secretary**

Lyndsay Macdonald, RECE, BA, MA- ECS

### **Co-Secretary**

Laura Coulman, RECE, MSC, PhD Candidate

### **Treasurer**

Shannon Sveda, RECE

### **Members at large**

Nicole Cummings, RECE, MA-CSE

Ruth Houston, RECE, AECEO.C, BCD, MA

Veronica Pacini-Ketchabaw, Ph.D

Shona Mills, RECE, BECL, MA-ECS

Kesha Murray, RECE, AECEO.C(resigned during term)

Amy O'Neil, RECE, BA

Jenn Wallage, RECE, BAA, RC

## Slate of Nominations for the 2020/2021 Board of Directors

### **President**

Brooke Richardson, RECE, MA, PhD

### **Co-Secretary**

Lyndsay Macdonald, RECE, BA, MA-ECS

### **Co-Secretary**

Laura Coulman, RECE, MSC, PhD Candidate

### **Treasurer**

Shannon Sveda, RECE

### **Members at large**

Nicole Cummings, RECE, B.A.Sc.

Priscilla Dutt, RECE, BA, MA-ECS,

Michelle Jones, RECE, B.A., MA-ECS

Nicole Land, PhD

Sherry Lickers, RECE, AECEO.C

Amy O'Neil, RECE, B.A.

Veronica Pacini-Ketchabaw, Ph.D

Candice Walker, RECE

Jenn Wallage, RECE, B.A.A., RC

## AECEO STAFF

**Executive Coordinator (until August)** Rachel Lafferty, RECE, MEd, BEd, BSc, OCT

**Executive Coordinator (from September)** Alana Powell, RECE, HBA, MA-ECS

**Office and Membership Administrator** Sue Parker

**Community Organizing & Communications Coordinator** Erin Filby, RECE



# To Our Volunteers



You inspire us and hold us up. We are better because of your dedication, talents, skills and energy. We are so grateful for your commitment to the organization, and to the work and vision we share.





# PROFESSIONAL PAY & DECENT WORK CAMPAIGN: BUILDING ECE POWER



Early Childhood Educators fighting for decent work!

This year we continued our Professional Pay and Decent Work campaign and our partnership with the Atkinson Centre for Society and Child Development, the Ontario Coalition for Better Child Care, and the Institute for Change Leaders, led by Olivia Chow. Through our project, we continued to build advocacy capacity at the local level across the province.

We recognize and celebrate early childhood educators and early years staff who hold the knowledge and experience necessary to advocate for policy change. We are so grateful for the dedication and hard work of our local Communities of Practice – together we held 45 local and provincial advocacy actions, mobilized thousands of early childhood educators, early years staff, students and families, and continued the important work of building relationships that will sustain the movement for professional pay and decent work.

While our sector came under threat, with funding cuts and the uncertainty of Provincial Wage Enhancement Grant funding, we were organized and prepared to face these collectively. We found opportunities, like the Federal election, to make the value of early childhood educators and early learning and childcare a key public issue. We were fortunate to continue to work in ally-ship with other decent work advocates like \$15 and Fairness and the Decent Work and Health Network to align our efforts, make visible that decent work affects all workers, and show we are all implicated in the fight for a more just world.

*We are so grateful to the Atkinson Foundation for their ongoing support of the AECEO's Professional Pay and Decent Work campaign.*



# COMMITMENT TO TRUTH AND RECONCILIATION

The AECEO has continued its active commitment to participate in and support the process of reconciliation with First Nation, Métis, and Inuit peoples and communities in Ontario and across Canada.

The AECEO Guiding Committee on Truth and Reconciliation invites Indigenous educators and allies to share their knowledge, traditions, and teachings. Together, we also have begun to consider and articulate the AECEO's role in the process of reconciliation in early childhood and our responsibility to provide culturally safe opportunities for First Nations, Métis, and Inuit educators to have a voice within the AECEO. We have collaborated on a public statement and action plan to make visible and accountable our commitment to truth and reconciliation. We were also pleased to inaugurate a standing column in the AECEO's publication, the eceLINK, for contributions from the Guiding Committee.

We continue to reach out to our membership and their networks to invite Indigenous Early Childhood Educators, community leaders, and Elders to join the Truth and Reconciliation Guiding Committee. If you are interested in participating, please contact us at [info@aeceo.ca](mailto:info@aeceo.ca).



The eceLINK has continued to offer important sector information and professional learning for our members. This year, our open access peer reviewed content provided all Early Childhood Educators, students, academics, and the general public with abstracts and full text downloads. This increased the reach of the eceLINK, but also importantly amplified the reach of the voices of our contributors – which we are proud to say includes many ECEs.

We also introduced a new standing contribution column from the AECEO Guiding Committee on Truth and Reconciliation. The first contribution, *Walking Together in Reconciliation*, explored the question “What can leaders and educators in the ECE sector do to respond to the TRC Calls to Action?” As project partners, we were grateful for the opportunity to publish a special issue on Human Resource Innovation, highlighting the work of The National Network for Early Learning and Child Care Human Resources Innovation and Decent Work, led by the Ontario Coalition for Better Child Care. This issue addressed Human Resource issues in the ELCC sector, specifically focusing on recruitment and retention and creating Decent Work for early childhood educators and child care workers.

We would like to thank the Editorial Committee and the reviewers for their invaluable contribution to the eceLINK:



#### Editorial Committee Members:

Rachel Langford, RECE, PhD, Editor – Peer Reviewed Collection  
Brooke Richardson, RECE, PhD, Co-Chair – Publication  
Laura Coulman, RECE, PhD Candidate, Co-Chair – Publication  
Veronica Pacini-Ketchabaw, PhD  
Goranka Vukelich, RECE, PhD  
Shani Halfon, RECE, MA-ECS



We would also like to thank all of the organizations that have advertised in the eceLINK this past year – your contribution is appreciated! If you are interested in advertising in the eceLINK, please contact us at [info@aeceo.ca](mailto:info@aeceo.ca).



Child Care  
Brigade at Equal  
Pay Day Rally  
April 9

**863**  
New  
Members

**7**  
Strategy  
Sessions

**45**

Provincial and Local  
Advocacy Actions by Decent Work  
Communities of Practice

Budget  
Watching Party  
April 11



Press  
Conference  
against Ford's  
cuts to childcare  
May 7

Petition launch  
with OCBCC to  
stop the cuts

**2097**  
New Campaign  
Supporters

**Advocacy Win!**  
**Wage  
Enhancement  
Grant is  
continued**

**12**  
College Class  
Talks

ICL/AECEO  
Advocacy  
Training  
London, ON  
June 2





# A YEAR IN REVIEW

**Submission to the Regulatory Registry Consultation: Proposed Regulatory Amendments under the Child Care & Early Years Act, 2014 & Education Act**

Press Conference with OCBCC – stop the cuts to childcare  
June 5



Summer Institute  
Panel: Key elements of defining and sustaining an ECE workforce  
June 17

**5**  
**Community Organizing Trainings**

**13**  
**Government/ Stakeholder Meetings**

**7**  
**Online Learning Workshops/ Modules**

**AECEO begins partnership with Western University to support in leading the Provincial Centre of Excellence**

Vote Child Care canvassing training and neighbourhood canvassing  
July 17



Partnership with OCBCC on an Early Learning and Child Care (ELCC) Innovation project: A national network on early learning and child care human resources innovation and decent work

AECEO's Ontario Early Childhood Decent Work Charter presented to 713 people, across BC, Saskatchewan, Manitoba, Ontario and Newfoundland, and in 15 Student Presentations through ELCC Innovations Grant partnership with the OCBCC



Launch  
VoteChildCare –  
public education  
campaign leading  
up to the Federal  
elections

**October 15-21 - Advocacy Actions  
for the 3rd Annual Week of Action  
for Child Care Worker and Early  
Childhood Educator Appreciation  
Day, “Vote Child Care”**

## 26

**Organizing Meetings with  
Decent Work Communities of  
Practice**

Student led  
event - Take  
Action, Vote Child  
Care  
Oct 10



AECEO allies with  
Decent Work and Health  
Network, advocating for  
increased access to paid  
sick and emergency  
leave days

**52**  
**E-Blasts  
Sent**

**AECEO Confirms  
2020 Provincial Wage  
Enhancement Grant  
funding**

**AECEO 2020 Ontario  
Pre-Budget  
Submission**

Co-Hosts: A Child Care  
Uprising in Ontario?  
Learning From the  
Barnehaegopprør in  
Norway – A Lecture and  
Discussion  
Jan 15

**CHILD CARE  
UPRISING  
IN ONTARIO?**

LECTURE AND DISCUSSION:  
**LEARNING FROM THE  
BARNEHAGEOPPRØR  
(KINDERGARTEN UPRISING)  
NORWAY**  
FOR SOCIAL INNOVATION - ANP  
ST

# A YEAR IN REVIEW

**6**  
Conferences

**AECEO partners with  
OCBCC to launch HR  
Innovations Tool-Kit**

AECEO supports  
DECEs with job  
action - Rally for  
Education



1st AECEO  
Kindergarten  
Summit  
- 200 attendees  
Mar 7

**114**  
Donations  
Received

International  
Women's Day  
March Child Care  
Brigade - Toronto  
Mar 8



AECEO releases  
statement on COVID-  
19, including demands  
to Provincial  
government to support  
ECEs and early years  
staff

AECEO and OCBCC  
launch email campaign  
to Education Minister  
Stephen Lecce and  
local MPPs re:  
emergency response to  
COVID-19



# COMMUNITY PARTNERS

Thank you to the many community partners  
and collaborators we have worked with...

Affiliated Services for Children and Youth  
Algonquin College  
Association francophone à l'éducation des services  
à l'enfance de l'Ontario  
Andrew Fleck Children's Services  
Association of Community Organizations  
for Reform Now (ACORN)  
Atkinson Centre for Society and Child Development  
Atkinson Foundation  
Brock University, Faculty of Education  
Campaign 2000  
Canadian Child Care Federation  
Canadian Union of Public Employees Ontario  
Centennial College  
Centre d'excellence francophone  
Centre pour enfants Temiskaming Child Care  
Child Care Now  
Child & Community Resources Sudbury  
Child Development Resource Connection Peel  
Childcare Resource & Research Unit  
Childreach  
College of Early Childhood Educators  
Collège Boréal  
Conestoga College  
Compass Early Learning and Care  
CUPE Local 2484  
CUPE Local 503  
Decent Work and Health Network  
Discovery Early Learning and Care  
Early Childhood Community Development Centre  
Early Childhood Resource Teacher Network of Ontario  
Equal Pay Coalition  
Family Day  
Family Supports Institute Ontario  
Fanshawe College  
Fight for 15 & Fairness  
Francophone Centre of Excellence for Early Years  
and Child Care  
George Brown College  
George Brown College Student Advocates for Early  
Childhood Education  
Georgian College  
Halton Poverty Roundtable  
Home Child Care Association of Ontario  
Humber College  
Indigenous Centre of Excellence for Early Years  
and Child Care  
Immigrant Women Integration Program

Indigenous Centre of Excellence for Early Years  
and Child Care  
Institute for Change Leaders  
Little Lions Waldorf Daycare & Kindergarten  
Lawson Foundation  
Math Knowledge Network  
Metis Nation of Ontario  
Milton Community Resource Centre  
Mohawk College  
Mothercraft College  
Niagara College  
Ottawa Child Care Association  
Ontario Coalition for Better Child Care  
Ontario Early Years Centre Provincial Network  
Ontario Institute for Studies in Education,  
University of Toronto  
Ontario Nonprofit Network  
Oshki-Pimache-O-Win Wenjack Education Institute  
Ottawa Catholic District School Board  
Owl Child Care Services of Ontario  
Provincial Centre of Excellence for Early Years  
and Child Care  
Ryerson University, School of Early Childhood Studies  
Science of Early Child Development/Red River College  
Seneca College  
Secretariat for the Centres of Excellence for  
Early Years and Child Care  
Service à l'enfance Aladin Child Care Services  
Sheridan College  
Six Nations Child Care Services  
St. Clair College  
St. Lawrence College  
St. Stephen's Community House  
The Halton Resource Connection  
Toronto Child and Family Network  
Toronto Catholic District School Board  
Toronto Coalition for Better Child Care  
Toronto District School Board  
Toronto East Enders for Child Care  
Treetop Children's Centre  
Tungasuvvingat Inuit  
University of Guelph-Humber  
Waterloo Region District School Board  
Western University  
Woodgreen  
YWCA Ontario  
York Child Development and Family Services Inc.

# OUR GRATITUDE TO OUR DONORS

We would like to recognize and thank the following individuals whose donations have made a significant impact on the work we do. We are grateful for your donations and support.

Thank you!

Lena Aghaian  
Raghad Alaboosi  
Jennifer Allen  
Sohana Amin  
Dianne Archer  
Jade Armstrong  
Delia Avarell AECEO.C  
Marina Badillo Alonso  
Fetouh Bakiry  
Renee Bancroft  
Peggy Basson  
Bernice Bastaldo  
Michelle Beck  
Eleonore Benesch AECEO.C  
Mehr Biri AECEO.C  
Loretta Bonilla  
Adam Bosilac  
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Joanna Campbell  
Connie Cantin AECEO.C  
Lynn Carlson AECEO.C  
Centre pour enfants  
Timiskaming Child Care  
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Kai Hong  
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(1933-2019)  
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Romana Huq  
Eugema Ings AECEO.C  
Sandra Ings  
Janet Johnson Dawson AECEO.C  
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Karen McEwing-McConnell AECEO.C  
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Patricia Pemberton  
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Maria Rosana Ramos  
Shallu Randhawa  
Lorena Romero Wetzell  
Jhorna Rozario  
Tracy Saarikoski AECEO.C  
Jessa Ruth Sadia  
Noel Samuel (on  
behalf of Lilly Samuel)  
Mikayla Scornaienchi  
Krishani Shanthamoorthy  
Gaylene Shaw AECEO.C  
Norma Smith AECEO.C  
Mackenzie Snell  
Geraldine Soverano  
Aleleh Tamizi  
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Julia Weiche AECEO.C  
Alicia Wilson  
Tianjiao Xu  
Heather Yeo AECEO.C  
Nermeen Yousef  
Leah Yuyitung AECEO.C  
Ruby Zahid

## We're Stronger Together - Join the AECEO

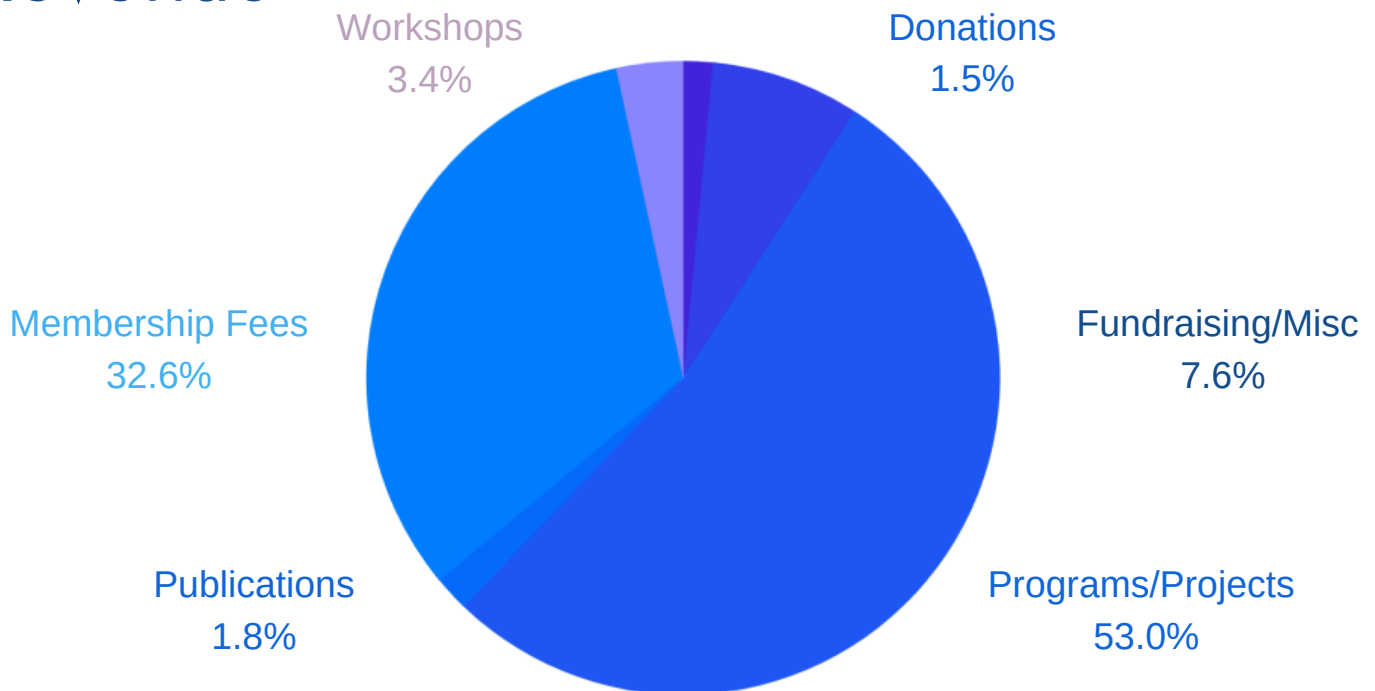
The Association of Early Childhood Educators Ontario continues to build a strong collective voice for all Early Childhood Educators.

With 53,800 Registered ECEs in Ontario, we make a difference when we come together.

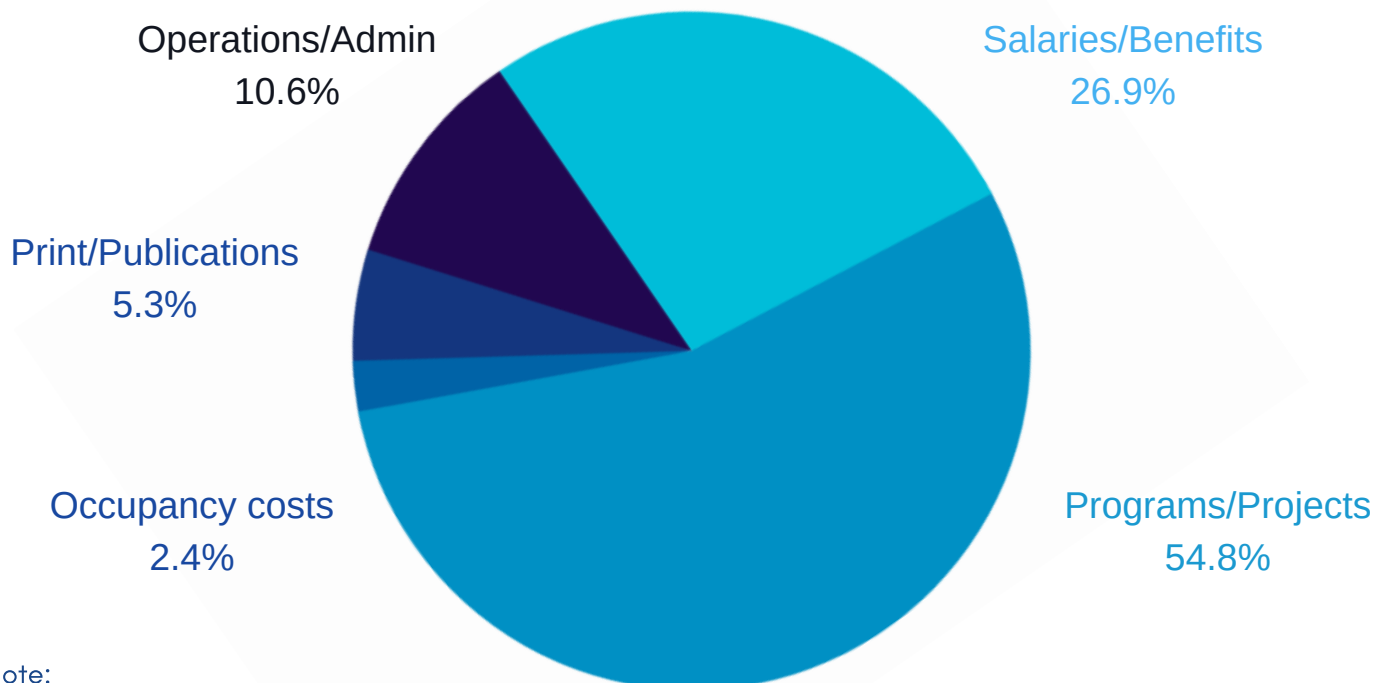
Please join or renew your membership with the AECEO so that we can continue advocating for all ECEs in the province.

# FINANCIALS 2019-2020

## Revenue



## Expenditures



Note:

- Salaries & Benefits are net of program allocations
- Occupancy costs are net of recoveries