
AECEO

ANNUAL REPORT

2020/2021

"2020-2021 HAS BEEN NOTHING LESS THAN A COMMUNITY EFFORT"

– every campaign, every initiative, and every success was possible because of the
work we did together"

It is difficult to encapsulate the challenges and opportunities that the 2020-2021 year brought for the AECEO, our members and volunteers, and our sector. 2020-2021 has tested our strength, collaboration, resiliency, and our voice. We are proud of the unwavering commitment of our members, volunteers, and the sector in taking on the challenges COVID brought with it, in coming together as a community, and in standing strong in our advocacy.

Our work in 2020-2021 has been nothing less than a community effort – every campaign, every initiative, and every success was possible because of the work we did together. In responding to the uncertainty of COVID-19 and the closing/reopening of programs across the early learning sector we came together to share experiences, stories, and information in provincial webinars, Community of Practice meetings and Coffee & Conversations. We listened to your voices and concerns, thought together about solutions, and through a number of Reports, Policy Recommendations and meetings brought these directly to the Ministry of Education. Together we pushed back against regulatory changes that threatened the stability and quality of the child care sector. We built new relationships and began important advocacy work through the Kindergarten Conversations. We worked intentionally to raise the voices of Black and racialized ECEs, whose intersectional needs are so often marginalized in policy and advocacy. We worked collaboratively to advance voices from Indigenous communities across Ontario and build relationships that inspire and guide us. We have committed to being better allies and advocates. We did all of this collaboratively. We know that together we are stronger, and this year has shown us just how strong we can be.

As you review the Annual Report for 2020-2021, we invite you to not only reflect on what monumental transition, change, and disruption our sector has endured, but also, how much we were able to achieve, how many new connections and relationships were built, and how we came together to care for one another. And throughout this, we raised your concerns, built our collective voice, and advocated for professional pay and decent work. This was all possible because of the support of our members, donors, and volunteers – thank you for all you do. You are not only heroes for children, families, and communities, but also your profession.



President

Brooke Richardson, RECE, MA, PhD



Executive Director

Alana Powell, RECE, HBA, MA-ECS

OUR GRATITUDE & BEST WISHES

Your input has been invaluable, and we are grateful for your service.

We wish you all the best in your future endeavors.

Laura Coulman

We would like to offer our heartfelt thanks to Laura Coulman, who has served with great dedication since 2015 and is retiring from the Board upon reaching her 6 term service limit. Laura has served with distinction in many capacities and roles, including Co-Secretary, as the AECEO representative to the CCCF and as a member of the eceLINK Editorial Committee.

Laura's commitment to ECEs, and her comprehensive knowledge of the sector, have provided strong leadership for the AECEO's work through numerous organizational initiatives and much change. Her distinctive approach and ideas on public policy issues have been an inspiration to the staff and her fellow Board members.

We wish Laura the very best as she moves forward in her academic and professional journey, and we know that she will continue to be a great advocate for ECEs and the AECEO. Laura's kindness, leadership, insight, positivity, and humour will be sincerely missed by all.

Nicole Cummings

Our sincere gratitude to Nicole Cummings, who has not only served on the AECEO Board, but also founded and leads the AECEO's Community of Black ECEs. Nicole has also served on the Membership and Professional Learning Committees and the Guiding Committee on Truth and Reconciliation. Nicole plans to focus her work on the Community of Black ECEs and will continue to work with the AECEO in that capacity. Nicole's commitment and hard work advocating for Early Childhood Educators in the face of silence and dissent and on the AECEO Professional Pay and Decent Work Campaign have been invaluable and we look forward to our ongoing work together.

Nicole Land

Thank you to Nicole Land for her service on the Board and on the Editorial and Professional Learning Committees over this past year. Nicole's knowledge and commitment to collaborative activism for ECEs has contributed greatly to our work, spurred many important critical conversations, and helped to bolster our efforts and think otherwise about our work to further the professional learning landscape for RECEs in Ontario.

OUR GRATITUDE & BEST WISHES

Your input has been invaluable, and we are grateful for your service.
We wish you all the best in your future endeavors.

Veronica Pacini-Ketchabaw

Many thanks to Veronica Pacini-Ketchabaw for her service on the Board, on the Editorial and Professional Learning Committees and the Guiding Committee on Truth and Reconciliation. Veronica also worked as guest editor for the innovative eceLINK peer reviewed special issue on Common Worliding in Early Childhood Education. We are grateful for Veronica's many contributions, critical questions, and for the insightful pedagogical perspective she brought to the Board and committees.

Candice Walker

Thank you to Candice Walker for her service on the Board and on the Professional Learning and the Child Protection Committees. We are grateful for Candice's commitment to advocacy and elevating the important voices of ECEs which has contributed greatly to the AECEO's work. Candice's commitment to social justice and equity has been visible across the AECEOs work. She has been an active participant in the AECEOs Kindergarten Conversations, is a dedicated member of the Community of Black ECEs, and a leading member of Early Years Professionals Rise up TO and we look forward to continuing to work with her in those capacities.

BOARD AND STAFF

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Shannon Sveda MA, RECE

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Lyndsay Macdonald, RECE, B.A., MA ECS

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Priscilla Dutt, BA (ECE), MAECS, RECE

Michelle Jones RECE, M.A.

Nicole Land PhD

Sherry Lickers RECE, AECEO.C

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Veronica Pacini-Ketchabaw, Ph.D

Candice Walker RECE

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

Alana Powell, RECE, HBA, MA-ECS: Executive Director

Erin Filby, RECE: Community Organizer Decent Work Campaign

Sue Parker: Office Administrator and Membership Coordinator

OUR THANKS TO OUR VOLUNTEERS

This year more than any other, we are grateful to our volunteers.

We have seen your rise, past weariness, past burn-out, past real fear, and past heartache, and take up the work of changing the world for yourselves and others. You have not risen alone, and we see that you have built and sustained communities, and have carried them with you, and been carried in your turn.

We could not be more proud to work with you all. You sustain us and inspire us, and we are so grateful for your commitment to the organization, and to the work and vision we share.

Thank You

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 over 57,000 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.

PROFESSIONAL PAY & DECENT WORK CAMPAIGN:

Building ECE Power in a challenging year

ECEPower has never been more visible! With the support of our project partners the Ontario Coalition for Better Child Care and Atkinson Centre for Society and Child Development and our allies at the Institute for Change Leaders, we were able to adapt and adjust our 2020-2021 work to meet the needs of the ECE community. We certainly had not planned ahead for the pandemic, but through our project work we were able to respond, support, and advocate in more collaborative and unified ways than ever before. It has never been more important that ECE voices are heard, are leading, and are asking critical questions to advance our sector. We will not be silent, we must continue to raise our voice and demand better, for children, families, communities and our profession.

Over the last year the Communities of Practice (CoPs) have been incredible leaders, advocates, and supports for their communities. CoPs were tremendously successful in leading, supporting, and engaging their communities during what has been the hardest time our sector has ever faced. The CoPs created places for people to come together during a time of deep uncertainty – people felt supported, connected, empowered, and better informed. And the CoPs engaged in amazing local advocacy to support their community, including meetings with local Public Health Units, meetings with MPs and MPPs, hosting more frequent community meetings and Coffee and Conversation opportunities. The CoPs were also indispensable in engaging their communities and mobilizing behind the Reopening to Recovery report, the #RisingUp Campaign, the CCEYA regulation campaign, the Vaccine campaign and the Forgotten on the Frontlines report, all of which were possible through the Decent Work Project. We are also grateful to have continued our work creating opportunities to connect, share, and strategize advocacy initiatives with Kindergarten ECEs through our Provincial Kindergarten Conversations. This is only a summary, our year in review section gives further insight into the depth of our work and what's become possible through this project.

We know this year was challenging and so we must celebrate our victories. Together we successfully pushed back against changes to the CCEYA that would have compromised our profession and fought to get ECEs prioritized in Ontario's vaccine roll-out. These victories matter – especially under such challenging circumstances. ECEs, child care workers and providers have been a steadfast support and comfort to children, families, and communities throughout the pandemic. And you have done even more, you committed and participated in advocacy, and it made a difference. These victories are possible because of our collective voice and work. We are stronger together. With the generous support of the Atkinson Foundation, our project partners and allies, and amazing members and volunteers, we will continue to center and raise your voice to advocate for professional pay and decent work for all ECEs.

COMMITMENT TO TRUTH AND RECONCILIATION

The work of the AECEO Guiding Committee on Truth and Reconciliation.

It is with tremendous gratitude we wish to thank all members of the AECEO Guiding Committee on Truth and Reconciliation. This year has undoubtedly been challenging, and the commitment of the Committee to supporting, listening, and caring for one another has been incredible. Throughout the year we have slowed down our work, been thoughtful and intentional, and created opportunities for everyone to share, to heal, and to grow together. Our deepest thanks to Elder Brenda Mason for her ongoing teachings, guidance, and support.

We are grateful to the Committee for their contributions to the eceLINK, publishing *Awakening and Coming to Know Indigenous Pedagogies*, *Exploring Indigenous pedagogies connected to experiential learning in relation to Mother Earth*, and *Sharing the Experiences of Indigenous Educators and Communities During COVID-19*. We are also proud to have published the AECEO Public Position and Action Plan on Truth and Reconciliation in the eceLINK Summer 2020 Issue.

We invite our members to share the work of the Guiding Committee amongst your networks. And, as always, we extend an invitation to Indigenous Early Childhood Educators, community leaders, and Elders to join the Guiding Committee. If you are interested in participating, please contact us at info@aeceo.ca



The eceLINK is a publication of the Association of Early Childhood Educators Ontario (AECEO)

The eceLINK provides important sector information and professional learning for our members. This year, we continue to offer open access peer reviewed content to all Early Childhood Educators, students, academics, and the general public with abstracts and full text downloads.

This year's issues included these peer-reviewed articles:

- An Outcome Evaluation of a Professional Development Opportunity Focusing on Sexuality Education for Early Learning Professionals
- ECEs Early Experiences in Full-Day Kindergarten: "They Just Weren't Ready for Us!"
- How Early Years Professionals can Inform an Early Years Policy Framework Prototype
- The Making of Paths: How Movement Forms Plant-Child Relations Indoors

And an open article available to the public on *Awakening and Coming to Know Indigenous Pedagogies*

A YEAR IN REVIEW - BY THE NUMBERS

You rallied, learned, gave your input, joined, campaigned and consulted, we could have done none of this without you

2 MAJOR RALLIES

You joined thousands of educators to raise your voices for change.

3 MULTI-PART TRAINING SERIES

You came to learn with us, with topics including advocacy training with the Institute for Change Leaders and discussions on Addressing Anti-Black Racism in Early Childhood Education with the Community of Black ECEs.

5 SURVEYS

4000 of you told us your thoughts and experiences in the *Returning to Work: ECE and early years staff perspectives* survey. That data has been invaluable.

9 REPORTS & SUBMISSIONS

You informed our reports, including *From Reopening to Recovery*, and “An insult to educators, children and families” as well as our federal and provincial pre-budget submissions.

10 WEBINARS

You joined webinars to make your voices heard, to stay up to date on changes, and to plan advocacy with us.

12 CAMPAIGNS

You participated in 12 different campaigns during this year, from demanding pandemic pay for emergency child care workers, to making videos to protest the proposed changes to the Child Care and Early Years Act (CCEYA), to winning vaccine priority for all early years workers. Even when tired, overstretched and afraid, you brought your creativity, spirit, and sense of justice to every part of every campaign, from planning stages to victories.

8 COMMUNITY CONSULTATION EVENTS

You shared your thoughts, worries, experiences, and enthusiasm with us, and with other educators. We listened to your voices and concerns, we thought together about solutions, together we celebrated victories, held space for grief, and built a community where we all belong.

A YEAR IN REVIEW - TIMELINE

A sample of the work of the AECEO has undertaken this year

APRIL 2020

April 6 -
At-home
learning
begins

APRIL 20/21 - INAUGURAL COFFEE & CONVERSATION MEETINGS

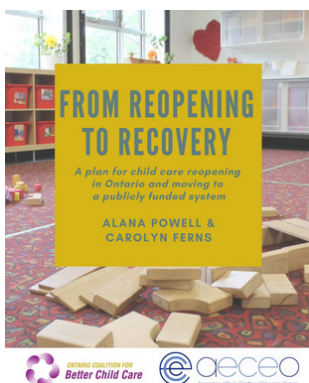
"Don't be silent...we are listening. You are not invisible... we see you. You are not alone... we are stronger together" Nikki, CoP Lead North Bay.

APRIL 24 - OPERATORS WEBINAR

We brought together three operators from diverse settings for an interactive, facilitated discussion about how they are responding to the context, questions they are grappling with, and strategies they are using in making decisions.

MAY 5 - SURVEY RETURNING TO WORK: ECE AND EARLY YEARS STAFF PERSPECTIVES

The survey garnered 4000 responses and informed much of the subsequent work of the year.



MAY 27 - REPORT : FROM REOPENING TO RECOVERY

Informed by the Returning to Work survey, and considerable community consultation, the report and accompanying MPP letter campaign launched

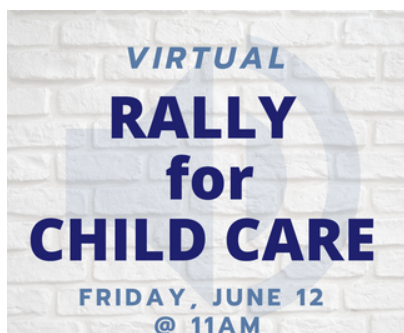
MAY 14 - WEBINAR: VOICES FROM EMERGENCY CHILD CARE AND NEXT STEPS FOR ADVOCACY

Responding to ECEs concerns and uncertainty, we highlighted the experiences of educators and operators in emergency child care.

June 9 - Minster Lecce announces reopening of child care on June 12

JUNE 12 - VIRTUAL RALLY FOR CHILD CARE

The Province's 'reopening plan' missed the mark, we rallied to demand support and funding for programs to allow them to reopen in a safe way and provide the quality experiences that Children, families, and educators deserve.



Atkinson Centre for Healthy and Child Development | aeceo | Ontario Coalition for Better Child Care

JULY 24 - AECEO SUBMISSION ON CCEYA 5-YEAR REVIEW

An opportunity to raise the voice of ECEs and address specific areas of concern identified by the profession. We asked AECEO members what opportunities and barriers they experienced in practice and what they would recommend.

July 10 - 5-year review of the Child Care and Early Years Act (CCEYA) opens

A YEAR IN REVIEW - TIMELINE

A sample of the work of the AECEO has undertaken this year



"There is no one more equipped to determine what is needed for the success of a program, than those who are working in it"

"Educators need to be valued - period"



**Rising Up
for
Child Care**

Oct 2nd - Proposed
Regulatory Amendments to
CCEYA Released

OCT 19 - CCEYA PROPOSED AMENDMENTS - RESPONSE TOOLS LAUNCHED

Many of the proposed amendments found to be detrimental to children, families, educators, and the future of the sector. We launched tools including an analysis, survey, and response template to empower ECEs to voice their dissent

DEC 1- STOP THE CHILD CARE CHANGES VIDEO CAMPAIGN

We asked the ECEC community to show us how you felt about the changes and shared a series of collaborative videos created from the amazing, heartfelt submissions.

SEPT 24 - RISING UP FOR CHILD CARE! CAMPAIGN LAUNCH

The #RisingUpForChildCare campaign put the focus on frontline ECEs and staff, parents and families experiencing the child care crisis, allowing them to share their stories and be heard.

Sept 23 - Historic mention of child care in Speech from the Throne

SEPT 23 - INAUGURAL AECEO WEBINAR - DECENT WORK AND PEDAGOGY

The Seneca lab school team, alongside the AECEO, considered the conditions that make pedagogical work possible, and how they connect to advocacy.



Nov 9 - the AECEO marks
70th birthday

NOV 12 REPORT - "AN INSULT TO EDUCATORS, CHILDREN AND FAMILIES"

The report was informed by an online survey about the changes with 2,443 respondents. The survey found overwhelming opposition to most of the proposed regulatory changes.

NOV 16- WEEK OF ACTION TO STOP THE CHILD CARE CHANGES

The AECEO and OCBCC held a Week of Action to #StopTheChildCareChanges. To ensure the Ministry heard from ECEs before the consultation period closed. We encouraged educators and allies to share their perspective and advocate for the profession and the sector.

Countdown to
STOP THE CHANGES

WEEK OF ACTION

Mon: Email YOUR submission
Tues: Call your MPP!
Weds: Twitter Storm
Thurs: Share Your Submissions
Friday: Listen Up Lecce!
Call out to Minister of Education



A YEAR IN REVIEW - TIMELINE

A sample of the work of the AECEO has undertaken this year

JAN 21 - OPEN LETTER - PROTECT AND RESPECT

The AECEO, along with our partner organization the OCBCC, are launched an open letter to Premier Ford and Minister Lecce with 10 ways they can protect and respect early childhood education and care in Ontario.



MARCH 8 - INTERNATIONAL WOMEN'S DAY

With the theme: "SHEROS PERSIST" we celebrated educators and other front line workers by joining a virtual rally on International Women's Day.

Mar 24 - Ontario Budget announced, no increase in funding or supports for the early years sector

FEB 23 - AECEO WEBINAR - WHAT IS PLAY?: SHIFTING LEARNING EXPERIENCES IN THE VIRTUAL KINDERGARTEN LEARNING ENVIRONMENT

This webinar was designed to bring together Kindergarten educators interested in exploring teaching and learning approaches that support early learners in a virtual learning environment.

APRIL 13 - VACCINATE ECES AND CHILD CARE WORKERS CAMPAIGN

We called on the Ontario Government to immediately offer vaccination to all staff and providers working in early years, child care settings and schools.



APRIL 19 - FEDERAL BUDGET WATCH PARTY

We joined our friends from the OCBCC and the Institute for Change Leaders to celebrate the announcement of an historic and transformative \$30B investment into the creation of a Canada-wide child care system.

COMMUNITY PARTNERS

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

Association francophone à l'éducation des services à l'enfance de l'Ontario
 Andrew Fleck Children's Services
 Atkinson Centre for Society and Child Development
 Atkinson Foundation
 Brock University, Faculty of Education
 Canadian Child Care Federation
 Canadian Union of Public Employees Ontario
 Centennial College
 Child Care Now
 Childcare Resource & Research Unit
 College of Early Childhood Educators
 Compass Early Learning and Care
 CUPE Local 2484
 Decent Work and Health Network
 Discovery Early Learning and Care
 Early Childhood Community Development Centre
 Equal Pay Coalition
 Family Supports Institute Ontario
 Fanshawe College
 George Brown College
 George Brown College Student Advocates for Early Childhood Education
 Home Child Care Association of Ontario

Humber College
 Immigrant Women Integration Program
 Institute for Change Leaders
 Justice for Workers
 Licensed Child Care Network
 Little Lions Waldorf Daycare & Kindergarten
 Math Knowledge Network
 Metis Nation of Ontario
 Ontario Aboriginal Head Start Association
 Ontario Coalition for Better Child Care
 Ontario Nonprofit Network
 Ontario School Board Council of Unions (OSBCU)
 Ryerson University, School of Early Childhood Studies
 Rising Oaks Early Learning Ontario
 Seneca College
 Service à l'enfance Aladin Child Care Services
 Sheridan College
 Today's Family
 Toronto Community for Better Child Care
 Treetop Children's Centre
 Tungasuvvingat Inuit
 Waterloo Region Designated Early Childhood Educators Local
 Western University

Our thanks to these organizations for their contributions to the eceLINK:

Biigtigong Nishnaabeg Children & Family Learning Centre
 Waabogonee EarlyON Child and Family Centre
 Ontario Aboriginal Head Start Association
 Ska:na Family Learning Centre
 Mnidoo Mnising Sharing & Learning Centre for All, Kenjgewin Teg

DONORS

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

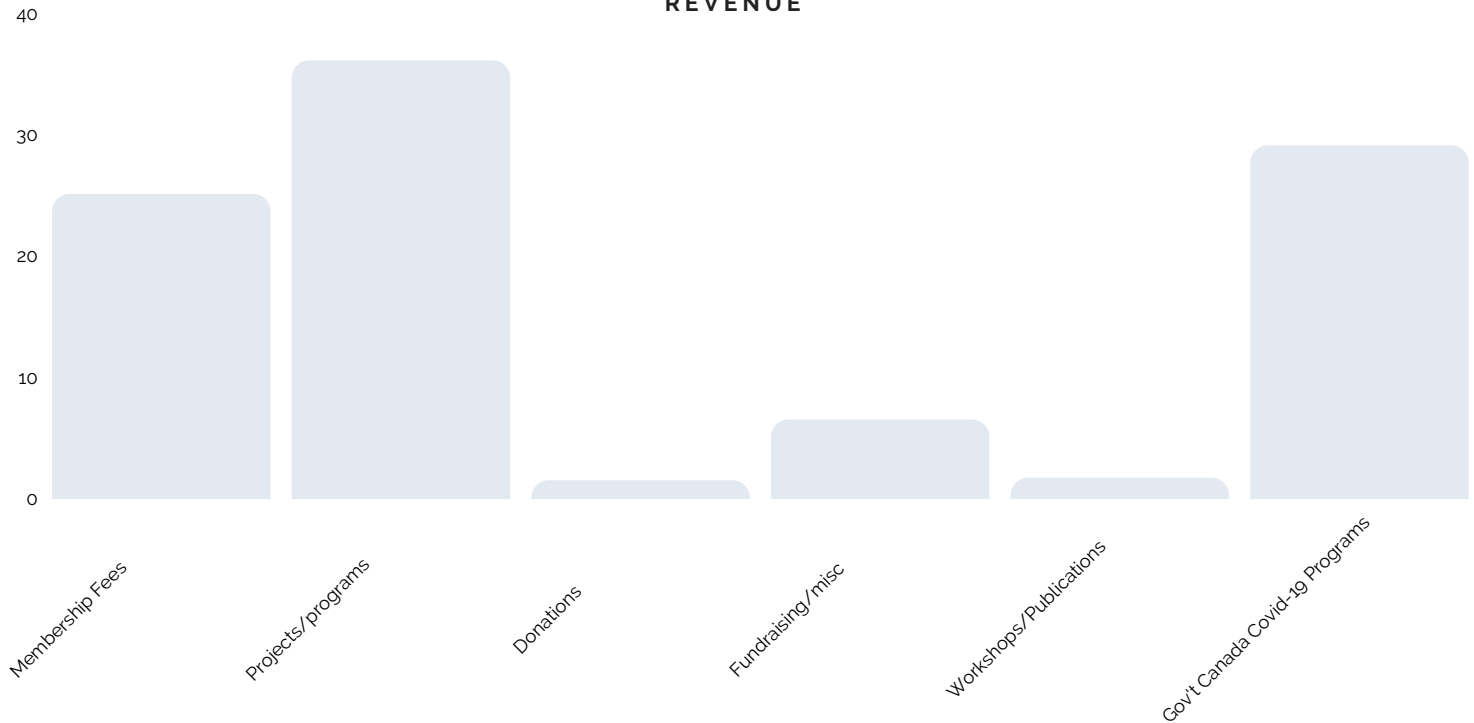
Adetoyinbo Adegbolu	Kim Hiscott AECEO.C	Nilab Rahmani
Zaynab Ali	Dawnette Hoard	Maisie Rae Santos
Jade Armstrong	Margaret Hoffman AECEO.C	Valerie Rhomberg AECEO.C
Alice Atell	Stacy Holt	Lorena Romero
Delia Avarell AECEO.C	Gail Hunter	Laurel Rothman
Marina Badillo Alonso	Fehmeed Zehra Hussain	Tracy Saarikoski AECEO.C
Eleonore Benesch AECEO.C	Lauren Inglese	Antonietta Sampogna
Mehr Biri AECEO.C	Madiha Jamil	Sharmila Sarker
Celine Bourbonnais-MacDonald	Sonya Janssens AECEO.C	Courtney Scott
Kadiatu Braima	Regina Jetleb	Aileen Lesley Serra
Cindy Brown AECEO.C	Marsha Johnson AECEO.C	Service À l'enfance Aladin Child
Alison Brownrigg	Janet Johnson Dawson AECEO.C	Care Services
Kimberly Burns AECEO.C	Alidane Joson	Monica Sharma
Ellen Cameron	Caroline Joyce AECEO.C	Gaylene Shaw AECEO.C
Norma Chambers AECEO.C	Yelena Kaminer	Geraldine Vida Soverano
Monica Chauvet AECEO.C	Diane Kashin AECEO.C	Melodie Spencer AECEO.C
Dianne Christie AECEO.C	Michelle Keshinro	Storypark (on behalf of Andrew
Pasa Cikota	Stephanie Kirschner Mattern	Fleck Children's Services)
Bernice Cipparrone-McLeod	Kimberly Kivi	Lauren Thatcher
Deanne Clarke AECEO.C	Alison Lake	Marvet Thompson
Laura Coulman	Mary Lou Lamont	Nga To
Sara Darling	Norma Laughlin AECEO.C	Marie Tolentino
Bonnie Dawson	Joyce Liao	Catherine Tom
Sue Dorotea AECEO.C	Goretti MacDonald	Barbara Tronzo
Sashi Dugalic AECEO.C	Rachel MacDougall Faussett	Caitland Tuinstra AECEO.C
Terralyn Durocher AECEO.C	Lois Mahon AECEO.C	Taylor Vass
Sandra Fazio AECEO.C	Karen McEwing-McConnell AECEO.C	Maria Luisa Venegas
Veronica Ferguson AECEO.C	Tammy Mitchell	Vonny Wanantara
Robert Fleischer	Chrystal Morden AECEO.C	Christine Warner AECEO.C
Joanne Flynn	Donna Mortimer	Julia Weiche AECEO.C
Natasha Fong	Kesha Murray AECEO.C	Andrea Welz AECEO.C
Renata Fridman-Rubinsztejn	Sabrina Ongaro	Sandra Whiting
Elizabeth Glor-Bell	Kimberly Osborne	Heather Yeo AECEO.C
Doreen Gordon AECEO.C	Stasha Palmer	Marian Yuill AECEO.C
Doreen Gray AECEO.C	Erica Parnis	Leah Yuyitung AECEO.C
Claude Hakim	Andrea Pen	
Susan Hardacre AECEO.C	Mike Perry	
Sonia Hernandez	Lucy Quaglia AECEO.C	

REVENUE & EXPENDITURES

Notes: - Shown as percentage of total
- Salaries & Benefits are net of program allocations
- Occupancy costs are net of recoveries

Full audited financial statements can be found at
https://www.aecce.ca/aecce_board_of_directors

REVENUE



EXPENDITURES

