



Reflection Perseverance Adjustability



2021
2022

ANNUAL
REPORT

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Message from the President and Executive Director

Brooke Richardson & Rachel Vickerson

2021–2022 was a year of flux and historical change for our sector and the AECEO. When trying to sum up the year as an AECEO team, the words “adjustability”, “perseverance”, and “reflection” all came to the forefront of the discussion.

Throughout the year, we saw educators and child care workers adjust and adapt to changing COVID-19 guidelines, and continue to bring care and compassion to their early learning communities in these uncertain times.

We persevered together in our advocacy campaigns for the prioritization of ECEs and child care workers in the vaccine roll out, successfully winning prioritization in April 2021. We persisted throughout the year with our “Rising Up” campaign, pressing for the provincial and federal governments to sign a federal child care agreement that meets the needs of children, families and educators.



The AECEO's 2021-2022 year concluded in March 2022 with the historical announcement that Ontario had signed the Canada-wide Early Learning and Child Care Agreement. This momentous day in Ontario's child care journey was an important point of reflection for the early childhood sector as a whole. We took a moment to celebrate the advocacy that contributed to this hard-fought win with our “Power of Us” event as we looked back on how far we have come as a community and reflected on where we are going. Together, we have built a decent work movement for early childhood educators across Ontario and advanced the value of care. We know this work is far from over. We remain committed to caring about, for and with our community as we work towards a better childcare system for educators, children and families.

At the AECEO, we have also experienced a year of growth and change internally. In Summer 2021, we embarked on the Building Leadership and Learning Communities Project, and welcomed three new staff members – Jess Tomas, Safra Nadjeemudeen and Amber Straker – who have been incredible additions to the AECEO team. Their strong vision, passion and heart have transformed the AECEO community in ways we could not have imagined, and we are so thankful for their contributions. In February 2022, our Executive Director Alana Powell welcomed a new addition to her family and began her parental leave. We are very grateful to Alana for her hard work and strong leadership with the AECEO over many years, and wish her the best during her leave.

Throughout the many changes of this year, we are filled with gratitude to have the opportunity to do this work with our AECEO community. We will continue to raise our voices together in support of the idea that we cannot build a caring child care system or a caring economy without caring with and for the caring workforce. To our members, donors and volunteers – thank you for making this work possible.

Board

PRESIDENT

Brooke Richardson Ph.D., RECE

TREASURER

Jennifer Lewis RECE, M.A

TREASURER

(resigned March 2022)

Shannon Sveda, RECE, M.A.

SECRETARY

Amy O'Neil, B.A., RECE

PRESIDENT-ELECT

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

MEMBERS-AT-LARGE

May Maija Clarke M.Ed., RECE, B.Ed.

Priscilla Dutt, BA (ECE), MAECS, RECE

Olivia Faveri HBFA, RECE, BEd Candidate

Shailja Jain MEd, RECE

Michelle Jones RECE, M.A.

Olutayo Lewis RECE

Sherry Lickers RECE, AECEO.C

Nidhi Menon B.Sc. M.Sc, M.S, OCT, Ph.D Candidate

Adenike Ovundah Dip ECE, MLS, BSc, Dip BA

Jenn Wallage B.A.A, RECE, RC

Staff

Alana Powell RECE

Executive Director

(on leave as of February 2022)

Rachel Vickerson

Executive Director

Erin Filby RECE

Community Organizer:

Decent Work Campaign

Sue Parker

Office Administrator and
Membership Coordinator

Patrícia Borges Nogueira RECE

Communications and Outreach
Coordinator:

Decent Work Campaign

(from August 2022)

Safra Najeemudeen RECE

Professional Learning Coordinator:

Building Leadership and Learning
Communities Project

Amber Straker RECE

Project Coordinator:

Building Leadership and Learning
Communities Project

Jess Tomas RECE

Community Organizer:

Building Leadership and Learning
Communities Project

With Gratitude:

Our thanks to these board members for their leadership and care

Brooke Richardson

We offer our profound gratitude and recognition to Brooke Richardson, the AECEO's indefatigable President, who will stepping down from the AECEO Board upon reaching her six-year term service limit.

Brooke's contributions have been extensive and invaluable. Among many other initiatives, under Brooke's leadership we successfully countered changes to the CCEYA that would have compromised our profession; held a very well received Kindergarten Summit; navigated COVID-19 with strong recommendations to government, provided our support to ECEs and worked to get ECEs prioritized in the vaccine roll out; and published a Roadmap to Universal Child Care in Ontario advocating for the province to sign on to the Canada-wide child care agreement. Brooke was instrumental in organizing our event A Child Care Uprising in Ontario?, with the Barnehaegeopprør (Kindergarten Uprising) group from Norway, publishing the AECEO's Statement on Child Protection and the role of ECEs in Ontario, and our statement on the Sexual Abuse Prevention Program. Brooke also initiated and guided the AECEO in partnering on an international survey to capture the voices of early childhood educators and child care workers/providers to better understand how COVID-19 impacted their well-being. In addition to her work on the Board, Brooke is also the Editor of the eceLINK Peer Reviewed Collection and we look forward to her continued strong editorial vision in this role.

We are very thankful for Brooke's guidance, hard work, dedication and support for the staff, her fellow Board members, Early Childhood Educators and our sector partners. We know that Brooke will continue to be an amazing advocate for ECEs, care and the ethics of care in early childhood education, and the AECEO.



With Gratitude:

Our thanks to these board members for their leadership and care.

Maija Clarke

Our sincere thanks and appreciation go to Maija Clarke for her dedicated service on the Board of Directors this past year. Maija's thoughtful contributions and hard work as an AECEO Board member have greatly contributed to our work in this time, such as the launch of our Building Leadership and Learning Communities project, bringing attention to the workforce and the workforce crisis in child care, our statement on the Sexual Abuse Prevention Program and many other initiatives.

Maija also served on our Hiring Committee, and we are grateful for her involvement in this important process. In Maija's participation on the AECEO Board, she demonstrated her belief in RECEs and the importance of raising their voices and empowering them to work together.

We thank her for her dedication and support for the AECEO and Early Childhood Educators and wish her the very best on her next chapter – moving to Ireland!

Shannon Sveda

Our heartfelt thanks and best wishes go to Shannon Sveda who served with dedication on the AECEO Board from 2017 and as our Treasurer since 2018. During her time on the Board, Shannon participated on just about every committee, including being one of the founding members of the AECEO's Guiding Committee on Truth and Reconciliation. Shannon's work on the AECEO Board has been extensive and greatly advanced our work over her years as a Board member. Among her numerous other contributions, in her role as Treasurer Shannon led the AECEO from a deficit position to the financially healthier organization that we are today, an enduring legacy that will benefit the AECEO for years to come.

Shannon's five years of service is a testament to her support of the AECEO's mission, her dedication to early childhood educators, early childhood education and advancing the sector in Ontario. We are very grateful for Shannon's many contributions and wish her much success in her next chapter!

Professional Pay & Decent Work Campaign:

As we move into another year of the pandemic and the end of Chapter 4 in our Decent Work Project, we want to take a moment to acknowledge the incredible work that has happened over the last year. With the support of project funder the Atkinson Foundation, with project partners the Ontario Coalition for Better Child Care and Atkinson Centre, the leadership and strength of our Communities of Practice and the overwhelming dedication and collaboration of ECEs, child care staff/providers, operators and administrators and community members we were able to come together in new ways, plan and organize, support and inform, and continue to advance the voices and needs of the ECE workforce through turbulent times. Through the strength of our community and partners, we were able to campaign for ECE and child care worker vaccine prioritization, publish *Forgotten on the Frontlines* and the Roadmap for Universal Child Care in Ontario and launch multiple campaigns centring and uplifting ECEs and child care providers and honouring their important work and experiences.

As we begin Chapter 5 of the Decent Work Project and look to the future, our goals remain the same: to build strategic leadership and critical mass, and effectively influence public policy in the best interests of the early childhood workforce. In doing so, we will continue to challenge oppressive dominant child care discourses that devalue care, and build political will and support through new narratives that keep care, decent work and the early childhood workforce at the centre.



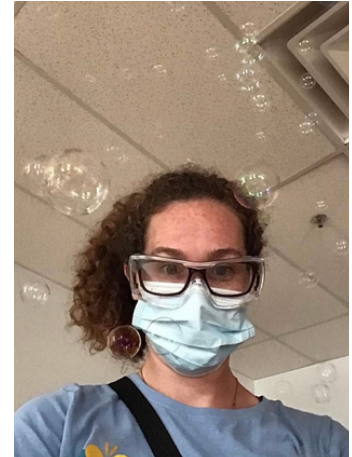
We remain committed to building an anti-racist ECE system, advancing Indigenous resurgence and cultural and community responsive pedagogy and programs, and a more just future with decent work for all. In Chapter 5 of the project, we will continue our community organizing work with our Communities of Practice, and continue to undertake responsive and collaborative policy and narrative work centring ECE voices. As our movement continues to grow, we look forward to the project evolving in new ways.

Throughout this work, we are so grateful to be grounded in the compassionate and courageous ECE community. As we look ahead to the coming months and new federal-provincial child care agreement, there are still many unknowns and much to be done, including the continued need for a real workforce strategy and salary grid. However, we know our ECE community is well-prepared for this next chapter of collective advocacy and we are filled with gratitude for the opportunity to do this work together with you.

Your Care, Your Commitment

This year we are so grateful for the commitment, care, and effort that you have gifted us with once again. Educators, students, operators, advocates, children and families - you have volunteered your time and creativity and unique voices. You have made your communities stronger and our sector better in more ways than we can count. From our hearts to yours, we say THANK YOU!





Placement Students, Interns, Advocates

This year the AECEO has again benefitted greatly from our collaboration with Post-Secondary institutions. We'd like to offer our heartfelt thanks to the students who spent time with us. Your interest, insight, and energy were invaluable to us, and we can't wait to see what you'll do next!

Lilyt Ohanjanyan - George Brown College
Savitri Sinanan - George Brown College
Mandy Qiu - Seneca College
Bahareh Shakeri - George Brown College
Stefani Murray - Ryerson/Toronto Metropolitan University
Melissa Comiskey - Ryerson/Toronto Metropolitan University

- Thank you!

Building Leadership and Learning Communities

Strengthening the ECE Workforce

In the summer of 2021, the AECEO team celebrated as we received funding to begin a new project "Strengthening the ECE Workforce: Building Leadership and Learning Opportunities". This project's goals are all focused on connecting, supporting, and empowering Early Childhood Educators and child care workers. This includes engaging the ECE workforce in Communities of Practice, as well as supporting the workforce through meaningful, ongoing professional learning that is responsive to the needs and interests of the sector.

Three new AECEO staff were welcomed to the team to lead this project; Safra Najeemudeen as Professional Learning Coordinator, Jess Tomas as Community Organizer, and Amber Straker as Project Coordinator.

Two new Communities of Practice have now been established and are welcoming new members. The CoP of Educators who work in Newcomer Services is being led by Nidhi Menon. In the Spring/Summer 2022 eceLINK, you can see contributions from the members of this CoP in the ECE Voices section and read about its background in Nidhi Menon's article in the Peer Reviewed Collection. The Community of Practice supporting educators in the Peterborough/Kawartha area is being led by Tanya Pye. This group has recently begun meeting and Tanya is welcoming new members from the area. CoP members have described how the CoPs have helped to build a sense of confidence and leadership, and develop relationships. Members see themselves as advocates and understand the deeper importance of their work with their involvement impacting them both personally and professionally.

We have hosted six Professional Learning Experiences and Conversations, highlighting ideas of reconceptualizing the use of playgrounds, reimagining our relationships with land, and addressing anti-Black racism through compassion and belonging. Participants in the professional learning sessions have shared that they feel more confident discussing the content, and found the sessions to be very influential on opportunities for relationship building, mentorship, and networking leading to an increase in overall well-being. These experiences and conversations are supported by our newly developed team of incredible facilitators, who are ECEs across Ontario.

We look forward to what the BLLC project will bring us in the upcoming year and beyond. We are committed to continuing to shake up the dominant discourse and give ECEs space and time to dissect theories we have all held steadfast for far too long. We invite you to join us and hope to see you on this journey!

Commitment to Truth and Reconciliation

The work of the AECEO Guiding Committee on Truth and Reconciliation

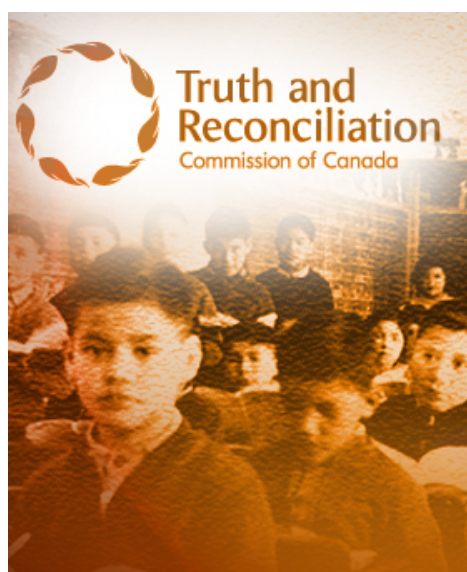
We would like to express our deep gratitude to the members of the AECEO Guiding Committee on Truth and Reconciliation for their commitment and valued contributions - and a very special meegwetch to Elder Brenda Mason for bringing her knowledge, wisdom, guidance and support to the work.

The Committee contributed greatly to the recommendations in our Roadmap to Universal Child Care in Ontario, published with the Ontario Coalition for Better Child Care, and supported the AECEO in the development of a dedicated AECEO Guiding Committee on Truth and Reconciliation page on our website. The Committee also decided to move forward on creating an All Nations Circle of Practice that will offer a safe space for ECEs, child care workers, knowledge holders and community members who identify as First Nation, Inuit and Metis to come together. Non-Indigenous educators and community members will also be welcome to join.

We are also grateful to the Committee and its eceLINK sub-Committee members for their contributions to the eceLINK, publishing Meaningful Change

for First Nations Children, and an Interview with Métis Nation of Ontario's Early Learning and Child Care Program during the year.

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



Empowering ECE Workers in the GTA - Training

Relationships, Leadership, Advocacy

This year, with support from the Metcalf Foundation, we had the opportunity to partner with the Institute for Change Leaders (ICL) to provide a leadership training series developed specifically for ECEs and early years staff. Through this training, educators learned skills to communicate the importance of their work, form effective teams, become leaders in their field and find the right strategies and tactics to effectively advance solutions to improve precarious conditions for the Early Childhood workforce. After the initial ten week training series in Fall 2021, we were able to extend the project into Spring 2022 and build on the skills and ideas discussed by “flexing our advocacy muscles” together. Spring training sessions focussed on having meaningful conversations with our communities and practicing these skills through visits to child care centres and issue-based community outreach.



Overall, this project has demonstrated the power of our collective advocacy and highlighted the importance of relationship-building in a social movement. We want to thank the Metcalf Foundation for their support of this project, the Institute for Change Leaders for their collaborative partnership and all participants for bringing their passion, commitment, and care to our collective effort to advocate for Decent Work and uplift ECEs across Ontario.



Peer Reviewed Articles

The eceLINK provides important sector information and professional learning for our members.

This year, we continued to offer topical and relevant peer reviewed articles with paywall-free access.

Each article, authored through a collaboration between academics/researchers and early childhood educators, is grounded in the everyday practice of early childhood education and care.

The articles embody the passion, knowledge, and thought of the sector and have the potential to transform thinking and practices through critical reflection and dialogue.

Find the full articles at [AECEO.ca/peer_reviewed_articles](https://aeceo.ca/peer_reviewed_articles)



Outdoor Learning and Experiences as a Way Forward During the COVID-19 Pandemic and Beyond

Kimberly Squires, Tricia van Rhijn, Debra Harwood, and Megan Coghill

Leading Post-pandemic Organizational Change in Early Childhood Education: How Self-Awareness as a Leader and Distributed Leadership are Foundational to the Change Process

Heather Beaudin

Sanism in Early Childhood Education and Care: Cultivating Space for Madness and Mad Educators in ECEC

Adam W.J. Davies, Kailyn C. Brewer, and Bronte Shay

Reimagining Communities of Practice: Using Marginalized Feminist Knowledge to Create Spaces of Resistance

Nidhi Menon



Give Race Its Place: An Anti-racism Knowledge-sharing Initiative for Early Childhood Educators in Ontario

Rachel Berman, Zuhra Abawi, Fikir Haile, Kerry-Ann Escayg, Alana Butler, Natalie Royer, and Beverly-Jean Daniel

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!

Adetola Adegbolu
Eleonore Benesch AECEO.C
Mehr Biri AECEO.C
Monica Bissett AECEO.C
Connie Cantin AECEO.C
Lynn Carlson AECEO.C
Sararat Chairin
Dianne Christie AECEO.C
Bernice Cipparrone
Laura Coulman
Sue Dorotea AECEO.C
Terralyn Durocher AECEO.C
Laxmi Ghimire
Doreen Gordon AECEO.C
Kim Hiscott AECEO.C
Margaret Hoffman AECEO.C
Eugema Ings AECEO.C
Marsha Johnson AECEO.C

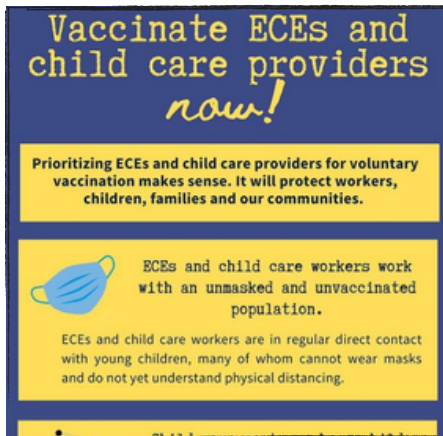
Janet Johnson Dawson AECEO.C
May Jolliffe AECEO.C
Diane Kashin AECEO.C
Thadshajini Kovarthanan
Jennifer Lewis
Karen McEwing-McConnell AECEO.C
Tammy Mitchell-Miner
Amanda Murphy
Kara Pihlak
Lucy Quaglia AECEO.C
Laurel Rothman
Tracy Saarikoski AECEO.C
Gaylene Shaw AECEO.C
Ruth Smith AECEO.C
Elvin Velasco
Heather Yeo AECEO.C
Leah Yuyitung AECEO.

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.

2021-2022 in Review

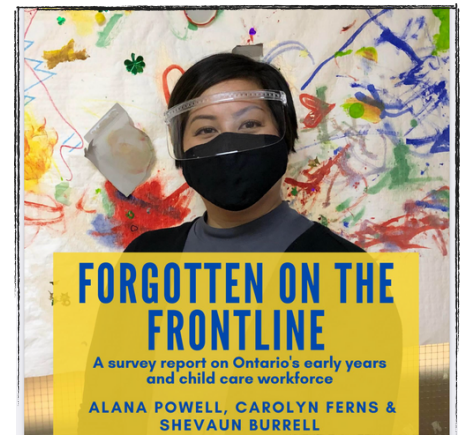


April
2021

Vaccinate child care workers - Campaign

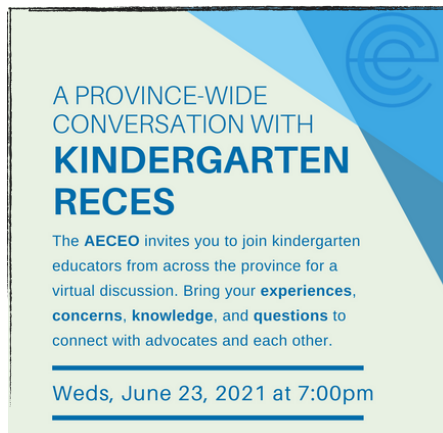
Forgotten on the Frontline - Report

May
2021



June
2021

Province-wide Conversation with Kindergarten RECEs



Roadmap to Universal Child Care in Ontario

July
2021



2021-2022 in Review



Aug
2021

Take Action Tuesday -
Summer Campaign

Empowering ECE Workers
in the GTA - Training

Sept.
2021

Welcome, Early Childhood
Education Workers!

Empowering Early Childhood
Education Workers in the GTA



Who is YOUR
child care

HERO?

Nominate your ECE or child
care worker hero for a
chance to win a prize for
them and yourself!

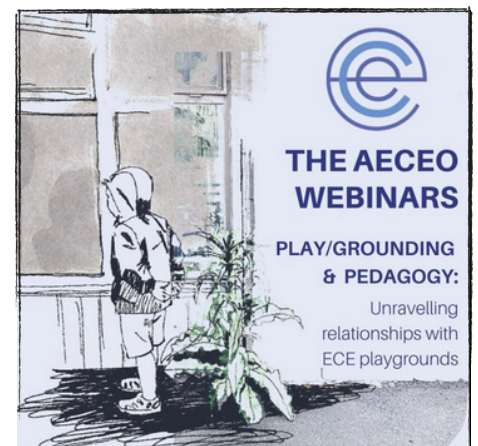


Oct.
2021

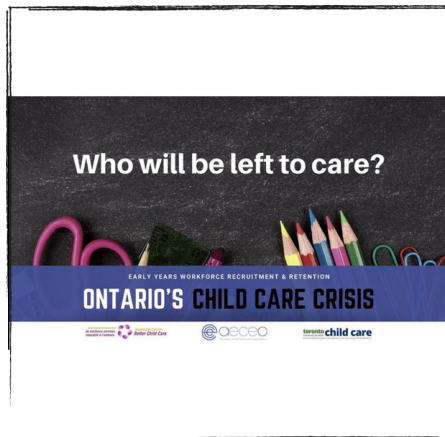
Who is YOUR child care hero? -
Appreciation Day 2021

Play/grounding & Pedagogy
Webinar - 1st PL Series

Nov.
2021



2021-2022 in Review

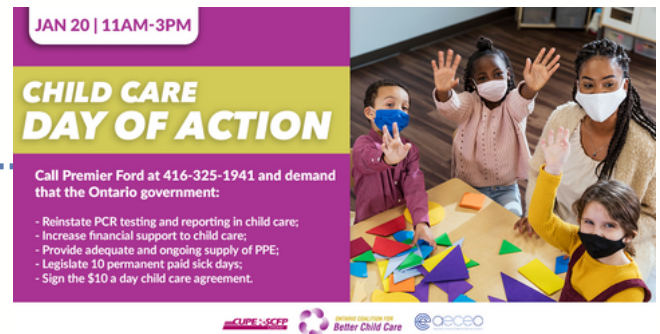


Dec.
2021

Emergency Roundtable -
Ontario's Child Care Crisis

Day of Action for Child
Care - Rally and Phone Zap

Jan.
2022



Feb.
2022

Reimagining Our Relationships
to Land Through Natural
Curiosity - 2nd PL series



The Power of Us
- Celebrating
the Federal Child Care Plan

March
2022



Community Partners

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

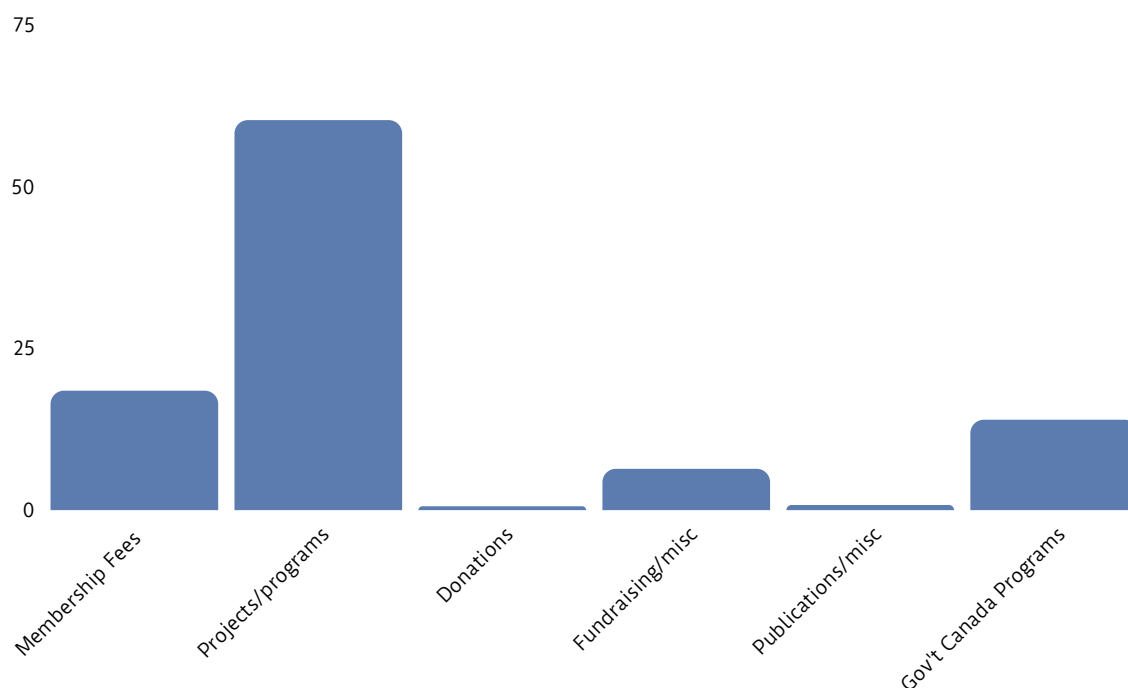
Aboriginal Head Start Association
Algonquin College
Association francophone à l'éducation des services à l'enfance de l'Ontario
Atkinson Centre for Society and Child Development
Atkinson Foundation
Brock University Faculty of Education
Canadian Child Care Federation
Canadian Union of Public Employees Ontario
CDRCP - Child Development Resource Centre Peel
Centennial College
Child Care Now
Childcare Resource & Research Unit
College of Early Childhood Educators
Compass Early Learning and Care
Confederation College
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
Fleming College
George Brown College
George Brown College Student Advocates for Early Childhood Education
Georgian College
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
London Bridge Child Care Services
Math Knowledge Network
Metis Nation of Ontario
Natural Curiosity
Ontario Coalition for Better Child Care
Ontario Federation of Indigenous Friendship Centres
Ontario Federation of Labour
Ontario Nonprofit Network
Ontario School Board Council of Unions
Rising Oaks Early Learning Ontario
Ryerson University, School of Early Childhood Studies
Saroy Group
Seneca College
Service à l'enfance Aladin Child Care Services
Sheridan College
Today's Family
Toronto Community for Better Child Care
Toronto Metropolitan University
Treetop Children's Centre
Tungasuvvingat Inuit
Waterloo Region Designated Early Childhood Educators Local
Western University

Revenue & Expenditures

- 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 www.aeceo.ca/board_of_directors

Revenue -



Expenditures

