



2022-2023

ANNUAL REPORT

ANNUAL REPORT

Table of Contents

03

Opening Message
Board and Staff

17

Commitment to Truth
and Reconciliation

07

With Gratitude

18

eceLINK Peer Reviewed Articles

09

By the Numbers

19

Students, Donors, Partners

10

Professional Pay &
Decent Work Campaign

22

Finances

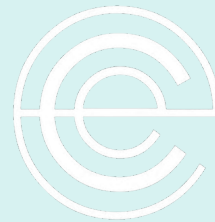
14

Building Leadership and
Learning Communities

23

Year in Review

Message from President Lyndsay MacKay & Executive Director Alana Powell



2022-2023 started out with excitement, hope and uncertainty as we entered into the first year of building a Canada-wide Early Learning and Child Care system (CWELCC). After just emerging from the intensity of the COVID pandemic, Ontario's ELCC sector shifted and moved (again!) to take up the call and engage in thinking ahead, envisioning and leading through change.

In the face of uncertainty, we centered hope and optimism, coming together to share information, learn together, and care for each other. From understanding the complexity of opting into CWELCC, to navigating new policies, ECEs, child care workers, and program leaders bravely stepped into the unknown to help create a better future for children, families, educators and communities.



In the spring of 2022 we came together to share our stories and experiences as a profession and workforce at a breaking point. Into the summer we worked together to navigate opting into CWELCC, to understand what it meant for educators, children, families and programs. In fall we came together for a National Day of Action, a day where ECEs' voices led, making it clear that ECEs, children, and families are Worth More! We saw Kindergarten ECEs and education workers across the province stand up for their rights and show the power of organizing. It was inspiring, and reminded us why this work and this movement matters.



Message from President Lyndsay MacKay & Executive Director Alana Powell (continued)

And we know that this year was not easy – we have only just begun the journey of system-building, and much was left undone this year.

This year we saw families benefit from new Federal investment and CWELCC initiatives with life changing fee reductions, yet solution focused policies and direct funding to remedy the workforce crisis were sorely missing. We continued to hear from ECEs, child care workers, and sector leaders that promises to increase child care spaces without improved wages and decent work conditions are not good enough. **We are worth more.** Despite these challenges, educators continued to show up, create joyful and caring spaces for children and families, cultivate pedagogical experiences, and care for themselves and their colleagues – we could not be more honoured to work with and for you all.

We came together in community and virtually, to engage in professional learning, to connect, to



care for one another, to share our work, and to have fun. We proudly continued to centre our values across our work, engaging in surveys and consultations to listen to, understand, and learn from each other, and ensure that your voices lead in our work.

As we look ahead, we are hopeful for a future where ECEs are cared for, where they have the conditions they deserve and need to make their pedagogical and caring work sustainable. Every day you are building worlds with children, families, communities, and your profession. **We know the way forward is together.** We remain committed to building and supporting a strong collective voice for and with early childhood educators so together we can participate in and influence positive change. ECEs and child care workers are worth more! You are worth more!



Board & Staff

PRESIDENT

Lyndsay MacKay RECE, B.A., MA ECS

TREASURER

Jennifer Lewis M.A

SECRETARY

Amy O'Neil, B.A., RECE



MEMBERS-AT-LARGE

Lucy Angus, Ph.D., RECE

Adam Davies PhD, OCT, RECE

Priscilla Dutt, BA (ECE), MAECS, RECE

Olivia Faveri HBFA, RECE, BEd Candidate

Shailja Jain MEd, RECE, PhD Candidate

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 RECE, MLS, BSc, Dip BA

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

Jess Woods RECE

Alana Powell RECE

Executive Director

Rachel Vickerson

Interim 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

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

Rachel Neville RECE

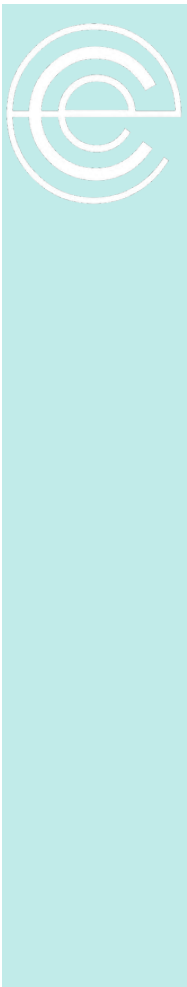
Community Outreach Administrator
Decent Work Campaign

Our gratitude to

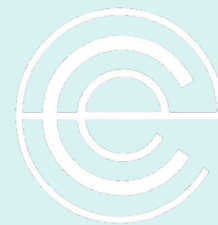
Rachel Vickerson, AECEO Interim Executive Director

We are very grateful to Rachel Vickerson for stepping into the Interim Executive Director's position during Alana Powell's parental leave. We were incredibly lucky that Rachel took on this role – she was able to step right into the work and lead the organization seamlessly during an incredibly busy time for both the organization and the early years sector. Under Rachel's leadership the AECEO navigated the uncertainty of the Canada-Wide ELCC system (CWELCC), leading work to organize and share information, engage the sector, and address concerns directly with decision-makers, she supported ECEs and the child care sector opting into CWELCC, and led the AECEO through our collaboration on a National Day of Action. Under Rachel's leadership the AECEO also made further commitments to living our values, implementing a paid interview policy. Most importantly, she led with care, integrity, and deep respect for the gifts and talents of the AECEO staff team, empowering them to continue to shine and thrive in their work.

We thank Rachel for her guidance, hard work and dedication and wish her the very best in her new role as Policy and Project Manager at Child Care Now.



With Gratitude



Our thanks to retiring AECEO Board Members for their leadership and care

Lucy Angus

Sincere thanks and gratitude to Lucy Angus for her service on the Board and on the editorial and membership committees. Lucy's knowledge and participation contributed greatly to our work and the many initiatives the AECEO undertook during the year. We thank her for her dedication and support for the AECEO and Early Childhood Educators in Ontario and appreciate her willingness to continue serving on AECEO committees.

Priscilla Dutt

Our thanks to Priscilla Dutt who served on the Board for four years and participated on the AECEO Guiding Committee on Truth and Reconciliation. We appreciate her support for AECEO initiatives and amplifying the voices of ECEs in Ontario for professional pay and decent work.

Amy O'Neil

We would like to offer our heartfelt thanks to Amy O'Neil, who has served with distinction on the Board for five years, working on numerous committees – and making important and significant contributions to our HR processes and media presence. Amy has been our “go to” person for media outreach and has stood up for ECEs and the sector in multiple press interviews. We know that Amy will continue to speak on behalf of ECEs and the entire ELCC workforce as the sector navigates the implementation of the CWELCC program.

Adenike Ovundah

Our sincere thanks and appreciation go to Adenike Ovundah for her dedicated service on the Board. Adenike's thoughtful contributions have greatly contributed to our work in this time and include initiating the launch of the ECE Voices section of the eceLINK and work on our conference committee. We wish her the very best on her next chapter, working in Whitehorse!

Michelle Jones

Thank you and best wishes to Michelle Jones. Michelle's support of the AECEO and service on the Board exemplifies her commitment to the ECE profession and her advocacy for the professionals that we serve. Michelle contributed to AECEO's work through several organizational initiatives and committees – even attending a Board meeting one month after giving birth – and was instrumental in the development of the Statement of Concern published in December 2022. We know that she will continue to be a great advocate for ECEs and the AECEO.

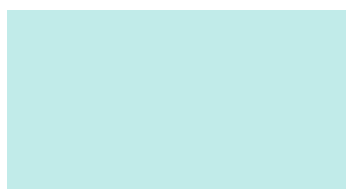
Jenn Wallage

Jenn Wallage has been an integral member of the AECEO Board since 2018. Jenn has contributed on multiple committees, including chairing the membership committee and growing the reach of the AECEO in supporting as many educators as possible. In addition to serving on the 2023 conference committee, Jenn was also instrumental in the planning and execution of our conference for ECEs working in the kindergarten program in March of 2020.

Jenn has invested a significant amount of time and effort to inform the values and direction of the AECEO and could always be counted on to raise her hand whenever there was work to be done! We congratulate and wish Jenn much success as a newly elected Executive Member on the Provincial Executive of the Elementary Teachers' Federation of Ontario!

Your Care Your Commitment Our Appreciation

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!



2022-2023 BY THE NUMBERS

You rallied, learned, gave your input, joined, campaigned, consulted, and cared out loud. We could have done none of this without you.

11

Professional
Learning
experiences

4200+

Professional
Learning
Participants

3

Major
Rally
Actions

5

Reports
&
Submissions

1300

ECE
Students
Engaged

9

Membership
Community
Events

1

Vital
Message

ECES
&
Child Care
Workers
are...

WORTH
MORE!

Professional Pay & Decent Work Campaign:



We are so proud to have continued our work building and supporting an ECE-led movement for Decent Work. With ongoing support from the Atkinson Foundation we have been able to continue to support AECEO Communities of Practice, build solidarity, trust, and collaboration with sector partners and allies through outreach and our Decent Work Common Table, lead responsive and urgent campaigns, and engage with decision-makers, advancing the voices of early childhood educators and child care workers.



The 2022–2023 year began with Ontario signing on to the Canada-wide Early Learning and Child Care system (CWELCC), indicating their commitment to work with the Federal government to begin the long journey of system building. We knew that this was just the beginning of what would be a hopeful, yet trying time. In our policy work we have continued to bring ECEs and child care workers into the policy process – both through public education and policy communications campaigns and through providing opportunities for ECEs to share their expertise and advocate for the system we need.

Throughout the spring and summer of 2022, we dedicated much of our resources to supporting the sector through the uncertainty of this year. We coordinated with our community and the Ontario Coalition for Better Child Care (OCBCC) on events and information sharing opportunities about CWELCC system, and published two policy briefs to support the sector in decision making and advocacy: one about the new CWELCC wage improvement funds, and one answering frequently asked questions of non-profit child care boards. We also worked with the OCBCC and the Toronto Community for Better Child Care (TCBCC) to host two evening panels/workshops sharing information about the CWELCC opt-in process for child care Boards of Directors and operators.

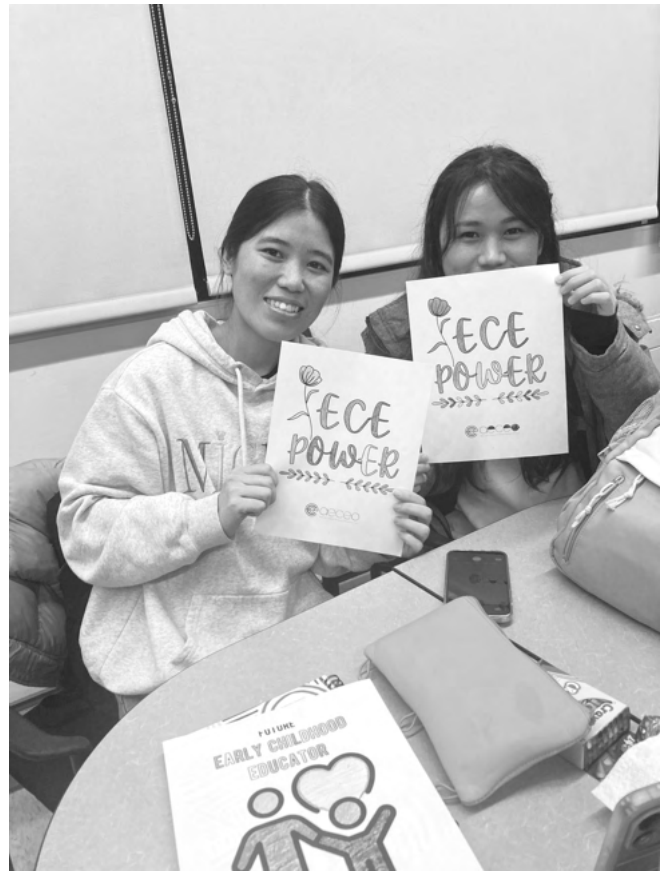
We want to thank the leads of our Communities of Practice (CoPs). On top of responding to

Professional Pay & Decent Work Campaign (continued)

policy developments and implementation challenges in their own community, and coming together provincially to support the AECEOs work, the CoPs have continued to create caring and safe spaces for learning, connection, relationships and growth. They are supporting educators to find their voice in articulating the value of their work, why it matters for children and families, and the conditions they need to do it. Our CoP leads are redefining what it means to create community in the ELCC sector.

In the fall we worked collaboratively with our project partners, the OCBCC, to host a 'Worth More' Day of Action in Ontario, as part of a National Day of Action led by Child Care Now. We also welcomed a new team member! Patricia joined us as Outreach and Communications Coordinator, and the timing could not have been better. She was an instrumental addition to the team leading up to the Day of Action on November 30th. We held training sessions for ECEs and child care operators on how to engage families in their community actions and developed a Resource Toolkit of flyers, infographics, media scripts etc. On the day of action we held an MPP breakfast, a Press Conference in the Queen's Park Media gallery and held a large rally on the lawn at Queens Park. Local CoPs and child care programs held their own local events – there were also public rallies and events in Wawa, Hornepayne, Peterborough, Ottawa and many other actions in child care programs across Ontario. We invited ECEs and child care workers to tell their stories in a Phone Zap to Minister Lecce we co-hosted with Justice for Workers. We are so grateful to, and proud of, all the CoPs, educators and allies who participated.

We are also grateful to the members of our Decent Work Common Table. Over this past year we have continued to come together to build a safer space for information sharing,



relationship and trust building. They have contributed immensely to understanding the implications of CWELCC, the challenges the sector is going through, and in sharing our respective ideas, work, and opportunities for supporting each other's initiatives. We are thankful for their contributions to the AECEO's Decent Work Project, including feedback and support in developing our forthcoming Decent Work Standards document.

We also continued to take action to live our commitments to creating an early learning and child care system that is anti-racist, inclusive, and upholds Indigenous resurgence. This year, we were proud to receive ethics approval and launch our Anti-Racism and Decent Work survey and consultations. We received over 800 responses from early years professionals. Small group focus groups and one on one consultations with racialized ECEs and early years staff were also held in June 2022. Over the summer, the research team began to

Professional Pay & Decent Work Campaign (continued)

analyze and code the data from the survey and we look forward to embedding the findings across all our work moving forward.

We are also pleased to announce that we co-created an All Nations Circle of Practice, the idea for which was brought to AECEO's Guiding Committee on Truth and Reconciliation by Indigenous members of this group. As a first step, and to approach this in a good way, a sharing circle was facilitated by Elder Brenda Mason to sit with the possibilities of this new CoP, and share ideas and thoughts. It was decided that the AECEO would support this group, and the Circle of Practice was officially announced by the Guiding Committee in an article in the Spring/Summer 2022 edition of the *eceLINK*. Since its creation, the values of intentionality, going slow and care have been

embedded in the group's organization. We are grateful to Elder Brenda Mason for her guidance, and to Sherry Lickers and Ruth Ann Syrette for leading this important work.

We know this year has not been easy. But – ECEs, child care staff, and the ELCC community have come together again – to uphold our shared values and commitments and to help envision and achieve a system that cares for educators, making quality possible for children and families. We are endlessly grateful to the Atkinson Foundation for their ongoing support, which makes this all possible, and to ECEs and our community for bringing their whole selves, their truths, and their trust to this work with us.





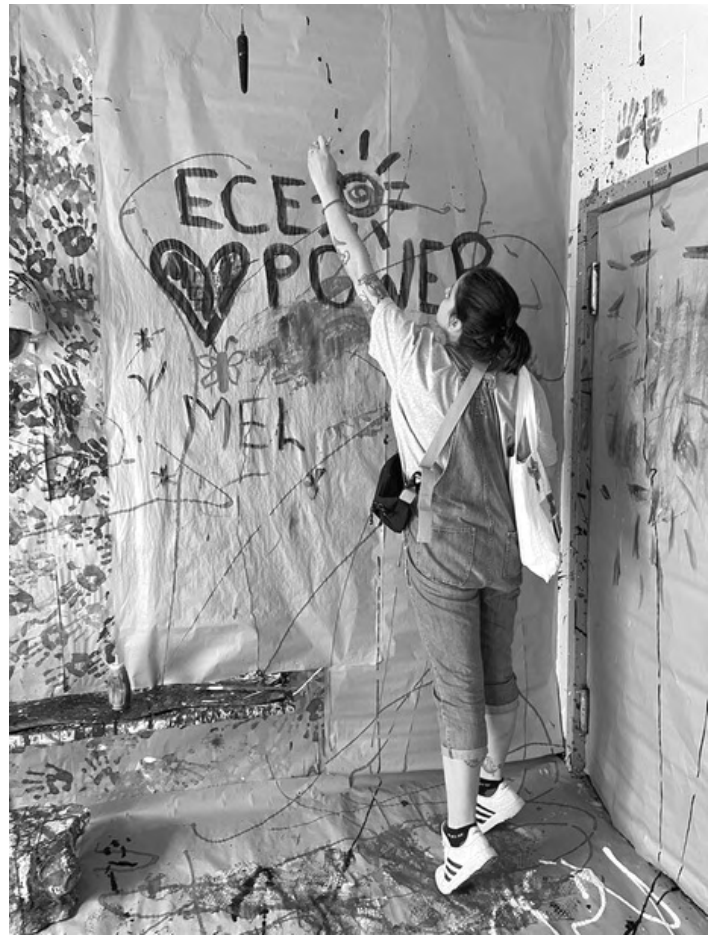
Building Leadership and Learning Communities

Strengthening the ECE Workforce



Over the last year, the Building Leadership and Learning Communities project has lived true to its name, working to build leadership amongst early childhood educators by providing spaces for ECEs, childcare workers, and allies to come together in community and to create opportunities for meaningful, interesting, self-chosen, and communal professional learning.

We have seen the AECEO Communities of Practice (CoPs) grow with the addition of a new local group, the Early Years Advocates London, who journeyed to Toronto to join the National Day of Action at Queen's Park in November and hosted a local Day of Action in June, inviting and speaking to their local Member of Provincial Parliament.



Another new group is the province-wide Student Early Childhood Educators Ontario (SECEO), who most recently hosted a session dedicated to recognizing international students and their experiences. The project's previously established CoPs have been busy as well. The CoP for Educators Supporting Newcomer Families presented an absolutely beautiful session sharing their stories, their work, and the value of their community at the AECEO provincial conference. The Peterborough/Kawartha CoP members took part in the AECEO Mini Course on Digital Storytelling training together, building their sense of

Building Leadership and Learning Communities (continued)

community and shared understanding of the power of storytelling.

Professional Learning at the AECEO this year has continued to be a space where educators have shared their experiences, discussing what has worked for them in both their personal and professional lives. The sessions this year have shared with us how educators at the Learning Enrichment Foundation have incorporated Indigenous perspectives like the Seasonal Pedagogy into their programs. They have deepened our understanding of allyship, with learning from the Ontario Aboriginal Head Start Association (OAHS). They have been a space where students are able to tell their stories, as we welcomed members of Seneca's Early Childhood Education Black Student Association who shared with us their experiences in resisting oppression. They have been a space of reimagining, of joy, and of play in the Seneca Lab Studios, and they have encouraged us to use our ECE voices in different ways, with learning from Anisha Angella in advance of the 2023 provincial conference.



We Raise Each Other Up:

ECEs Building Leadership + Learning Communities of Joy, Curiosity, and Hope



Throughout this year, an incredible group of ECEs joined together from across the province and across the sector to participate in the conference committee. The conference committee worked together with the project team to very thoughtfully and intentionally plan a conference that centered on early child educators rather than just the practice and pedagogy of early childhood education. They developed the theme and logo, determined the dates, and chose the presenters, among other things. We look forward to sharing more about the conference in next year's annual report.

Over the last year, early childhood educators have continued to come together across the province to stand up and share with others what they need in order to feel supported in their work. We need to care for educators, if we expect educators to care for children. We know that children's learning conditions are educators' working conditions. We hope that you will come and learn with us, build community with us, and share your story. We look forward to all that the next year brings!



Commitment to Truth and Reconciliation

The work of the AECEO Guiding Committee on Truth and Reconciliation

We would like to extend our endless gratitude to the members of the Truth and Reconciliation Guiding Committee for their commitment, trust, relationships, honesty, and for their contribution to the organization. We want to especially thank Elder Brenda Mason for always bringing vision, wisdom, and guidance to us all.

The Guiding Committee has continued to build a safe space of sharing, reciprocity, learning and growth, and we are grateful to all the members who have shared space with us over the last year. When times have been challenging, we have held space together and cared together. We have celebrated and shared joy, and we have grown stronger in our relations and commitments to each other.

We want to thank the Guiding Committee and the eceLINK sub-committee for continuing to share stories, teachings, and guidance through their contributions to the eceLINK. As well for their commitment to reaching out and inviting in for ECEs and community members to think, share and respond. This year we are grateful to have the Guiding Committee contribute an article introducing and inviting readers to the All Nations Circle of Practice, and an offering from Elder

Brenda Mason, What kind of Ancestor do you hope to be? These contributions to the ECE community take time, intentionality, and care – and we thank you.

The Guiding Committee was integral in communicating the vision and principles of the All Nations Circle of Practice. As ECEs, child care workers, knowledge holders and community members who identify as First Nation, Inuit and Metis have come together and share knowledge, Elder Brenda has been a consistent support and welcoming presence throughout the meetings. As co-leads, Sherry Lickers and Ruth Ann Syrette have established a safe space that celebrates the expertise and authenticity of the Circle's members. The All Nations Circle of Practice looks forward to welcoming new members and continued collaboration with the Guiding Committee.

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





Peer Reviewed Articles

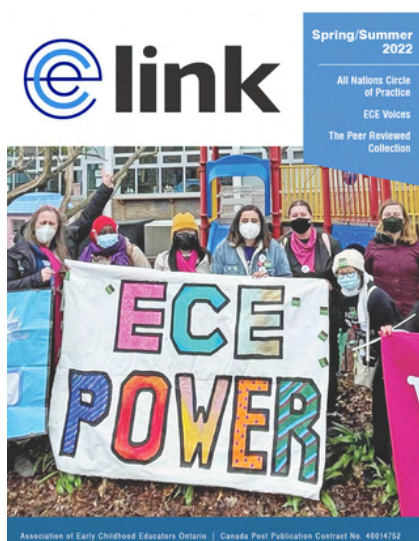
The eceLINK provides important sector information and professional learning for our members.

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)



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

Exploring Histories of ECEC to Reconceptualize “Normalcy” through Mad Studies: A Critical Proposition for Early Childhood Education and Care Post-Secondary Programs

Davies, A.W., Watson, D., Armstrong, B., Spring, L., Brewer, K.C., Shay, B., Purnell, A., & Adam, S.

At the intersection of safety, ethics, mental health, and well-being: Disrupting the status quo, regulatory approach in Ontario

Statement prepared by Brooke Richardson, Adam Davies, and Michelle Jones

and supported by the AECEO Board of Director and staff



Placement Students, Interns, Advocates

This year the AECEO has benefitted greatly from our collaboration with post-secondary institutions. We'd like to offer our heartfelt thanks to the placement 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!

Alina Antoneac – Seneca College
Sultan Arziman – Toronto Metropolitan University
Adriana Campagna – Seneca College
Abby Dumbrille – Algonquin College
Jade Lillace – Toronto Metropolitan University

Priscila Mc Hardy – Humber College
Shelishia Hardy – Seneca College
Fatima Maye – Seneca College
Melanie Cabral – Fanshawe College
Melina Hughes – George Brown College

Connecting with Student ECEs

This year the AECEO has again had the incredible privilege of connecting with post-secondary institutions and ECE students across Ontario. We are grateful for the opportunity to speak with, and hear from students and college faculty. We value the rich conversation and thought-provoking insights that these engagements offered us!



48

Presentations
Delivered

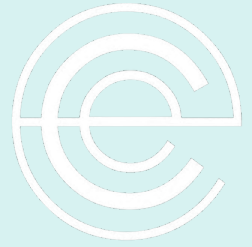
15

Post –
Secondary
connections

1300

Students
Reached

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!

Zaynab Ali
Sumaiyah Ameerdeen
Karen Azavache
Lei Bi
Monica Bissett AECEO.C
Connie Cantin AECEO.C
Lynn Carlson AECEO.C
Debbie Chant AECEO.C
Deanne Clarke AECEO.C
Sashi Dugalic AECEO.C
Terralyn Durocher AECEO.C
Emmitt Erion-Lorico
Doreen Gordon AECEO.C

Kim Hiscott AECEO.C
Margaret Hoffman AECEO.C
Gail Hunter
Nicola Maguire
Karen McEwing-McConnell AECEO.C
Qianming Pan
Annieta Samaroo
Gaylene Shaw AECEO.C
Geraldine Soverano
Rachel Vickerson
Lidiya Yatskiv
Leah Yuyitung AECEO.C
Ling Yue Emma Zhao

Your donations support the work of the AECEO! Please consider making a donation using this link



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 60,000 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.



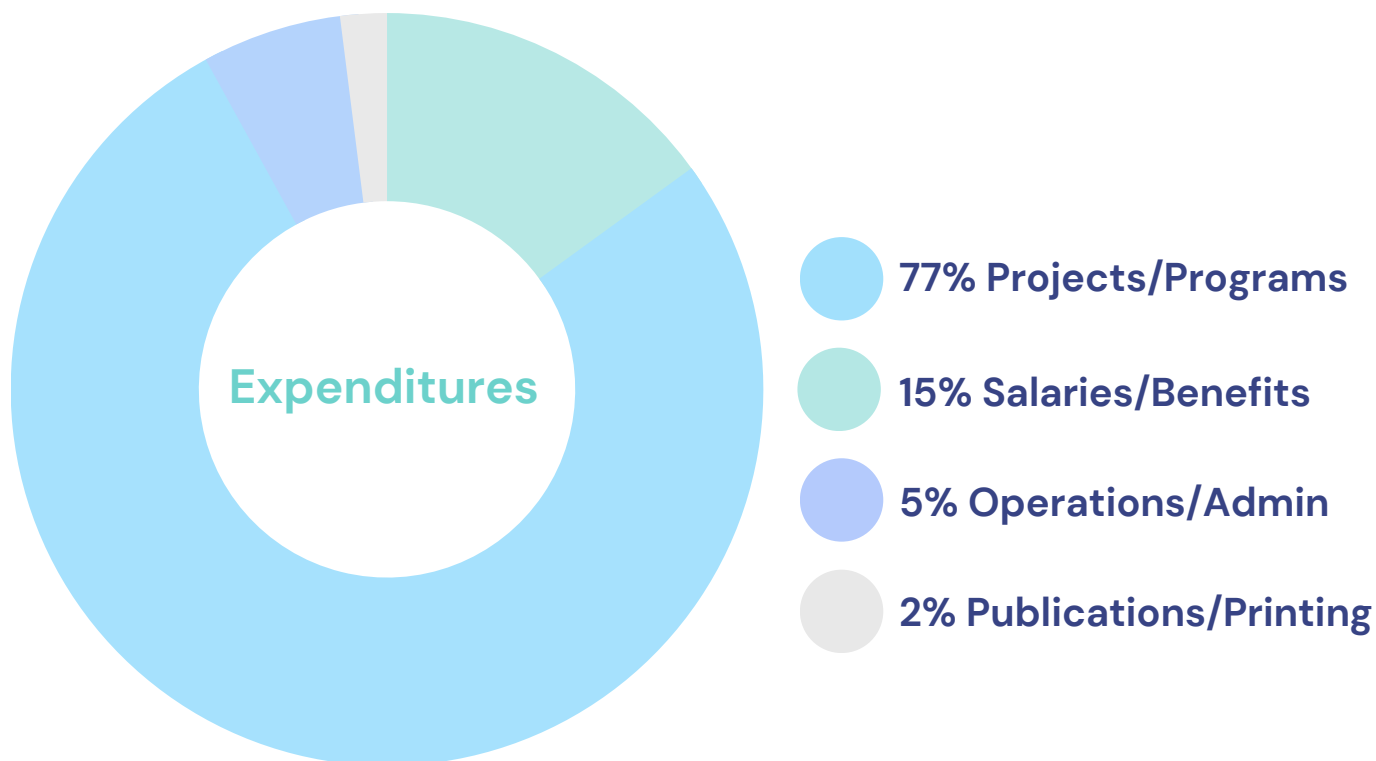
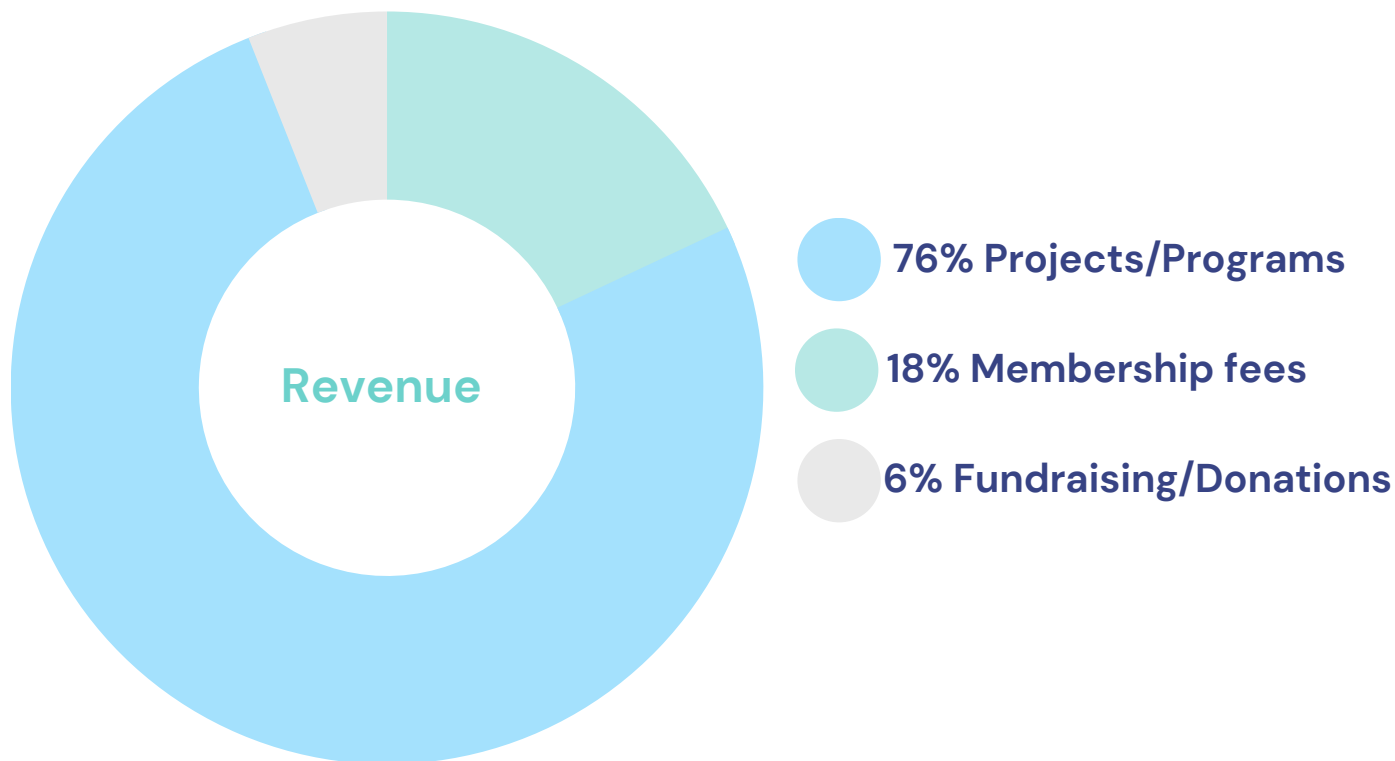
Join Here

Community Partners

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

| | |
|---|--|
| Algonquin College | Immigrant Women Integration Program |
| Association francophone à l'éducation des services à l'enfance de l'Ontario | Institute for Change Leaders |
| Atkinson Centre for Society and Child Development | Licensed Child Care Network |
| Atkinson Foundation | Little Lions Waldorf Daycare & Kindergarten |
| Brock University Faculty of Education | Math Knowledge Network |
| Cambrian College | Metis Nation of Ontario Ontario |
| Canadian Child Care Federation | Mohawk College |
| Canadian Union of Public Employees | Not Your Average Daycare (NYAD) |
| Centennial College | Ontario Aboriginal Head Start Association |
| Child Care Now | Ontario Coalition for Better Child Care |
| Childcare Resource & Research Unit | Ontario Federation of Labour |
| College of Early Childhood Educators | Ontario Nonprofit Network |
| Compass Early Learning and Care | Ontario School Board Council of Unions (OSBCU) |
| Confederation College | Peer Mentoring Program |
| Conestoga College | Rising Oaks Early Learning Ontario |
| CUPE Local 2484 | Service à l'enfance Aladin Child Care Services |
| Decent Work and Health Network | Seneca College |
| Discovery Early Learning and Care | Seneca Early Childhood Education Black Student Association |
| Dufferin County | Seneca Lab School |
| Early Childhood Community Development Centre | Sheridan College |
| Edge of the Bush | St. Clair College |
| Equal Pay Coalition | The Early Childhood Coach, Anisha Angella |
| Family Supports Institute Ontario | The Learning Enrichment Foundation |
| Fanshawe College | Today's Family |
| Fleming College | Toronto Community for Better Child Care |
| George Brown College | Toronto Metropolitan University |
| George Brown College Student Advocates for Early Childhood Education | Treetop Children's Centre |
| Home Child Care Association of Ontario | Tungasuvvingat Inuit |
| Humber College | University of Guelph-Humber |
| Justice for Workers | Waterloo Region Designated Early Childhood Educators Local |
| | Waterloo Region District School Board |
| | Western University |

Revenue & Expenditures



- Shown as percentage of total
 - Salaries & Benefits shown are net of project/program allocations
- Full audited financial statements can be found at www.aeceo.ca/board_of_directors



2022-2023 Year in Review

Celebrating



Decades of rising up won child care for Canada.



ONTARIO COALITION FOR
Better Child Care

March 2022

**Ontario signs the Canada-Wide
Early Learning & Child Care
agreement**

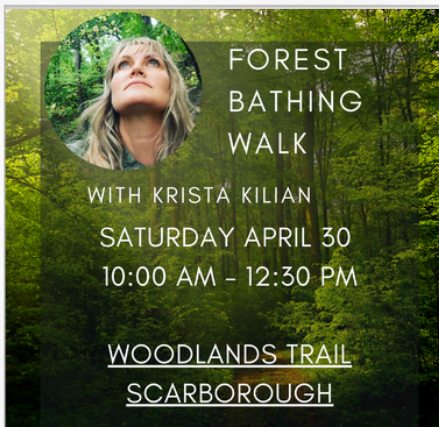
Asking



April 2022

**Decent Work and Anti-Racism
Survey**

Gathering



April 2022

**Forest Bathing Walk w/
Krista Kilian**

Rallying



April 2022

**Child Care Brigade at
International Labour Day Rally**

2022-2023 Year in Review



Learning

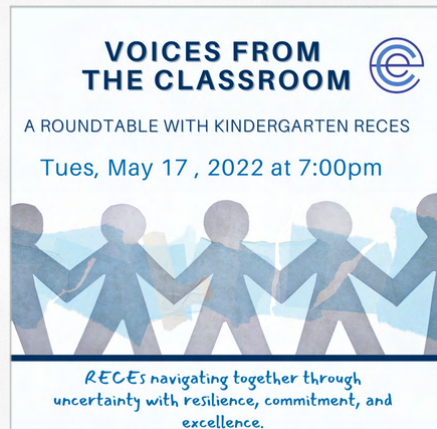


THE POLITICS OF ECE:

Government 101

May 2022
Politics of ECE –
Government 101 Webinar

Sharing



May 2022
Kindergarten Roundtable



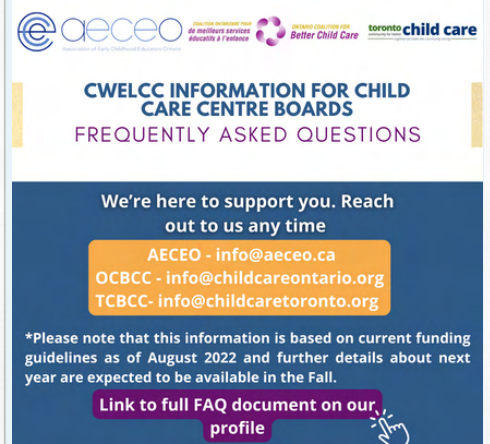
June 2022
Sharing Pandemic Experiences:
A Safe Space for Racialized
Educators

Watching



July 2022
Scarborough Movie screening
& picnic with special guest!

Informing



August 2022
CWELCC Information for Child
Care Centre Boards



2022-2023 Year in Review



2022-2023 Year in Review



Taking Action



Ottawa

WORTH MORE! Day of Action



November 2022
Wawa



Peterborough

Visiting



December 2022
Humber student advocates



2022-2023 Year in Review

Consulting



January 2023

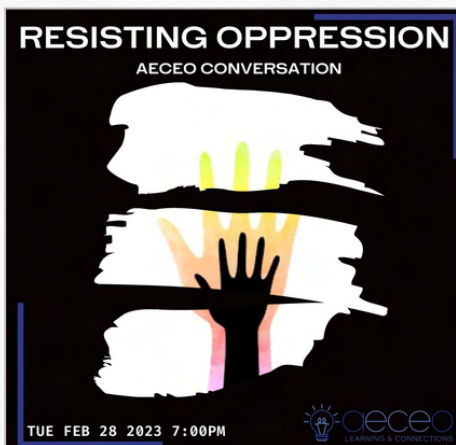
Visiting



February 2023

Sudbury community visit

Resisting



February 2023
Resisting Oppression
An AECEO Conversation



2022-2023 Year in Review



Marching



March 2023

Child Care Brigade at the 2023
International Women's Day Rally & March



Learning



March 2023

Becoming an ECE Speaker

And... Preparing!



April 2023

AECEO Conference



2022-2023

Our work goes on,
together.

ASSOCIATION OF
EARLY CHILDHOOD EDUCATORS
ONTARIO