

1950-2025

Dear Members and Friends,

As the AECEO nears 75 years old, we'll see what a legacy of care, advocacy, community, and YOUR membership has made possible THIS year.

Love, the AECEO team

2024 - 2025 ANNUAL REPORT

A message from.

Executive Director
Alana Powell

&

Board President
Shailja Jain

We are so proud of the work of the AECEO staff team and community in 2024-2025. Together, we have centered community and care, envisioned joyful and just futures, and brought the early childhood community together to care for each other while building a strong collective voice. Here are some highlights:

Unionization

We are so excited to announce that this year the AECEO became a unionized workplace. As an organization committed to advocating for decent work for ECEs, we are proud to also formalize our decent working conditions into our Collective Agreement. We had an incredible experience negotiating our first collective agreement, it was collaborative and caring, a learning experience, and collectively we created something we are all truly proud of.

Advocacy and Community Based Work

The AECEO lifted the voices and needs of ECEs across the province through advocacy and community based work. This took shape through many community based actions, our podcast 'Circle Time' with special guests and topics curated for ECEs, as well as campaigns to support the early childhood education workforce. In May we shared a Parent MPP training and toolkit. The AECEO stood with Theresa Armstrong re: Bill 191, Childcare and Early Years

Workforce Strategy Advisory Committee Committee Act, 2024, demonstrating solidarity as well as a deep commitment to the sector. We engaged in multiple e-actions, for example the "Tell Trudeau & Ford: Support Educators and \$10 a day child care for families - not privatization" action. The AECEO hosted sessions for educators as well as operators on the CWELCC funding formula. We also hosted the "10\$ a day and decent pay" rally at Queens Park joined by educators across the province. We were joined by elected MP's Chrystia Freeland and Jagmeet Singh and many members of our wonderful community for the International Women's Day March where childcare was a widely talked about campaign issue leading into the federal election.



Reaching Pre-Service Educators

Looking to the future of the workforce, the AECEO staff team spent time engaged in class talks across Ontario, career fairs and supporting student advocacy at Sheridan College, Humber College and George Brown College, and was so lucky to celebrate ECE appreciation day in person at Mohawk College. Time with pre-service educators is inspiring - we see your hopes and dreams for a sector, where all educators have good working conditions and decent pay!



Research and Presentations

Our team continued to engage in knowledge mobilization through presentations and sector workshops. We were so grateful to be invited to the Dufferin County ELCC Symposium, to share our work at the reconceptualizing early childhood education conference, and connect with community through the Lambton Parent Resource Centre.

We also launched our Circle time with the AECEO Podcast and had many special topics with guests from both our team and the sector. As always, there is still much work to be done, but together, we can build our community, envision the change we need, and we can win it.

Together, we continue to be 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. You build worlds for children, together we build worlds for us.

Staff

To the AECEO staff team, we want to acknowledge and thank you for your incredible work and contributions in advocating for the early childhood profession. We see your passion and dedication to the sector and for educators to be valued, paid fairly and recognized for their work with children, families and community. We continue to be inspired by you!



Board

Thank you to our Board of Directors for all of your care and commitment to the AECEO. You have dedicated your time, ideas, energy and contributed to supporting the AECEO to serve our members and community. We appreciate your dedication to the AECEO and our shared mission.



Our members

This work lives and breathes because of you. The way you show up for children, families and communities inspires the way we strive to show up for you. It is in recognition of you, with respect and honour for who you are and the important work you do, that the AECEO exists. We will continue to fight for you, fight with you, and together, we will build a better world.



Special Congratulations to Erin:

We would like to take a moment and congratulate Erin Filby for her King Charles III Coronation Award. Erin is a wonderful advocate and community organizer in the sector and in her community. Erin approaches all her work and life with such care and intention. We know she has made an impact in her community, as her work has made a tremendous contribution to our work at the AECEO in so many ways, like new storytelling initiatives, community offerings, mentorship opportunities and a relentless commitment to justice. We are thrilled to celebrate this amazing accomplishment with you Erin!



Special Thank You to Alana:

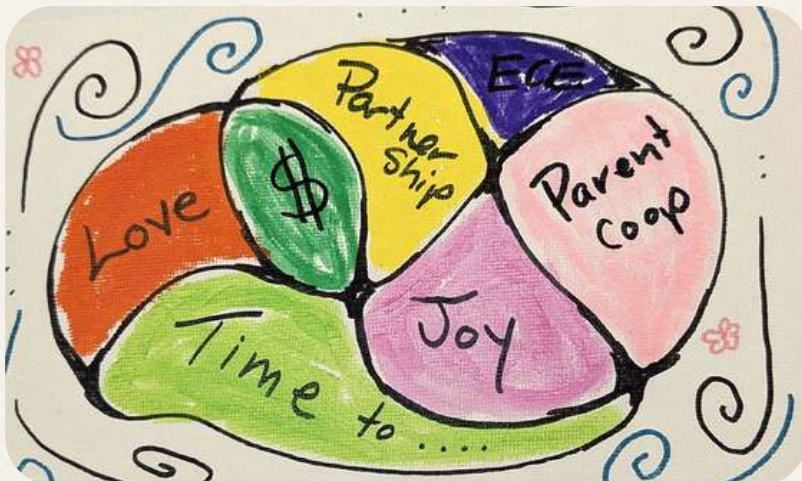
We would also like to take a moment to thank Alana Powell, who has served as our Executive Director at the AECEO for the past 6 years. Alana, we want to acknowledge the dedication, heart and all around incredible work that you have brought to the AECEO. Your leadership has been instrumental in cultivating community, advancing policy work and expanding the reach and impact of the AECEO. We want to congratulate you in your new role as Senior Policy Advisor to Minister Hajdu, Families and Jobs. We wish you all the best as you move into your new role, we know you are going to continue to do incredible work! We will miss you and you will always be a part of our AECEO community!

Gratitude & Best Wishes.

Serving on the AECEO Board of Directors is an important responsibility that is crucial to the organization's viability, strength and continuance. Board members provide strategic leadership, guide our financial health, lend their expertise to our work, help navigate challenges and opportunities, and maintain standards of governance. Beyond the formal responsibilities, they play a pivotal leadership role as ambassadors of our mission in the community and help to build partnerships that amplify our impact. We are truly grateful to all members of the Board for their service and commitment to helping the AECEO thrive!



A special thank you and fond farewell go out to Olivia Faveri who is not standing for election to the 2025-2026 board. Olivia has served on the AECEO Board of Directors since 2021-2022 and during that time has volunteered on numerous board committees - always bringing thoughtful perspectives grounded in ECE practice to board discussions and decisions. She has been a wonderful board member and we are grateful for her service. We look forward to continuing to connect and work with Olivia in other ways going forward. Thank you Olivia!



*Thank
YOU!*



Board.

PRESIDENT

Shailja Jain MEd, RECE, PhD Candidate

TREASURER

Jose Barbosa RECE

SECRETARY

Olivia Faveri HBFA, RECE, OCT

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Jane Cervi B.A., RECE

Sherry Lickers RECE, AECEO.C

Nicola Maguire RECE, B.A., MA ECS

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

Amy Williams (she/her), RECE, B.A., M.A.

Tina Dhiman, RECE

Staff.

Alana Powell RECE

Executive Director

Amber Straker RECE

Project Coordinator

Erin Filby RECE

Community Organizer

Jess Tomas RECE

Community Organizer

**Patrícia Borges Nogueira
RECE**

Communications Coordinator

Rachel Neville RECE

Membership Outreach & Policy
Analyst

Sue Parker

Office Administrator and
Membership Coordinator

Inspired by you.





You care, out loud

We are so grateful to the generous, committed volunteers who have given their time and passion to the AECEO this year. We are inspired by you, and we are honoured to stand with you!

Thank you!

Honoured to stand with you.



The AECEO Decent Work Project.

It is with gratitude to our funders, the Atkinson Foundation and Waltons Trust, that we are pleased to announce that the Decent Work project has continued through another year. Together with you, the Early Learning and Child Care (ELCC) community, we have continued to advocate for the respect, recognition, working conditions, and professional pay that early years professionals deserve. We have been grateful for the opportunities to listen, collaborate, and work together for positive change. Thank you to all who consulted on the creation of our community research questionnaire, What is it like to be an ECE & Child Care worker?, and to the 600+ of you who took the time to share your experiences, opinions, and expectations about the ELCC sector. Your responses are incredibly valuable, and we will continue to amplify them in our future policy requests, campaign messaging, and advocacy work.

Many exciting initiatives took place this year. The Decent Work Common Table, and AECEO CARE Collectives continue to be spaces designed for the ELCC workforce, partners, and allies to come together for ongoing connection and collaboration.



These spaces allow us to gain a broader understanding of each other's perspectives through story sharing, make connections between working conditions, lived experience, and policy, ask questions, share experiences, and deepen relationships as we "care out loud".

We began the AECEO Community Visits, starting out in Waterloo Region. Being together in joyful and meaningful ways is key to building our power as a community and creating the hopeful worlds ECEs deserve. Thank you to all who continue to join us.

Four different initiatives were launched this year. Our new seasonal policy newsletters bring the work of the AECEO and the hottest news in ELCC policy right to your email inbox. We also launched our podcast, *Circle Time with the AECEO* to discuss all things ECE culture: the good, the bad, and the sticky. Our new RedBubble shop creates fun ELCC-related designs to spread the word about our community. Finally, our Student Blog was launched as a space to publicly host the projects completed by placement and internship students.

All of these new opportunities connect

the every day practice of ELCC professionals to policy and their communities.

Over the summer, we shared the 2024 Summer Bucket List. We took time to recognize the advocacy ECEs do in their everyday activities, and found summer-friendly ways to engage with our representatives. We hosted an e-action to support educators and \$10 a day child care for families - not privatization. Hundreds of people signed the action hoping to ensure that the early learning and child care workforce had decent work and pay and that the non-profit and public child care sectors were stable, thriving and expanding. We shared a new policy brief, the Ontario Child Care Funding Formula, and a new program profile highlighting the Windsor-Essex RECE Mentorship Program.

In the fall, the Ontario Funding Formula was reviewed, and we hosted information sessions for and with operators, educators, and the Home Child Care Association of Ontario, to better understand its impact. We brought ECE voices directly to decision makers by hosting a panel discussion with ECEs and the then Minister of Children, Families, & Social Development Jenna Suds, and collaborated with Child Care Now to organize Ontario's 10 Days of Action for \$10-a-Day Child Care. Nationally, the AECEO hosted virtual workshops *Voices for Change: Your \$10aDay Child Care Stories*. We created multiple invitations to become involved, to ensure that many access points were provided including a social media

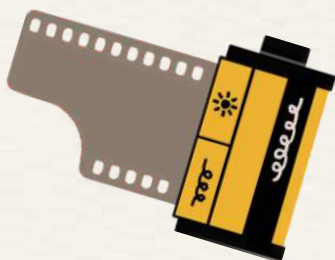


campaign, phone zap, colouring and information pages, an online petition, a rally, and a virtual wrap up/debrief.

Shortly after that, the province called a snap election, and we shared voting information, supported local activities through the CARE Collectives, and hosted a professional learning space to discuss how our values are seen in policy and systems.

None of this work could be possible if we did not come together as a community and share our values and stories with one another. Our combined dedication and passion cannot be ignored. We are so strong when we stand up together, raise each other up, and stay united in what we deserve: professional pay, decent work, respect, and recognition!





Guiding Committee on Truth and Reconciliation.

Over the past seven years, the AECEO has committed to reconciliation with First Nation, Métis, and Inuit communities through its Guiding Committee on Truth and Reconciliation, formed in 2018. This collaborative effort included the development of a comprehensive framework rooted in Indigenous principles aimed at transforming early childhood education (ECE) practices and policies across Ontario in response to the Truth and Reconciliation Commission's Calls to Action.



This year, in reflection of and learning from the past seven years, the Guiding Committee set out to review our work so far, and recommit to a path forward. Together, we captured the incredible work of the Guiding Committee and shared our reflections in our Winter 2025 eceLINK contribution, including many eceLINK articles, professional learning offerings, and the creation of the All Nations Circle of Practice. In our meetings, the Guiding Committee recommitted to our goals and explored ideas for new ways to action them, and share and invite others into our work (there is lots to look forward to!). We were also grateful to have a contribution from Elder Brenda Mason and her grandson Keaton in the Spring/Summer 2024 eceLINK issue, which reminds us of the profound wisdom children share with us when we slow down and pay attention. Thank you Elder Brenda for this story, and all your teachings throughout the year.

As we reflected in the eceLINK on the past seven years, we acknowledge that reconciliation is not a destination but an ongoing journey – one that requires sustained commitment, deep listening, and reciprocal relationships. The work of the AECEO's Guiding Committee on Truth and Reconciliation has laid a strong foundation, but the path forward calls for continued action, humility, and courage. By centering Indigenous leadership, upholding Indigenous knowledge systems, and fostering meaningful partnerships, we move closer to creating early childhood education spaces where Indigenous children, families, and educators feel valued, heard, and empowered. Walking together in reconciliation means embracing both the challenges and the possibilities, ensuring that the next seven years – and beyond – are guided by the spirit of respect, responsibility, and collective care.



Sector insight, and relevant,
collaborative, Peer-Reviewed
Articles.

The eceLINK is the AECEO's publication, and an incredible benefit of AECEO membership. The eceLINK provides access to cutting edge research, deep insights, compelling articles for and by Early Childhood Educators. It's an invaluable tool for professional learning, and connection to our sector.

As always, we make parts of this incredible publication available to everyone, regardless of membership status. This year's crop of peer reviewed articles are available with paywall-free access. Each article is authored through a collaboration between academics/researchers and early childhood educators.

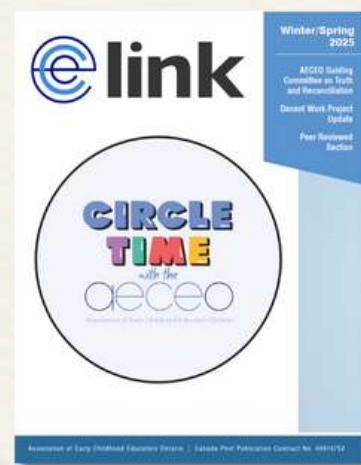


Spring/Summer 2024

The Spring/Summer 2024 issue included incredible content related to communities of practice, Indigenizing curriculum, and story and teaching from Elder Brenda Mason and her grandson, and an exciting ECE Voices Section.

The Peer Reviewed Collection included:

- (Not)Overcoming Depression: Depressive Ruptures and Disorder Professionalism in Early Childhood Education and Care
- Bordering Points and Practices in Toronto's Licensed Childcare Sector: Investigating Access for Families With Precarious Legal Status



Winter/Spring 2025

The Winter/Spring 2025 issue included a reflection on 7 years of the AECEO's Truth and Reconciliation Guiding Committee, AECEO project updates and reflections, and a report on the AECEOs new strategic plan.

The Peer Reviewed Collection, edited by special guest editors Dr. Nidhi Menon and Dr. Adam Davies included:

- Special Issue Introduction: Socially Just Ruptures in Early Childhood Education: Challenging Developmentalism in Curriculum, Pedagogy, and Policy
- Disrupting Disability in Colonial Contexts: Centring Critical Disability Theory and Community Perspectives in Nigeria and Canada

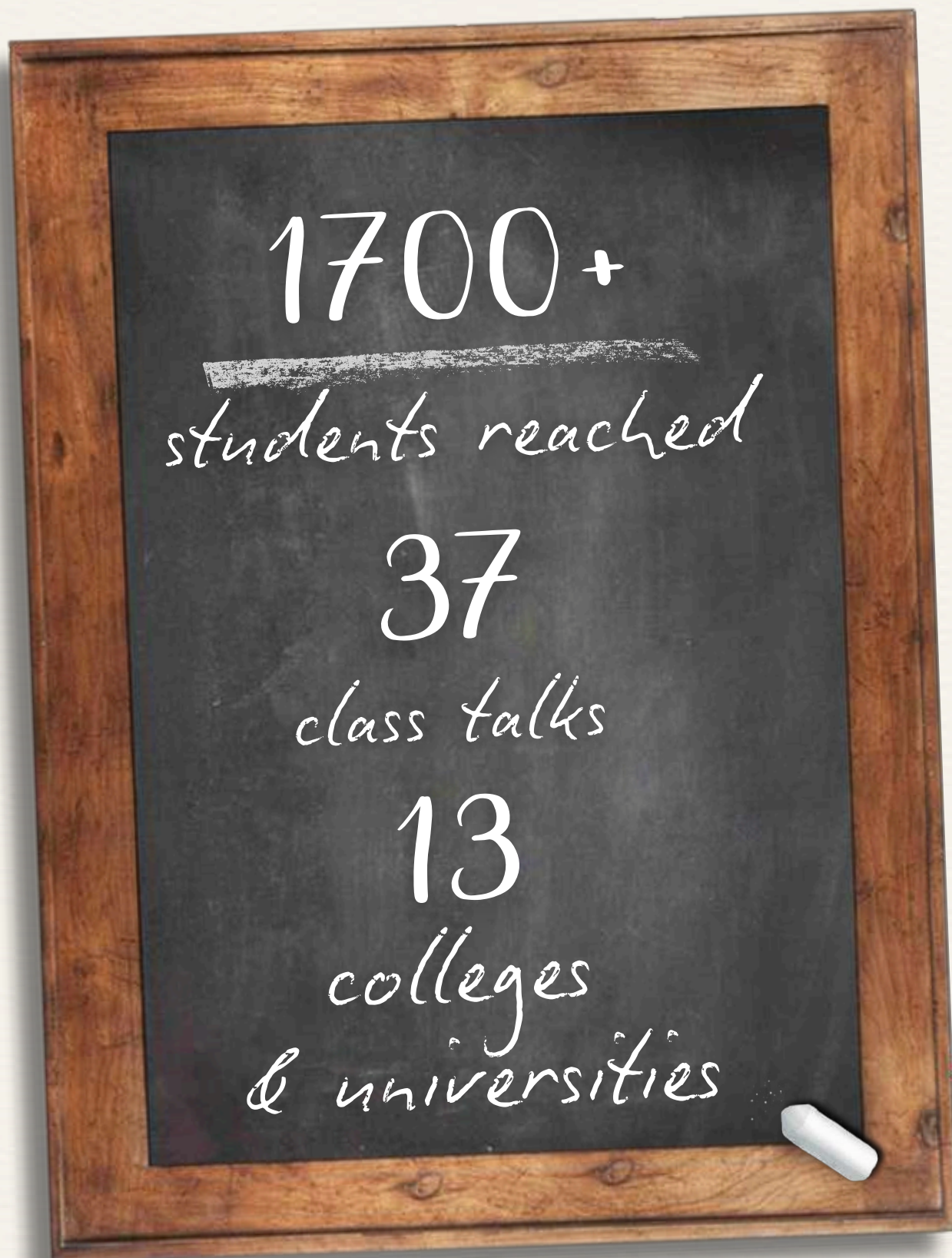
Connecting to the Future: student educators learn with us.



A massive thank you to all of the incredible post-secondary ECE faculty who support the work of the AECEO and have invited us to join you in your classrooms over the last academic year. We have had the immense pleasure of meeting with so many amazing ECE students across the province; students who are constantly awe-inspiring with their critical thinking skills, engagement, and care and compassion. ECE students are strong advocates and we are grateful to continue doing this work alongside them. We look forward to seeing you again!



Reaching Learners.



Supporting Excellence.

The AECEO team is deeply appreciative of the learning that has taken place with and from students completing their placements and internships with the AECEO. The energy and passion that students bring to the field is crucial to our ongoing advocacy for decent work and professional pay. This year, we've created the AECEO Student Blog to showcase placement and internship projects; check it out on the AECEO website. A huge thank you goes out especially to those who have spent time with us this past year:

Spring/Summer 2024

- Christina Bourgeois-Davis - Fleming College
- Garthi Vijayapalan - Toronto Metropolitan University
- Shareena Kingsley - University of Guelph-Humber
- Madgalena Lusingu - Algonquin College
- Ivanna Perez Busto - Humber College

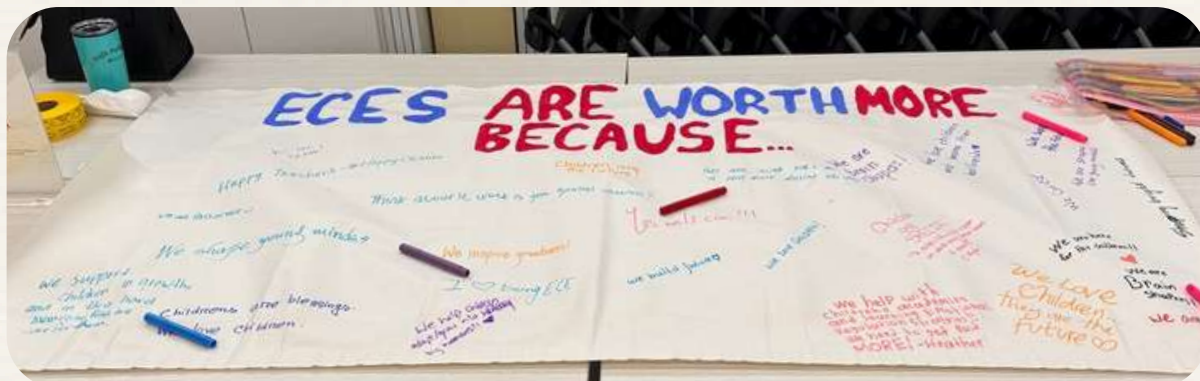
Fall 2024

- Christina Hwang - George Brown College
- Wan-Lin Lee - George Brown College
- Dinah Boateng - University of Guelph-Humber
- Crystal Creamer - Toronto Metropolitan University
- Vivian Chung - Toronto Metropolitan University
- Zuhail Hashemi - Toronto Metropolitan University

Winter 2025

- Wenilie Ferraris - George Brown College
- Ivy Javier - George Brown College
- Kristy Cassar - Humber College
- Rose Ann A. Garcia - Humber College

Thank you so much for everything
that you have done. We can't wait
to see where your path leads you
to next!



A year in the
life of
The AECEO

2024-2025 by the numbers

Hosted **19** opportunities to connect with the AECEO -
in person and on line

Collaborated on **3** e-actions and open letters

Attended **6** career fairs at colleges and universities

Produced **5** major policy briefs and updates

Created **9** resources for our community - podcasts, merch
drops, and members-only resources

Attended **5** platform consultations with Provincial
and Federal parties

Participated in **10** Days of Action

Spoke up at **15** opportunities to represent ECE
voices and experiences to the wider community

Cared, out loud, **365** days of the year!

Spring 2024

- Sheridan ECE Expo
- Child Care Parent & Family Community Action
- Survey shared with members for the Ontario Ministry of Education consultation
- Atkinson Summer Institute
- Humber Career Fair
- AECEO Provincial Conference Hub Launches
- AECEO Student Blog Launches
- Policy Brief is published: ON Child Care Funding Formula
- Program Profile is published: Windsor-Essex Mentorship Program
- Child Care Myth Videos on TikTok
- Parent MPP Training & Toolkit Shared
- Presentation at Leading Change Network Annual Community Meeting
- Attended NOW (Northern Oral Language and Writing) through Play Partners Gathering
- Presentation at Manitoba Child Care Association Conference
- AECEO was requested to stand with Theresa Armstrong re: Bill 191, Childcare and Early Years Workforce Strategy Advisory Committee Act, 2024
- CUPE Convention



Child Care Myth #4:

Child care is controlled by the federal government so we don't need to worry about advocating to the provincial government.



George Brown College,
May 16th



NOW Play partners gathering

Rise Up TO Game Night!



THE 2024 SUMMER BUCKET LIST FOR EARLY LEARNING & CHILD CARE



Summer 2024

- University of Guelph Humber partner appreciation event
- Early Years Rise Up TO Game Night
- Scarborough Child Care Challenge
- E-Action: Tell Trudeau & Ford: Support Educators and \$10 a day child care for families - not privatization!
- eceLINK Spring/Summer 2024 is published
- AECEO signs onto ONN open letter to Ontario Minister of Education
- July 8th: Launch of the Summer Bucket List (Live Stream)
- West Toronto/Etobicoke Child Care Challenge
- July 26th: Voices for Change ICL Podcast Guest Erin Filby
- July 31st: STRIVE Leading Inspired Learning podcast guests
- July 31st: Craft & Chat: A Community Care Session for ECES
- Member's Survey for CWELCC Consultation w Federal Gov
- Aug 24th: Member's Survey for CWELCC Consultation w Federal Gov
- Aug 16th: Toronto Outdoor Picture Show - Mary Poppins
- Aug 24th: Toronto Outdoor Picture Show - Monsters Inc.

West Toronto/Etobicoke Child Care Challenge



Toronto Outdoor Picture Show - Monsters Inc.

Fall 2024

- Parent & Family Community Event
- Funding Formula Info Sessions (Operators)
- Funding Formula Info Sessions (Educators)
- How Can the AECEO Be Better? Survey is launched
- Presented at Dufferin County ELCC Symposium
- ECE Advocacy & Outreach Skills 101 with EYP
- Facilitation Training with CUPE 2484 Exec Team
- Mohawk College ECE Appreciation Day
- Member's Only Webinar: Upholding and Advocating for our Value; In dialogue for ECE and Child Care Worker Appreciation Day (Minister Jenna Sudds)
- Parent Press Conference/Roundtable for CCWAD
- Circle Time with the AECEO Ep1 is published: Introducing Circle Time



*ECE appreciation Day,
Mohawk College*



Fall 2024

- Executive Director Alana Powell presented at the Reconceptualizing Early Childhood Education Conference
- Brantford Community Visit
- Nov 20th - 30th: National Days of Action
 - Nov 12-14th: Voices for Change: Personal Narrative Training
 - Nov 20th: press conference, launch of Parents 4 Child Care
 - Nov 20th: Rally at Queen's Park (\$10aDay and Decent Pay!)
 - Nov 26th: J4W & AECEO Phone Zap
- Facilitation Training with CUPE 2484 Bargaining Teams
- RedBubble Merch Store is launched
- Panel Discussion: Licensed Home Child Care & the New Funding Formula
- First AECEO Seasonal Policy Update published



*Queen's Park
Press Conference*



*RedBubble store
Opens*

Winter 2024-2025

- What is it like to be an ECE and Child Care Worker? Survey Launched
- Parents 4 Child Care becomes an AECEO CARE Collective
- Circle Time with the AECEO Ep2: Alana Leads the AECEO with Care
- Lambton Parent Resource Centre Presentation
- Valentines Day Merch launched on RedBubble
- The Inspiring ECE Podcast guests episode published
- Circle Time with the AECEO Ep3: Alana Leads the AECEO with Care Part 2
- Circle Time with the AECEO Ep4 A Love letter to ECEs from the AECEO Team
- Webinar: At the Heart of Care: Your Values, Your Future, Your Choices
- eceLINK Winter/Spring 2025 issue is published
- E-Action: Don't let Ford Flip-Flop on Families.
- Open Letter: Tell Premier Ford to secure federal child care funding extension
- Waterloo Region Community Visit
- University of Guelph Humber Professional Association and Post-Grad Fair
- International Women's Day Rally and March
- Policy update and membership check-in: We had an election, what's next?
- GBC Career Fair & Grad Panelist Presentation



Waterloo Region
Community Visit



International Women's Day
Rally and March

Community Connections.

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

- . Affiliated Services for Children & Youth
- . Algonquin College
- . Association francophone à l'éducation des services à l'enfance de l'Ontario
- . Atkinson Centre for Society and Child Development
- . Atkinson Foundation
- . B2C2
- . Cambrian College
- . Canadian Child Care Federation
- . Canadian Union of Public Employees
- . Centennial College
- . Child Care Now
- . Childcare Resource & Research Unit
- . College of Early Childhood Educators
- . Compass Early Learning and Care
- . Conestoga College
- . CUPE Local 2484
- . CUPE Ontario
- . Decent Work and Health Network
- . Discovery Early Learning and Care
- . Dufferin County
- . Early Childhood Community Development Centre
- . Early Childhood Resource Consultant Network of Ontario
- . Equal Pay Coalition
- . Family Day
- . Family Supports Institute Ontario
- . Fanshawe College
- . Fleming College
- . George Brown College
- . George Brown College Student Advocates for Early Childhood Education
- . Heritage Child Care and Early Learning Centre
- . Home Child Care Association of Ontario
- . Humber College
- . Justice for Workers
- . The Inspiring ECE Podcast (podcast)
- . Institute for Change Leaders
- . Leading Change Network
- . Leading Change Network
- . STRIVE
- . Licensed Child Care Network
- . Little Lions Waldorf Daycare & Kindergarten
- . Math Knowledge Network
- . Metis Nation of Ontario
- . Metcalf Foundation
- . Migrant Worker's Alliance Canada
- . Mohawk College
- . Natural Curiosity
- . Not Your Average Daycare (NYAD)
- . Ontario Aboriginal Head Start Association
- . Ontario Coalition for Better Child Care
- . Ontario Federation of Labour
- . Ontario Federation of Indigenous Friendship Centres
- . Ontario Mentorship Collaborative
- . Ontario Nonprofit Network
- . Ontario School Board Council of Unions (OSBCU)
- . Peterborough Child Care Centre
- . Peterborough (municipality of)
- . Rising Oaks Early Learning Ontario
- . Service à l'enfance Aladin Child Care Services
- . Seneca College
- . Sheridan College
- . St. Clair College
- . Today's Family
- . Toronto Child Care Advocates
- . Toronto Community for Better Child Care
- . Toronto Metropolitan University
- . Toronto Outdoor Picture Show
- . Treetop Children's Centre
- . University of Guelph-Humber
- . Waterloo Region Designated Early Childhood Educators Local

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!

- Eleonore Benesch AECEO.C.
- Mehr Biri AECEO.C.
- Monica Bissett AECEO.C.
- Connie Cantin AECEO.C.
- Lynn Carlson AECEO.C.
- Sharon Carter AECEO.C.
- Monica Chauvet AECEO.C.
- Deanne Clarke AECEO.C.
- Laura Coulman
- Jonathan Creamer
- Ruth Doherty AECEO.C.
- Terralyn Durocher AECEO.C.
- Flanagan Foundation
- Doreen Gordon AECEO.C.
- Kim Hiscott AECEO.C.
- Margaret Hoffman AECEO.C.
- Redelma Lopez
- Ofelia Nicolas Paguirigan
- J. Rosen
- Annieta Samaroo
- Heather Yeo AECEO.C.

**Your donations support the work
of the AECEO! Please consider
making a donation using this
link, or at AECEO.ca/donate**



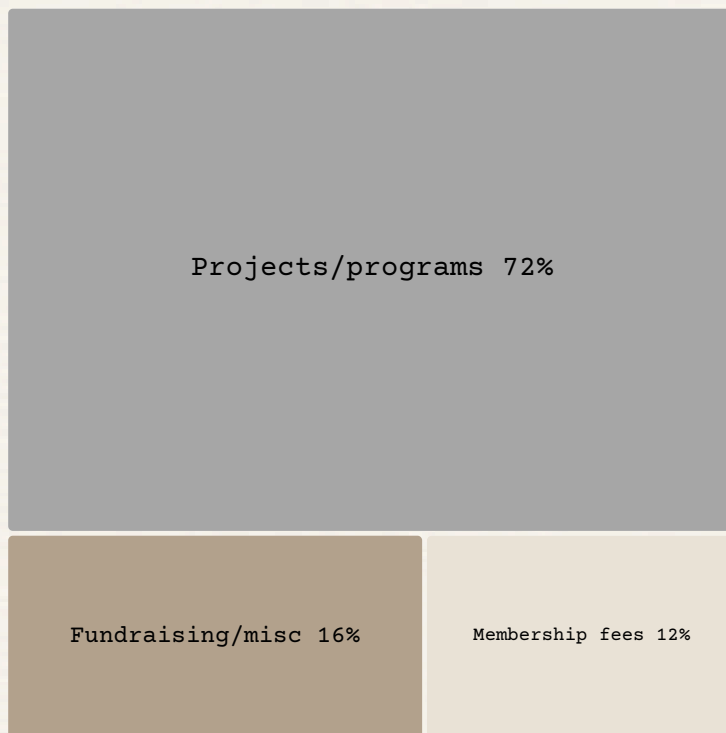
We're Stronger Together, Join the AECEO.

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

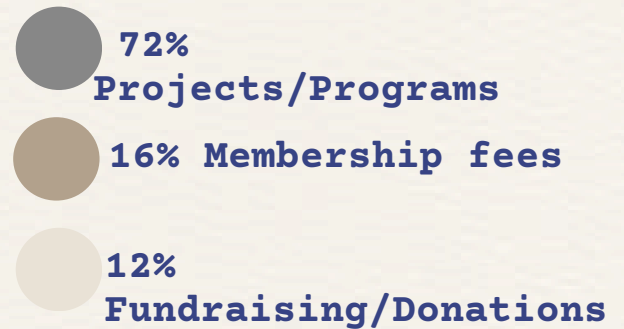
Your membership makes a difference. Please join or renew your membership with the AECEO so that we can continue advocating for all ECEs in the province.



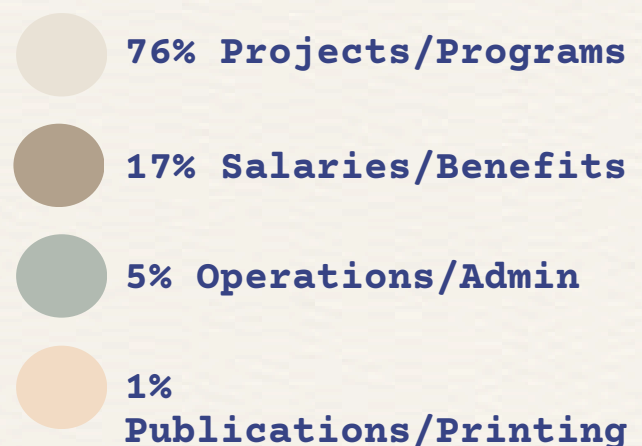
Association of Early Childhood Educators Ontario – Revenue & Expenditures



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