

WAGE Project Preliminary Report

November 2021 – June 2022

COALITION ONTARIENNE POUR
de meilleurs services
éducatifs à l'enfance



ONTARIO COALITION FOR
Better Child Care



Association of Early Childhood Educators Ontario



Women and Gender
Equality Canada

Femmes et Égalité
des genres Canada



What is the WAGE Project?

WAGE Project is a new project at the OCBCC with a focus on Centering the Voices of Racialized Mothers and Educators in Shaping Child Care Response and Recovery in Ontario. This project is funded by Women and Gender Equality Canada's Feminist Response and Recovery Fund

The main objective of WAGE project is to listen to racialized educators and mothers in child care and family programs, build an ongoing relationship with them, and work collaboratively to create program and policy recommendations to the stakeholders and at the end of the project

WAGE project will support a feminist response and recovery from the current impacts of COVID-19, and help to understand the different ways that diverse groups experience child care barriers during the pandemic



Stages of WAGE Project



**Nov-Dec 2021
Lit Review & Sector
Scan**

Literature review and contacting organizations to find existing research/data on the topic

**Mar-Jul 2022
Community
Consultations**

Listening and building ongoing relationships with racialized mothers and educators accross Ontario

**Aug - Jan 2023
Working Group**

Collaboratively working to create program and policy recommendations to child care stakeholders and the government with the leadership of racialized women from the WAGE Project



Stage 1

Literature Review & Sector Scan

(Nov-Dec 2021)

Relevant sources of information include:

- Peer-reviewed Articles
- Non-profit sector Reports
- Child Care & Family Supports Reports
- Public Health Reports



Sector Scan

(Jan - Feb 2022)

Organizations we reached out to, for relevant reports and any relevant resources they could share



- School of Early Childhood Education (ECE), Seneca College
- School of ECE, Humber College
- School of ECE, Sault College
- School of ECE, Algonquin College
- Migrants Workers Alliance for Change
- Family Supports Institute Ontario (FSIO)
- Connections Early Years Family Centre, Windsor
- Women Supports Network of York Region
- AECEO Community of Practice (COPs)



Findings

- More funding and employment in child care sector, particularly in Northern Ontario and rural communities will help attract and retain skilled workforce to create economic growth
(Association of Municipalities Ontario, 2021)
- **Public Health Agency of Canada (2021)** identified that there are no consistent race-based data available across Canada, but local sources have found that racialized communities are disproportionately impacted by COVID-19, influenced by existing health inequities and social determinants of health
- The Women and the Pandemics report suggests that the pandemic recovery must take a feminist approach, considering intersectional gendered implications for social and economic recovery in Canada (**Canadian Women's Foundation, 2021**)
- The She-Covery report reveals the pandemic has expanded the existing inequity of women, including racialized women, Indigenous women, single mothers, low income women, women with disabilities and those living in rural areas
(**Dessanti, 2021**)

Stage 2 Consultations

(Feb-July 2022)



Greater Toronto Area

York Region

Northern Ontario

Central Ontario

South Western Ontario

With the support of partner organizations, we have organized *7 virtual consultations* across the following regions in Ontario



We *reached a total of 111* women and educators so far

Consultation Partners

- Connections Early Years Family Centre, Windsor
- Seneca Early Childhood Education Black Students Association (SEEBSA)
- Women of Dignity International, Toronto (WODI)
- Women Supports Network of York Region, Newmarket
- Rose of Sharon Services for Young Mothers, Newmarket
- Family Supports Institute Ontario (FSIO)
- Le Regroupement des services éducatifs à l'enfance d'Ottawa (RSÉEO)
- L'Association francophone à l'éducation des services à l'enfance de l'Ontario (AFÉSEO)

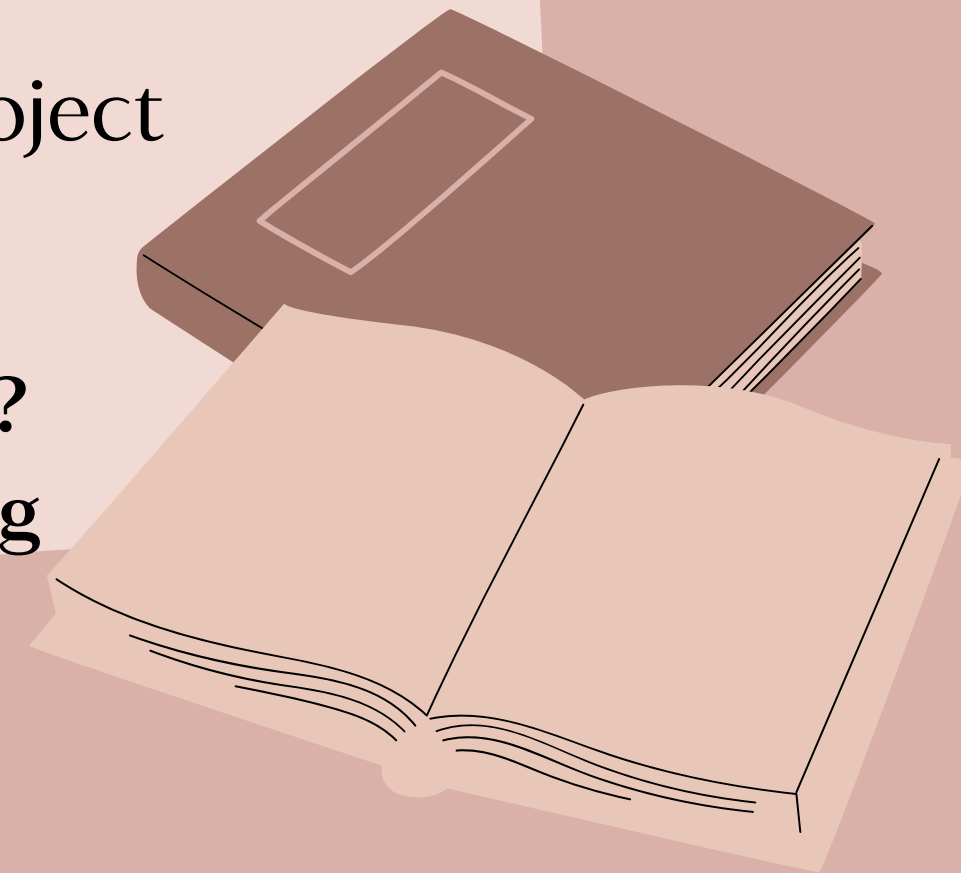


Benefits to Partners

- A collaborative way to dismantle racism in the child and family/ECEC sector
- Access to study reports & data
- A substantial form of advocacy for partner organization
- Partner organizations' names are published as WAGE Project partners

**Are you interested in partnering with us on this project?
Please contact Adebola at adebola@childcareontario.org**

Thank you!



Thanks to OCBCC
for embarking on
this type of
project

I want my voice
heard, and I hope this
project will lead to
that

Increase the time
for conversation,
and give separate
time for surveys

Key Feedback from Participants

I am looking
forward to see the
change this project
will bring

I am not alone!

I am happy to get a
chance to share my
story



Key Learning from Participants

I have been struggling with my mental health but I feel some relief talking about my experience

Support, Intervention, and Policy Change cannot be the same for everyone, but we can all fight anti/racism as a collective

The government still does not understand the historical and inter-generational trauma and impact on Indigenous people

Racism is a big issue in the child care sector, and stakeholders are not paying enough attention to it

Newcomer families are experiencing severe isolation and mental health deterioration due to a lack of ability to manage online programming

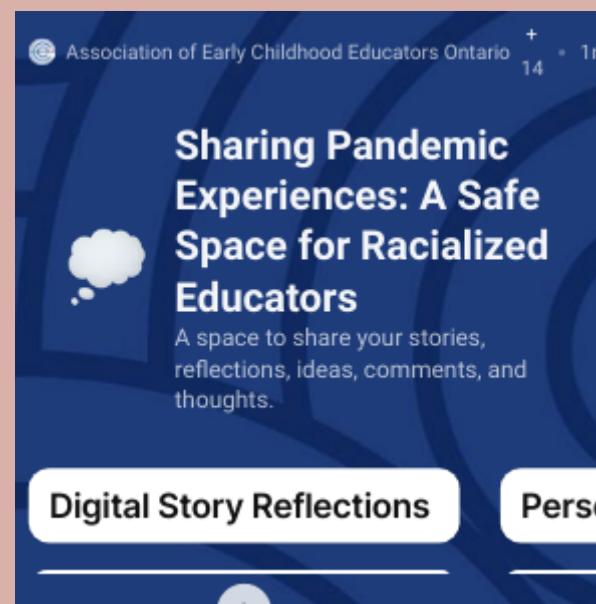
The general view of childcare, EarlyOn, and family program is not our (Indigenous) view

Digital Storytelling - Building Awareness

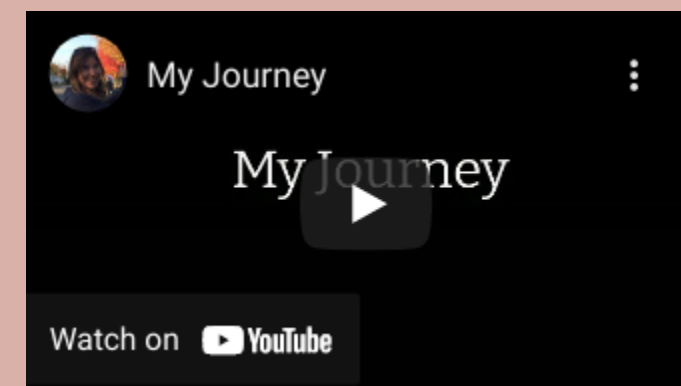
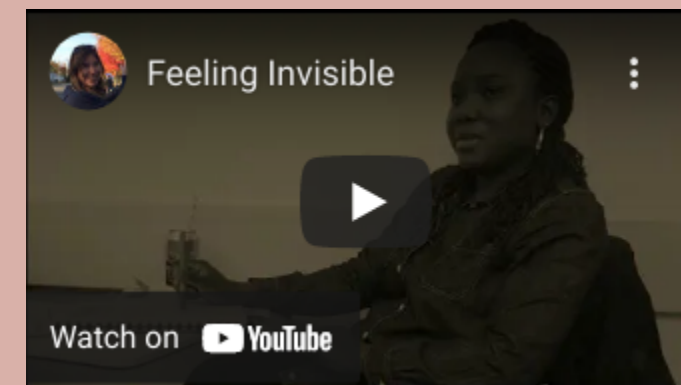
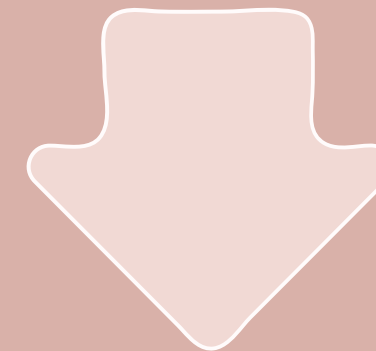
Digital Storytelling workshops facilitated by AECEO team

6 interested participants collaborated to learn how to share their experiences through scripts, voice overs & personal images. This part of our project is ongoing. Please contact us if you are interested in creating a digital story.

Click the right hand top icon of the padlet below for more info!



Click YouTube Videos below for Digital Stories thus far!



Next Steps: Organizing provincial consultations (July-August)



Province-wide consultations with parents, families & educators in partnership with the following organizations:

- The Association of Early Childhood Educators of Ontario (AECEO)
- Family Support Institute Ontario (FSIO)
- Le Regroupement des services éducatifs à l'enfance d'Ottawa (RSÉEO)
- L'Association francophone à l'éducation des services à l'enfance de l'Ontario (AFÉSEO)



Stage 3

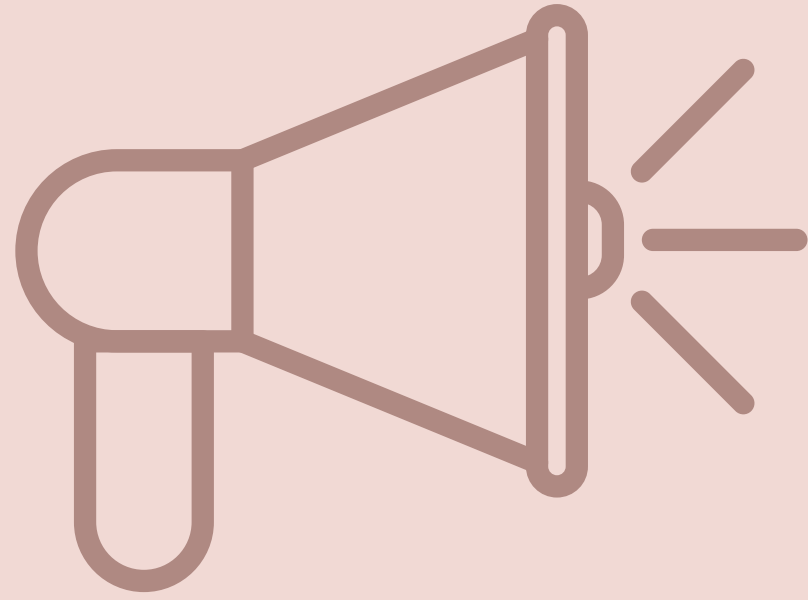
Working Group

Interested participants from the WAGE Project consultations are invited to join our Working Group team for program and policy recommendations

Co-creating Program Recommendations: Identifying ongoing racism and oppression at program level and making recommendations to shift to a culture of anti-racist, decent work and inclusive programming

Co-creating Policy Recommendations: Responding to diverse voices and experiences of racialized mothers and educators, articulating policy recommendations to shift child care policy dialogue at both provincial and federal level





Outcomes/Impact

- More awareness on COVID-19 impact on women and educators
- Increasing understanding of inequities in child care sector
- Increased relationships, engagement and interests in advocacy
- Increased interests in sharing stories and experiences through digital storytelling





Kim Mantulak, RECE
Membership and Admin
Coordinator, OCBCC

Are there any questions?

Contact Kim Mantulak at:
kim@childcareontario.org

Contact Adebola Adefioye at:
adebola@childcareontario.org



Adebola Adefioye, RECE
Project Officer, OCBCC