

**20TH ANNUAL SUMMER  
INSTITUTE ON EARLY  
CHILDHOOD  
DEVELOPMENT**

**April  
26  
2024**

9:00 a.m. to 4:00 p.m.

**REGISTRATION IS NOW CLOSED**

**SHAPING THE  
ECE WORKFORCE  
FOR CANADA'S FUTURE**

George Brown College, Waterfront Campus, 51 Dockside Drive, Toronto



# ABOUT

## THE INSTITUTE

The Summer Institute is an annual collaboration between the School of Early Childhood at George Brown College and the Atkinson Centre for Society and Child Development at the Ontario Institute for Studies in Education/University of Toronto. The Institute strives to offer timely information to inform early childhood research, policy, and practice.

This year, the 20th Summer Institute examines how children's early learning environments are improved by addressing the working conditions of educators. Researchers and practitioners from multiple disciplines explore strategies including public policy development, workplace accords, sector standards, and unionization as routes to stabilize and grow the workforce.

Hear from those putting innovative approaches into action to grow the ranks of people enjoying a satisfying career as an early childhood educator.



# OPENING

## REMARKS

Dr. Gervan Fearon became President of George Brown College in Toronto in August 2021. With a proven track record of collaboration, transformative leadership and engaging higher learning communities in a shared mission, he leads George Brown's efforts to provide transformative education opportunities that meet the educational and career goals of students, requirements of employers, supports the growth of industry and fosters the vitality of communities.

Gervan previously served as the President and Vice-Chancellor at Brock University and at Brandon University. He has held progressive roles in post-secondary education, including Dean of the G. Raymond Chang School of Continuing Education at Ryerson University; Associate Dean at York University's Atkinson Faculty of Liberal and Professional Studies; Visiting Scholar at the University of Washington; and Associate Professor at York University. Gervan also has a strong teaching and research record.

His career also included roles at the Ontario Ministry of Agriculture, Food and Rural Affairs, and at the Treasury Board, Ontario Ministry of Finance. He has served on numerous community boards, including Ontario Trillium Foundation, Brandon Urban Aboriginal Peoples' Council, United Way Niagara, Greater Niagara Chamber of Commerce, Tropicana Community Services, and the Chinese Cultural Centre of Greater Toronto.

Gervan was a co-founder of the Canada Caribbean Institute, along with Sir Hilary Beckles, Vice-Chancellor, The University of the West Indies. He is a recipient of the Queen Elizabeth II Diamond Jubilee Medal (2013), The Michaëlle Jean Foundation Influencer Award (2017) and, The University of the West Indies Vice-Chancellor's Award (2020)

He holds a Ph.D. in economics from the University of Western Ontario and received his master's and bachelor's of science degrees in agricultural economics from the University of Guelph. He holds a Chartered Professional Accountant designation (CPA, CGA) and Institute of Corporate Directors designation (ICD.D).



**Dr. Gervan Fearon**  
President,  
George Brown College

# WELCOMING

## REMARKS

Olivia Chow has served the people of Toronto for over three decades. Born in Hong Kong in 1957, she immigrated to Toronto with her parents at the age of 13. An apartment in the St. James Town neighbourhood was the launchpad for her remarkable personal journey as a community organizer, activist, school board trustee, Metro Toronto Councillor, Member of Parliament, and now the first person of Asian descent to serve as Mayor of Toronto, and the first woman to serve as Mayor since the six municipalities of Metro Toronto were amalgamated.

As our new Mayor she is working hard to build a City that holds the same kind of hope and promise that it did when she first arrived here – a City that is more affordable, caring and where everyone belongs.



**Olivia Chow**  
Mayor, City of Toronto

# PANEL ONE

## THE EARLY CHILDHOOD EDUCATION REPORT: AN IN-DEPTH REVIEW OF EARLY EDUCATION AND CHILD CARE ACROSS CANADA

### HALFWAY THROUGH CWELCC: HOW ARE WE DOING?

MODERATOR



**Bernice Cipparrone**  
Director, School of Early  
Childhood, George Brown  
College

SPEAKER



**Emis Akbari**  
Professor and Program  
Coordinator, School of  
Early Childhood,  
George Brown College  
| Senior Policy Fellow,  
Atkinson Centre, OISE/  
University of Toronto

SPEAKER



**Shelly Mehta**  
Professor and Program  
Coordinator, School of  
Early Childhood,  
George Brown College

SPEAKER



**Kerry McCuaig**  
Senior Policy Fellow,  
OISE/Atkinson Centre,  
University of Toronto

Established in 2011, the Early Childhood Education Report is released every three years to evaluate provincial/territorial early years services. Results are populated from detailed profiles of each province and territory. The ECER is organized around 5 categories with 21 benchmarks forming a common set of minimum criteria contributing to the delivery of quality programming. This report captures changes to early years services from March 2020 to March 2023. As such, it assesses the impact of the COVID-19 pandemic and the Canada-Wide Early Learning and Child Care Agreements at their halfway point.

# PANEL ONE

## PROFILES

SPEAKER



### **Emis Akbari**

Professor and Program Coordinator, School of Early Childhood, George Brown College | Senior Policy Fellow, Atkinson Centre, OISE/ University of Toronto

Dr. Akbari's initial research examined issues surrounding early life adversity on brain and behavioural development in animal models. Her current research evaluates changes in policy related to early childhood development and education at all levels of government. Dr. Akbari is the co-author of the Early Childhood Education Report. This report provides a snapshot of federal/provincial/territorial early education provisions. It also compares Canada to other developed economies. She is a member of the scientific advisory committee for the Encyclopedia on Early Childhood Development. Dr. Akbari is a professor and program coordinator at the School of Early Childhood at George Brown College. She completed her Ph.D. in the Department of Psychology at the University of Toronto in developmental behavioural neuroendocrinology.

SPEAKER



### **Shelly Mehta**

Professor and Program Coordinator, School of Early Childhood, George Brown College

Dr. Shelly Mehta is professor and coordinator in the School of Early Childhood at George Brown College. She is a certified primary/junior teacher (OCT) with additional qualifications in special education and primary education, and a registered early childhood educator (RECE) in Ontario. Dr. Mehta is co-author on the 2023 ECE Report and is a member of the WAGE Anti-racism project. Her research interests are grounded in liberation-focused approaches, and include amplifying and empowering children and family voices in early years spaces and student voices in higher education settings.

SPEAKER



### **Kerry McCuaig**

Senior Policy Fellow, OISE/Atkinson Centre, University of Toronto

Kerry McCuaig co-developed and produces the Early Childhood Education Report, which tracks provincial/territorial progress in early years program development. She co-authored Early Years Study 3, Making Decisions, Taking Action with Margaret McCain and the late Fraser Mustard. Kerry has had a long involvement in early childhood policy including as a founder of Toronto First Duty, a pioneer in the integrated delivery of early childhood programming. She supported similar integrated ECE service models in Atlantic Canada. She has authored several publications, including those commissioned by the Senate of Canada, the Toronto Board of Trade, and the governments of Manitoba, New Brunswick, the Northwest Territories, British Columbia, Ontario and the City of Toronto as well as reports for labour, women's and community organizations. Kerry is a frequent speaker at national and international conferences.

# PANEL TWO

## STRATEGIC WORKFORCE DEVELOPMENT IN ELCC

**MODERATOR**



**Zeenat Janmohamed**  
Executive Director and  
Senior Policy Analyst,  
Atkinson Centre, OISE/  
University of Toronto

**SPEAKER**



**Elizabeth Dhuey**  
Associate Professor,  
University of Toronto  
and Co-Director,  
Future Skills Lab

**SPEAKER**



**Vicky Smallman**  
National Director,  
Human Rights  
Canadian Labour  
Congress

**SPEAKER**



**Jan Borowy**  
Pay Equity  
Administrator, United  
Steelworkers Canadian  
National Office

ECE Workforce Rights focuses on policy solutions to stabilize and expand the ECE workforce. The project builds on a collaborative partnership among educators, labour and advocacy organizations, and government partners to broaden support for the early childhood workforce.

Transforming the early learning and child care sector requires identifying the challenges facing the workforce and responding with solutions. Expert panelists will identify the policy mechanisms that are showing success, and share new strategies to support a professional early childhood workforce for Canada's children.

# PANEL TWO

## PROFILES

SPEAKER



**Elizabeth Dhuey**  
Associate Professor,  
University of Toronto  
and Co-Director,  
Future Skills Lab

Elizabeth Dhuey is an associate professor of economics at the University of Toronto. Her primary appointment is at the Department of Management at the University of Toronto, Scarborough and holds her graduate appointments at OISE in the Department of Leadership, Higher, and Adult Education and the Rotman School of Management. She received her B.A. (1999) in economics and sociology from the University of Colorado, Boulder and her M.A. (2002) and Ph.D. (2007) in economics from the University of California, Santa Barbara. Elizabeth's research focuses on the economics of education. In particular, she focuses on three main areas: the early years of children's development, special education financing, and education and training for the future world of work. Her research has been published in top economics and education journals and has also been widely cited by the popular press, and has appeared on 60 Minutes.

SPEAKER



**Vicky Smallman**  
National Director,  
Human Rights  
Canadian Labour  
Congress

Vicky Smallman is the National Director of the Human Rights Department for the Canadian Labour Congress (CLC). A long-time activist on gender equality and human rights issues, Vicky spent more than a decade in the academic labour movement, working primarily with contract academic staff, before joining the CLC in 2010. She leads a team responsible for the labour movement's policy, advocacy and campaign work on women's and human rights, anti-racism, sexual orientation, gender identity and expression, Indigenous and disability justice. Vicky has served on the boards of directors of a number of national and Ottawa organizations, including Equal Voice, Child Care Now, and the Somerset West Community Health Centre. She is a Community Research Associate at Western University's Centre for Research and Education on Violence against Women and Children. She has researched and written about academic labour issues, activism and women in Canadian politics.

SPEAKER



**Jan Borowy**  
Pay Equity  
Administrator, United  
Steelworkers Canadian  
National Office

Jan Borowy is a lawyer and the Pay Equity Administrator at United Steelworkers, Canadian National office, where she leads the implementation of the new proactive federal Pay Equity Act. She is a former partner at Cavalluzzo LLP where her practice areas include union-side labour relations, pay equity, and human rights. Jan has litigated significant pay equity cases before the Human Rights Tribunal, the Pay Equity Tribunal, the Divisional Court, Ontario Court of Appeal and the Supreme Court of Canada in many significant pay equity. She was counsel on the very important *ONA/SEIU v Participating Nursing Homes* case which ensured women working in female-dominated workplace have access to pay equity maintenance. Jan is co-chair of the Ontario Equal Pay Coalition. Jan holds an M.A. in Canadian Politics from York University and an LL.B. from Osgoode Hall Law School.



# A CONVERSATION

WITH MINISTER SUDDS



**Minister Jenna Sudds**  
Minister of Families, Children  
and Social Development of  
Canada

Minister Sudds will provide an update on the Canada-Wide Early Learning and Child Care System. She welcomes the opportunity to participate in a discussion on how to work with provinces and territories to support the stabilization and growth of the early learning and child care sector.

# MINISTER

JENNA SUDDS

The Honourable Jenna Suds was first elected as the Member of Parliament for Kanata–Carleton in 2021. She has previously served as Parliamentary Secretary to the Minister for Women and Gender Equality and Youth. Minister Suds has worked as an economist, a municipal councillor, and a community advocate.

From 2018 to 2021, Minister Suds served on the Ottawa City Council. As city councillor, she worked to protect green spaces, improve local infrastructure and transit, and support the community's economic recovery during the COVID-19 pandemic. Minister Suds has been an active member of her community for many years, volunteering with the Kanata Food Cupboard and Ottawa Network for Education. She received a 40 under 40 Award from the Ottawa Business Journal and the Ottawa Chamber of Commerce in 2015, and was named one of Development Counsellors International's Top 40 under 40 working in economic development in 2017.

Minister Suds holds a Bachelor in Economics from Brock University and a Master of Arts in Economics from Carleton University. She is a long-time resident of Ottawa, where she lives with her husband and their three daughters.



**Minister Jenna Suds**  
Minister of Families, Children  
and Social Development of  
Canada

# ECE WORKFORCE

## BREAKOUT SESSIONS

The ECE Workforce Rights Breakout sessions will focus on generating innovative ideas on how to expand and sustain a qualified workforce. Participants' contributions will be translated into policy recommendations.



# EMERGING

## THEMES

Emerging themes from the sessions will be identified and presented. Participants will identify common threads of strategies to support the ECE workforce advocacy.

PRESENTED BY



**Emis Akbari**  
Professor and Program  
Coordinator, School of Early  
Childhood, George Brown  
College | Senior Policy  
Fellow, Atkinson Centre,  
OISE/University of Toronto

# MEET

## OUR BREAKOUT SESSION FACILITATORS



**Diane Daley**  
CEO, Family Day Care  
Services, RECE, BA



**Carolyn Ferns**  
Public Policy  
Coordinator, Ontario  
Coalition for Better  
Child Care



**Cynthia Grudman**  
Senior Policy Advisor/  
Manager, Early Years  
Toronto District School  
Board



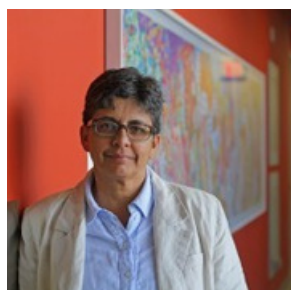
**Melissa Hilton**  
Manager Extended Day  
Program: Waterloo  
Region District School  
Board



**Kim Hiscott**  
Executive Director,  
Andrew Fleck  
Children's Services



**Gail Hunter**  
Professor and Program  
Coordinator, School of  
Early Childhood,  
George Brown College,  
Ontario



**Zeenat  
Janmohamed**  
Executive Director and  
Senior Policy Analyst,  
Atkinson Centre, OISE/  
University of Toronto



**CeCil Kim**  
Part-time Professor,  
George Brown College



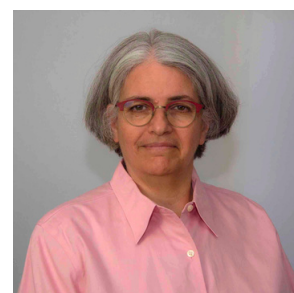
**Kerry McCuaig**  
Senior Policy Fellow,  
OISE/Atkinson Centre,  
University of Toronto



**Sheila Olan-  
Maclean**  
Co-CEO, Compass  
Early Learning and  
Care



**Alana Powell**  
Executive Director,  
Association of Early  
Childhood Educators,  
Ontario



**Raizell Slobodsky**  
Manager, Nelson  
Mandela Child Care

# ECE

## AWARD OF EXCELLENCE

RECIPIENT



**Diane Daley**  
CEO, Family Day Care  
Services, RECE, B.A.

Diane Daley is the CEO of Family Day Care Services, one of the GTA's largest and oldest not-for-profit, multi-site, multi-service, early learning child care and family support agencies. Annually, the agency serves the needs of thousands of children and families across the Regional Municipalities of Peel, Metropolitan Toronto, and York, offering a range of high-quality programs.

Diane has worked progressively in the sector at all levels for more than 25 years, and has an extensive repertoire of experience. She is passionate about access, equity, and social inclusion. She advocates to promote inclusive, high-quality early learning and child care, and believes that families and communities thrive when their perspectives are included.

Diane is a registered Early Childhood Educator with a BA in sociology, gender, and family studies, and an undergraduate certificate in women's studies.

# GENERAL

## INQUIRIES

**For further information about this event, please contact:**

**George Brown College, School of Early Childhood**

**T:** 416.415.5000 ext. 2310

**Email:** [ece@georgebrown.ca](mailto:ece@georgebrown.ca)

**Summer Institute 2024 Information:**

<https://www.oise.utoronto.ca/atkinson/20th-annual-summer-institute-early-childhood-development>

**Hotels nearby:**

- [Novotel Toronto Centre](#)
- [The Westin Harbour Castle](#)
- [Hotel Victoria](#)

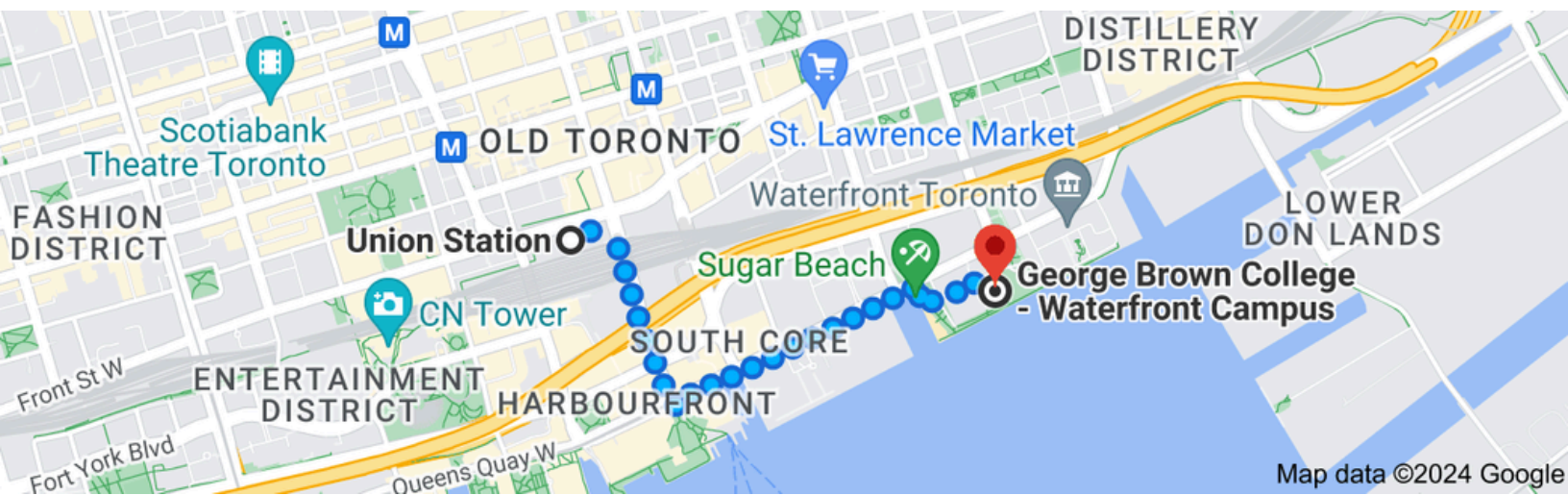


# GETTING

## THERE

### From Union Station:

- Walk (about 2 minutes) to Bay Street at Front Street West
- Take the Number 6 bus (Queens Quay and Sherbourne) 5 stops to Dockside Drive at Queens Quay East (South Side)
- Walk (about 2 minutes) to 51 Dockside Drive



# DAY

## AT A GLANCE

**8:15 to 9:00 a.m.**

**Registration and Light Breakfast**

**9:00 a.m.**

**Welcome and Land Acknowledgment**

**Bernice Cipparrone**, Director, School of Early Childhood, George Brown College

**9:05 a.m.**

**Opening Remarks**

**Dr. Gervan Fearon**, President, George Brown College

**9:15 a.m.**

**Welcoming Remarks**

**Olivia Chow**, Mayor, City of Toronto

**9:30 a.m.**

**25 Years of the Early Years Study**

**Jenny Jenkins**, Atkinson Chair of Child Development and Education | Director, Dr. Eric Jackman Institute of Child Study, OISE/University of Toronto

**9:35 to 10:30 a.m.**

**Panel ONE: The Early Childhood Education Report: An In-depth Review of Early Education and Child Care Across Canada**

Moderated by: **Bernice Cipparrone**, Director, School of Early Childhood, George Brown College

**Shelly Mehta**, Professor and Program Coordinator, School of Early Childhood, George Brown College

**Emis Akbari**, Professor and Program Coordinator, School of Early Childhood, George Brown College | Senior Policy Fellow, Atkinson Centre, OISE/University of Toronto

**Kerry McCuaig**, Senior Policy Fellow, OISE/Atkinson Centre, University of Toronto

**10:30 to 10:45 a.m.**

**BREAK**

**10:45 to 12:00 p.m.**

**Panel TWO: Strategic Workforce Development in ELCC**

Moderated by: **Zeenat Janmohamed**, Executive Director and Senior Policy Analyst, Atkinson Centre, OISE/University of Toronto

**Elizabeth Dhuey**, Associate Professor, University of Toronto and Co-Director, Future Skills Lab

**Jan Borowy**, Pay Equity Administrator, United Steelworkers Canadian National Office

**Vicky Smallman**, National Director, Human Rights Canadian Labour Congress





# DAY

## AT A GLANCE

12:00 to 12:45 p.m.

### LUNCH

12:45 p.m.

### Afternoon Opening Remarks

**Jenny Jenkins**, Atkinson Chair of Child Development and Education | Director, Dr. Eric Jackman Institute of Child Study, OISE/University of Toronto

1:00 to 2:00 p.m.

### A Conversation with Minister Sudds

**Jenna Sudds**, Minister of Families, Children and Social Development

2:15 to 3:15 p.m.

### ECE Workforce Rights Breakout Sessions

3:15 to 3:30 p.m.

### Emerging Themes

**Emis Akbari**, Professor and Program Coordinator, School of Early Childhood, George Brown College | Senior Policy Fellow, Atkinson Centre, OISE/University of Toronto

3:30 p.m.

### Closing Remarks

**Patricia Chorney Rubin**, Dean of Community Services & Health Sciences, George Brown College

### ECE Award of Excellence

Presentation to **Diane Daley**, CEO, Family Day Care Services, RECE, B.A.

3:45 to 4:45 p.m.

### Reception : Celebrating 20 years of the Summer Institute



# REGISTRATION

## FORM

PLEASE COMPLETE AND SUBMIT THE FORM BELOW BY EMAIL.  
PLEASE PRINT CLEARLY OR COMPLETE AS AN ADOBE FILLABLE FORM.

20th Annual Summer Institute on Early Childhood Development

## SHAPING THE ECE WORKFORCE FOR CANADA'S FUTURE

April 26, 2024

George Brown College, Waterfront Campus  
51 Dockside Drive, Toronto

**REGISTRATION FEE: \$125.00**

The HST Registration Number: 108082868RTR001.

Advance payment is required to register.

Space is limited.

Name: \_\_\_\_\_ Title: \_\_\_\_\_

Organization: \_\_\_\_\_ Address: \_\_\_\_\_

City: \_\_\_\_\_ Province: \_\_\_\_\_ Postal Code: \_\_\_\_\_

Phone: \_\_\_\_\_ Email (REQUIRED): \_\_\_\_\_

PLEASE IDENTIFY ANY REQUIRED ACCOMMODATIONS. EVERY ATTEMPT WILL BE MADE TO FULFILL YOUR REQUEST.

SIGN LANGUAGE INTERPRETER

REAL-TIME CAPTIONIST

COMPUTERIZED NOTE TAKER

CAPTIONS MEDIA

BRAILLE

OTHER: \_\_\_\_\_

FOOD ALLERGIES/RESTRICTIONS: \_\_\_\_\_

TOTAL REMITTANCE: \$ \_\_\_\_\_

METHOD OF PAYMENT:  MASTERCARD  VISA

If you are paying by credit card, we will call you for card details.

PLEASE EMAIL YOUR COMPLETED REGISTRATION FORM TO:  
[ece@georgebrown.ca](mailto:ece@georgebrown.ca)