

British Columbia Binder

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Leadership Initiative

Communities of Innovation

Coalition of Child Care Advocates of BC – Proposal

January 2010

ECE Culture of Leadership The Leadership Initiative is about supporting an ECE culture of leadership and building ECE's leadership capacity, confidence and ability to take our ways of knowing and doing out the door of our practice to the larger community

Please share your Project Leadership Team's motivation for being involved in this leadership program. How have you been involved in developing this proposal? Why do you want to develop your leadership capacity? How will you play a leadership role in implementing this proposal? (Please use a separate sheet of paper if necessary)

The Coalition of Child Care Advocates of BC (CCCABC) promotes public education about children's and women's rights to child care.

We feel there is a need to develop the mentorship and leadership capacity within the organization, by harnessing the experience and knowledge of board members that have provided leadership to the organization and the advocacy movement for over 25 years.

There is a need to expand and share our collective knowledge of issues regarding child care and the rights children with other eager and active CCCABC members **around the province**. This will enable us to broaden our voice and message and strengthen our credibility in our advocacy.

Stephanie Seaman, Caroline Kent and Crystal Janes are prepared to take leadership with this project to engage other members (board and community) to participate more actively with **public presentations by the CCCABC**. We have been child care advocates for a number of years and want to take our leadership in advocacy to the next level of engagement and leadership within our organization and share the responsibility of our public presence with our board members.

This project will provide professional development for the leaders involved as well a legacy of professional development for future advocates working with the ECE community and our society at large. While the participants in this project live and work within the lower mainland, our goal is to reach our broader

membership around the province by developing a "train the trainer" plan with already existing presentations.

The CCCABC Board of Directors is committed to cost sharing the project to allow Crystal Janes to attend the Institutes as she is not a front line ECE worker.

Community of Leadership Innovation

It's up to you to each Leadership Team to define the community in which you will undertake your project. It can be a large or small geographic community, a community of practice, an Aboriginal community, a cultural community or a self-defined community. The important thing is to reach outside the doors of your program to the broader community so they understand and value the work of ECEs.

Please name and briefly describe the community you will involve in this project. (Please use a separate sheet of paper if necessary)

Our project is broken down into 3 points which will provide leadership to our community in 3 ways.

Our community is not limited to just those working within the ECE field. We are hoping to reach our own board members, our broader membership around the province, which includes parents, community organizations, labour and influence others to add their voice to our work. Our community will be affected in the following ways.

Our first goal will be to build our leadership capacity within our own board of directors. This will build our capacity and confidence to reach a broader community.

Our second goal is to extend our knowledge, experience and resources to train a broader group of early childhood educators, parents and community members and organizations that are eager to engage and share our message and provide an opportunity to add their voice to our work.

Finally our third goal for this project is to develop a catalogue of workshops, presentations and messages that will be available for our members that have been trained to share our message around the province. This is intended to allow our messages to be shared at any given time around the province by advocates trained to present our materials. Our community will have confidence that they will have the information they require and support they need to provide a presentation of our materials. This catalogue will be a foundation that will allow us to add additional materials as they are developed.

Each Community of Leadership Innovation will undertake a project to raise the profile and understanding of the value of the work ECEs do in building healthy communities. Your idea doesn't have to be all figured out. The Leadership Initiative will help you develop your plan.

Please briefly describe your project. How will it build ECE leadership capacity? How will it help increase public understanding of ECEs work? What community groups will you work with or reach out to? What outcome or change do you hope to achieve? (Please use a separate sheet of paper if necessary)

Canada and its provinces and territories have signed international treaties affirming children's right to early education and care as well as women's rights to child care and pay equity. Under these United Nations conventions, we all have responsibilities as duty-bearers to advocate for these rights. This project will promote public education about children's and women's rights to child care by:

1. providing leadership and mentoring to CCCABC board members to become more engaged with public presentations;
2. establishing a 'train the trainer' approach for advocates in different regions to present workshops;
3. creating a "catalogue" of relevant presentations, to provide accessible resources for advocates to feel confident in presenting relevant child care advocacy information to their communities.

By approaching the project with these three points we hope to build a foundation for emerging leaders within the CCCABC board of directors and our broader ECE community and parents to find confidence in adding their voice and passion to the work of the CCCABC.

ECE Project Leadership Team

Each proposal needs to be developed and submitted by a Project Leadership Team of two or three licensed to practice ECEs. We encourage communities to choose 'emerging leaders' who may not have lots of experience in a leadership role but are ready, willing and able to be part of the leadership of the next generation of BC ECEs. All members of the Project Leadership Team will be expected to attend the 3 Leadership Institutes and to play a leadership role in implementing their project within their community. The Team can and is encouraged to work with a larger community group that includes other ECEs and/or community members who care about young children.

Identify the licensed to practice ECEs who are your Project Leadership Team

Participant #1

Name Caroline Kent Phone number _____
Address _____ City Burnaby Postal Code _____
E-mail address _____ ECE License Number _____

Participant #2

Name Stephanie Seaman Phone number _____
Address _____ City Richmond Postal Code V7C
E-mail address _____ ECE License Number _____

Participant #3

Name Crystal Jones Phone number _____
Address _____ City North Vancouver Postal Code V
E-mail address _____ ECE License Number 10529

ECE Culture of Leadership

The Leadership Initiative is about supporting an ECE culture of leadership and building ECE's leadership capacity, confidence and ability to take our ways of knowing and doing out the door of our practice to the larger community

Please share your Project Leadership Team's motivation for being involved in this leadership program. How have you been involved in developing this proposal? Why do you want to develop your leadership capacity? How will you play a leadership role in implementing this proposal? (Please use a separate sheet of paper if necessary)

Community of Leadership Innovation

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Please name and briefly describe the community you will involve in this project. (Please use a separate sheet of paper if necessary)

Community of Leadership Innovation Project

Each Community of Leadership Innovation will undertake a project to raise the profile and understanding of the value of the work ECEs do in building healthy communities. Your idea doesn't have to be all figured out. The Leadership Initiative will help you develop your plan.

Please briefly describe your project. How will it build ECE leadership capacity? How will it help increase public understanding of ECEs work? What community groups will you work with or reach out to? What outcome or change do you hope to achieve? (Please use a separate sheet of paper if necessary)

Leadership Institutes

All members of your Project Leadership Team will be expected to attend three Leadership Institutes in Vancouver. The Institutes are intensive and fun experiences where the group and individual learning builds on what came before. 'Parachuting' someone into the process part way through won't work. To quote one 2009 participant, the Institutes as "Amazingly, wonderful, memorable, rewarding, exhilarating, emotional, reflective experience." ECEBC will cover all cost of travel, hotel, meals and replacing you on the floor for the three institutes.

*Please have each Project Leadership Team indicate that they understand they will be participating in the following Leadership Institutes. Here are the **tentative** dates for the 3 Institutes.*

We will confirm them in early 2010.

| Event | Leadership Institute # 1 | Leadership Institute # 2 | Leadership Institute # 3 |
|-------------|--|--|--|
| Dates | Tuesday, April 6 to Saturday, April 10, 2010 | Sunday, Nov. 14 to Wednesday, Nov. 17, 2010 | To coincide with the ECEBC 2011 Conference in late May |
| Description | <ul style="list-style-type: none">Participants will travel to Vancouver on Monday April 5 for a Tuesday morning Institute start. They will return home Saturday late afternoon or early evening. | <ul style="list-style-type: none">Participants will travel to Vancouver for a Sunday evening Institute start and will return home Wednesday evening or Thursday morning. | <ul style="list-style-type: none">TBA |

Yes, I will attend all three Leadership Institutes (Please have each participant initial below)

Team Member #1 _____

Team Member #2 _____

Team Member #3 _____

2774 East Broadway,
P 604 709 6063

Vancouver BC
F 604 709 6077
www.ecebc.ca

V5M 1Y8
TF 1 800 797 5602

Sponsoring Charitable Society

The Leadership Initiative will also provide each selected Community of Leadership Innovation with up to \$10,000 to support your project in your community. You need to identify a non-profit society, with **charitable tax status** to receive and administer the funds.

Please provide the following information about your sponsoring society

Organization Name Collingwood Neighbourhood House
Charitable Tax Number _____
Mailing Address _____
City Vancouver Province BC Postal Code _____
Contact Person Name _____ Position _____
Contact Person Phone Number _____ Email _____
Contact Person signature _____

Leadership Capacity

Please think about the abilities that will help your team find and nurture your leadership gifts. Here are a few ideas to get you started but please add your own.

- | | |
|---|--|
| <input checked="" type="checkbox"/> Personal confidence & assertiveness building, | <input checked="" type="checkbox"/> Public speaking |
| <input checked="" type="checkbox"/> Framing the Message | _____ Marketing/Communications |
| _____ Defining professional identity | _____ Addressing invisibility of the work |
| _____ Gendered perceptions of the field | <input checked="" type="checkbox"/> Policy, legislation context |
| <input checked="" type="checkbox"/> The value of childhood (international perspectives) | <input checked="" type="checkbox"/> Community-based Research |
| <input checked="" type="checkbox"/> The economic impact of child care | <input checked="" type="checkbox"/> Advocacy plans, strategies & tools |

Other things you would like to learn about...

If you have questions or want to talk about your proposal, please contact Rita Chudnovsky, our Leadership Initiative Coordinator at leadership.ecebc@look.ca

Complete and submit this form by FAX to (604)709-6077

by January 15, 2010

ECEBC Leadership Initiative

Community Project Work Plan #1 – April – November, 2010



ECEBC | early childhood
educators of BC

Sponsoring Society's Name Canadian Centre for Policy Alternatives

Community Name Coalition of Child Care Advocates of BC Name of Project Building Advocacy Leadership Capacity

key Contact (From Sponsoring Society)

Name _____ Position Executive Director

E-mail _____ Phone _____

Mailing address _____ City Vancouver
Postal Code _____

Name of Lead ECE's

1. Crystal Janes 2. Stephanie Seaman 3. Caroline Kent

Project Description (*1 paragraph that **updates or refines** the short project description you initially submitted*)

A project to build leadership capacity of ECEs across the province to develop and deliver advocacy related public presentations and workshops using shared presentations and resources and by connecting ECE advocates throughout BC. _____

Three domains of change this project seeks to make are:

1. Raise the profile of and respect for the work of ECEs
2. Build upon the culture of leadership which already exists within ECEs
3. Build and support the leadership capacity of ECEs

Building Advocacy Leadership Capacity

Workplan

April 22, 2010

| Goals | Activities | Priority | Person/People Responsible | Status | Domain of Change |
|---|--|----------|--|--|--|
| 1. Extend knowledge experience and resources to train a broader group of ECE's that are eager to engage in advocacy in their communities from around the province | 1. Develop a workplan and budget | High | Crystal budget All for work plan | Work plan in development , gathering info for budget | Creating an ECE culture of leadership |
| | 2 Reconnect with the RAN (Regional Activist Network) | High | All through Intro letter | | Raising the profile of and respect for work of ECE's |
| | 3.Share/ brainstorm with the board opportunities for others to take the lead on some activities. | Medium | All at meetings | | |
| | 4. Develop an advocacy leadership "playbook "that can be made available to our community. | low | All gathering different pieces. Late fall timeline | | |

| | | | | | |
|--|---|-------------|--|--|--|
| | 5.Stay connected with other leadership projects | High | Crystal | | |
| | 6. Connect with past leadership projects. | Medium | Crystal | | |
| | 7. Prepare 2 introductory information outlining our project and what we can offer their communities (RAN, and Leadship groups and current CCCABC Members) and share with target audience. One letter to ECEBC chapter presidents. | High | Stephanie will draft letter Caroline ask Sharon about Ran list and member list for email or mail Send by May 15 Contact with ECEBC chapter members to present workshops during their meetings. CCRRs | | |
| | 8.Train the trainer with our workshops and presentations (prepare facilitators manual for each workshops to present in fall) | Medium/High | Stephanie Caroline Crystal Add to May 5 th board meeting agenda | | |
| | 9.Establish call network and host regular Conference calls with most recent | Medium/High | Crystal to get details for conference call codes | June 1 st Steph to email network to give call details 1 st call scheduled for June 8@6:30 | |

| | | | | | |
|---|--|--|--|--|------------------------------------|
| | <p>information(CCCABC and current , provincial and national developments)</p> <p>10. Keep track of activities in other communities to share and Identify Community Events to be at</p> <p>12 Create article for ECEBC journal</p> <p>13. Revitalize CCCABC Facebook page or create separate on for project</p> | <p>Low</p> <p>Low</p> <p>Medium/High</p> | <p>Ongoing and Steph, Caroline, and Crystal</p> <p>Stephanie/ Caroline</p> | | |
| 2. Develop a catalogue of CCCABC workshops, resources, and presentations to be accessible to a broader group of ECE's | <p>1a. Inventory existing workshops and materials in the CCCABC library</p> <p>1b. Identify the most relevant leadership workshops etc for leadership development in the ECE Community to</p> | <p>High</p> <p>High</p> | <p>Stephanie, Caroline, Crystal</p> <p>Stephanie, Caroline, Crystal (work with board members to collect information)</p> | | Building ECE's Leadership Capacity |

| | | | | | |
|--|--|--------|--|--|--|
| | <p>"package" for use and training opportunities</p> <p>2a. Talk to Avi about website development options and hosting an web based catalogue</p> <p>2b. Develop a hard copy catalogued of relevant leadership workshops for advocacy.</p> <p>3. Identify gaps of resources to meet the various stages of advocacy around the province (ie South Asian , First Nations communities and Senior</p> <p>4. Create template for workshop Certificates for ECE's participating in workshops.</p> | Medium | Crystal | | |
| | | Medium | Stephanie, Caroline, Crystal(with help of Avi | | |
| | | Medium | Stephanie, Caroline, Crystal as we go through other steps and activities | | |
| | | Medium | Crystal | | |

ECEBC Leadership Initiative

FINAL PROJECT REPORT

JUNE 2011



ECEBC | early childhood
educators of BC

Most Significant Change Story

From among all the significant changes you experienced during this leadership project, what was the most significant change of all?

We feel that we know we can take leadership in our organization. We have the momentum to continue this work and that our work is vital to the field of Early Care and Learning. We were all very inspired by the wonderful women in the Institute and their projects and see how we can weave our projects to support each other.

Sharing your Leadership Capacity

At the May 2011 Leadership Institute participants agreed to share their leadership capacity in their communities and beyond. The group agreed to (will be added in) Please share your plans...

| Activity | Date/Timeline | Responsibility | Hoped for outcome |
|--|------------------|---|--|
| Remain available to support anyone who chooses to present Child Care 101 | present- ongoing | Responding to requests for support, updating and maintaining the presentation, adding material to the toolkit | ECEs will become leaders in informing, motivating and activating others in their communities to forward the agenda of a quality, publicly funded , early care and learning system and their value as professional educators. |

ECEBC Leadership Initiative

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JUNE 2011



Sponsoring Society's Name _____ Coalition of Child Care Advocates
Community Name Province of BC Name of Project Inspiring Advocacy Leadership in ECE
We have submitted a written request and plan to carry over unspent funds until Oct. 31, 2011

Yes X No _____

Key Contact (From Sponsoring Society)

Name _____ Position Chair Person
E-mail _____ Phone _____

Mailing address _____

City Vancouver Province BC Postal Code _____

Names of participating ECE's

1. Stephanie Smith
2. Caroline Kent
3. Crystal Janes

Initial Project Description (the paragraph that you used to describe your project)

A project to support the leadership capacity of ECEs across BC to develop and deliver advocacy related public presentations and workshops using shared presentations and resources.

ECEBC Leadership Initiative

FINAL PROJECT REPORT

JUNE 2011



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Key project activities and events

Provide a summary of key project activities and events in each of the following 2 time periods.

Include comments about any significant differences between project plans and what actually happened.

March – December 2010

- We revised a workshop of the CCCABC titled Child Care 101
- October: We organized a Front Line Workers Advocacy Forum. Lynell Anderson provided the key note presentation; Susan Harney presented a workshop “Child Care is a Right”; Gyda Chud presented the “Emerging Plan for a System of Integrated Care and Learning” and we presented Child Care 101
 - 100 Front Line workers attended
 - We received sponsorship for the break from the BCGEU
 - We used the facilities at VCC downtown Campus
- We presented Child Care 101 at Westcoast Child Care Resource Centre Conference in November
- Created Banners for our Project

January – June 2011

- Created a facilitators guide to accompany Child Care 101
- Presented to ECE students at Langara
- Organized all day Front Line Advocacy Forum in Courtnet BC. Childsign Project presented Key note. Susan Harney presented a workshop “Child Care is a Right”; Char Gordon presented the “Emerging Plan for a System of Integrated Care and Learning” and we presented Child Care 101.
 - 30 100 Front Line workers attended with one group taking the facilitators package to present for their college
- Presented Child Care 101 at the ECEBC conference in May. Provided every participant a USB key with Child Care 101 presentation and facilitators guide, An Integrated Plan for a Public System for Early Care and Learning. Child Care is Right

ECEBC Leadership Initiative

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- Created more banners to support our project
- Produced Child Care Rights street cards
- Posted electronic copies of Child Care 101 presentation toolkit on Coalition website-www.cccabc.bc.ca

Emily Mlieczko

From: Crystal Janes
Sent: Thursday, July 07, 2011 9:35 AM
To: Emily Mlieczko; Smith, Stephanie; 'Caroline Kent'
Subject: Request for Extension of Leadership Funds

Hi Emily

As we prepare our final report, we have recognized that our is still not done. In our budget we still have \$4027 remaining.

We have a confirmed date on September 23 2011 to attend an event organized by the Leadership cohorts from Port Alberni and requests to offer an advocacy forum on Vernon and Prince George. We would like to request an extension to use our remaining funds to participate in these activities. We would like to use the remainder of any funds to create USB keys with our workshop and facilitators guide to continue to support our community after our project is over.

I look forward to hearing from you,

Crystal Janes

Westcoast Child Care Resource Centre
Director of Vancouver Child Care Resource and Referral

_____ Information from ESET NOD32 Antivirus, version of virus signature database 6136 (20110519)

The message was checked by ESET NOD32 Antivirus.

<http://www.eset.com>

ECEBC Leadership Initiative
FINAL PROJECT REPORT
JUNE 2011



Sponsoring Society's Name : Coalition of Child Care Advocates

Community Name Province of BC Name of Project Inspiring Advocacy Leadership in ECE

We have submitted a written request and plan to carry over unspent funds until Oct. 31, 2011

Yes X No

Key Contact (From Sponsoring Society)

Name _____ Position Chair Person
E-mail _____ Phone

Mailing address : _____

City Vancouver Province BC Postal Code _____

Names of participating ECE's

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3. Crystal Janes

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ECEBC Leadership Initiative

FINAL PROJECT REPORT

JUNE 2011



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- **October: We organized a Front Line Workers Advocacy Forum. Lynell Anderson provided the key note presentation; Susan Harney presented a workshop “Child Care is a Right”; Gyda Chud presented the “Emerging Plan for a System of Integrated Care and Learning” and we presented Child Care 101**
 - **100 Front Line workers attended**
 - **We received sponsorship for the break from the BCGEU**
 - **We used the facilities at VCC downtown Campus**
 - **Evaluation sheets were submitted by attendants and were resoundingly positive**
- **We presented Child Care 101 at Westcoast Child Care Resource Centre Conference in November**
- **Evaluations again showed appreciation of information presented**
- **Created Banners for our Project**

January – June 2011

- **Created a facilitators guide to accompany Child Care 101**
- **Presented to ECE students at Langara**
- **Organized all day Front Line Advocacy Forum in Courtnay BC. Childsign Project presented Key note. Susan Harney presented a workshop “Child Care is a Right”; Char Gordon presented the “Emerging Plan for a System of Integrated Care and Learning” and we presented Child Care 101.**
 - **30 Front Line workers attended with one group taking the facilitators package to present for their college**

ECEBC Leadership Initiative

FINAL PROJECT REPORT

JUNE 2011



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- Presented Child Care 101 at the ECEBC conference in May. Provided every participant a USB key with Child Care 101 presentation and facilitators guide, An Integrated Plan for a Public System for Early Care and Learning. Child Care is Right
- Created more banners to support our project
- Produced Child Care Rights street cards

June- December 2011

- Updated the Child Care 101 PowerPoint and presenters manual
- Updated our website with current presentations
- Presented Child Care 101 and the Integrated Early Care and Learning Plan in Port Alberni October 16 in conjunction with the current Leadership Project from Port Alberni. Over 60 participants including ECE's, Family Child Care, local MLA and local newspaper were represented.
- Created 100 USB keys with Child Care 101 presentation and facilitators guide, An Integrated Plan for a Public System for Early Care and Learning. Child Care is Right for future events.

ECEBC Leadership Initiative

FINAL PROJECT REPORT

JUNE 2011



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Sharing your Leadership Capacity

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| Activity | Date/Timeline | Responsibility | Hoped for outcome |
|---|---------------|------------------|--|
| Develop and provide more Flash Drives to ECEs around the province | December 2011 | Leadership group | That the flashdrives will be used at Parent meetings, town halls and other gatherings to Educate, Motivate and Activate the ECE community to advocate on behalf of themselves as professionals and for the field in general. |

November 9, 2011

Attention: Emily

Re: Coalition of Child Care Advocates Leadership Initiative Work Plan

Caroline Kent, Stephanie Smith and I are aware that our project extension expired October 31, 2011. We completed one planned activity this fall and that was our presentation in Port Alberni on October 15, 2011. BCGEU covered our expenses for that event. Due to unanticipated circumstances, we were unable to host a child care conference but hope to in the New Year.

Currently we have \$4100 remaining in our project that is unspent.

Our proposal is to request another extension until March 31, 2012 to complete the following activities:

| Activity | Timeline |
|---|---------------------------------|
| Update Child Care 101 Power Point with current data. | Completion December 20, 2011 |
| Create 100 Flash Drives with Child Care 101 Power Point, CCCABC Rights Project Presentation and ECL Plan. | Completion December 20, 2011 |
| Presentation of Child Care 101 Rights Project in Castlegar in March 2012. | Completion March 30, 2012 |

We are eager and excited to facilitate these projects in the coming months. It is our understanding that if we our request is not approved then unspent funds will be returned to ECEBC for future early childhood educators to participate in the Leadership Initiative. Either way our work will continue, as we provide leadership in our sector through advocacy with the skills we gained through this project.

Thank you for the opportunity to participate in this project.

Sincerely,

Crystal Janes

On behalf of Caroline Kent and Stephanie Smith.

Building capacity for activism on early childhood education

“Educate, Agitate, and Activate.” These are the stated goals behind a leadership capacity-building project on Early Childhood Education developed by Stephanie Smith, Caroline Kent and Crystal Janes, through Early Childhood Education BC and with supporting funding from Vancity Community Foundation.

“Early Childhood Educators are ready to create the collective leadership we need to take a strong and confident message about our professional value and worth to the broader community,” says Smith, who is BCGEU Treasurer but also has 25 years experience as an early childhood educator.

“This project makes a difference by empowering Early Childhood Educators to advocate on their own behalf. We fight so hard for the children and families we support, but we do a terrible job when it comes to tooting our own horn,” says Smith. “By providing statistical information on the importance of quality early care and learning, we are telling ECEs, go out and let the community know how important you are and how the service you provide is so vital to the health of the community you live in,” Smith adds.

The three activists – who each have decades experience in Early Childhood Education – developed the workshops that include a standard presentation.

“The workshops are based on issues faced by all educators in our field – wages, parent fees, recruitment and retention,” says BCGEU Local 303 member Caroline Kent. “We also discuss B.C.’s and Canada’s contribution to children in their earliest years in comparison to other provinces and countries. People are surprised and angered to learn that Canada ranks dead last in its commitment to childcare – not only relative to larger industrialized countries, but also in comparison to countries such as Mexico or the Czech Republic.”

The workshops are building Early Childhood Educators leadership capacity, Smith, Kent and Janes say. “We are widening our network of childcare activists who now have the ability to educate, activate and motivate others around the province,” says Kent.

All three activists made presentations to ECE workshops around B.C. throughout 2010 and 2011.

“We have been asked to present our workshop to childcare groups in the Okanagan and Prince George. Although we are coming to the end of our funding, I hope to continue this work through the BCGEU Childcare campaign,” Kent says.



LEADERSHIP — BCGEU Treasurer Stephanie Smith (right) and Local 303 member Caroline Kent have developed an Early Childhood Education (ECE) module that is touring the province, giving presentations on building leadership capacity.

They will be developing facilitators’ manuals from the workshops that will be made available to other advocates to present within their own communities around the province. Members of the Coalition of Child Care Advocates are now using the presentation as well.

Kent says the workshops have been a valuable experience. “I have gained confidence in public speaking as I have had a chance to present the workshop and speak to its content several times.”

“I’ve learned that the qualities of leadership that ECEs possess, such as listening, validation, encouragement, sharing, making space and caring are incredibly transferable and useful in the larger world,” says Smith. “We need to trust our innate sense of what we know, to be proud of our professional field, and to fight to gain the recognition we deserve.”

ECE Leadership presentations can be arranged for union components and other interested groups. Arrangements can be made through BCGEU Communications at communications@bcgeu.ca

“Early Childhood Educators are ready to create the collective leadership we need to take a strong and confident message about our professional value and worth to the broader community.”