

***REPORT OF RACE RELATIONS SURVEY
OF CHILD CARE PROGRAMS
IN METRO TORONTO***

March 1992

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INTRODUCTION:

Metro Toronto Children's Services is a Division of the Community Services Department of the Municipality of Metro Toronto reporting to the Community Services and Housing Committee of Metropolitan Toronto Council.

Children's Services has responsibility for the administration and implementation of child care services within Metro Toronto for families eligible for subsidy. To that end Children's Services fulfils the following functions:

- ✓ administers a system of subsidized child care through directly operated and purchase-of-service child care centres, as well as, directly operated and purchase-of-service Private Home Day Care Agencies*
- ✓ assesses the eligibility for fee assistance of clients in search of child care*
- ✓ places eligible families on waiting lists for chosen programs, then places children in programs on a first come, first served basis to the ceiling of the funded spaces*
- ✓ ensures all directly operated and purchase-of-service programs meet Metro's Standards of Operating Quality*

In 1991 a Race Relations Working Group on Metropolitan Toronto's Delivery of Children's Services was formed to examine issues related to race relations, anti-racism, multiculturalism and Aboriginal concerns in the following areas:

- child care programs and curriculum*
- policies and procedures*
- parent committee/child care board roles*
- staff/organizational development and training needs*

This working group is chaired by Bev Salmon, Metro Councillor. The membership is made up of representation from Children's Services, Multicultural and Race Relations, Human Resource Development, and Employment Equity Divisions of the Municipality of Metro Toronto. As well, a number of community groups and agencies are represented including the Day Care Advisory Committee, the Cross-Cultural Communications Centre, the Coalition of Visible Minority Women, and Ontario Welcome House Nursery.

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To assist the working group in identifying race relations issues impacting on the delivery of child care services a Race Relations Survey of Child Care Programs in Metro Toronto was sent to all purchase-of-service and directly operated child care programs in Metro Toronto. The survey, attached as Appendix I, was intended to identify current practices and initiatives of child care programs with respect to race relations.

SURVEY RESULTS:

I. Return Rate/Municipal Representation

The survey was mailed to 560 child care programs (including purchase-of-service, directly operated, and private home day care agencies) in December 1991. The response rate of 212 out of 560 (39%) is within the expected range for mail-back surveys. No one area in the overall municipality appears to be over or under represented in the sample.

Area	Geographical Distribution of Programs	% Who Returned Survey
Etobicoke	11.6%	10.1%
Scarborough	21.5%	18.3%
York	5.8%	8.2%
East York	4.7%	4.8%
North York	25.6%	23.1%
Toronto	30.7%	35.6%

II. Ages of Children Served

Of the programs who returned the survey, 30% indicated they have infants, 47.6% indicated they have toddlers, 87.6% indicated they have preschoolers, and 60.5% indicated they have school-aged children.

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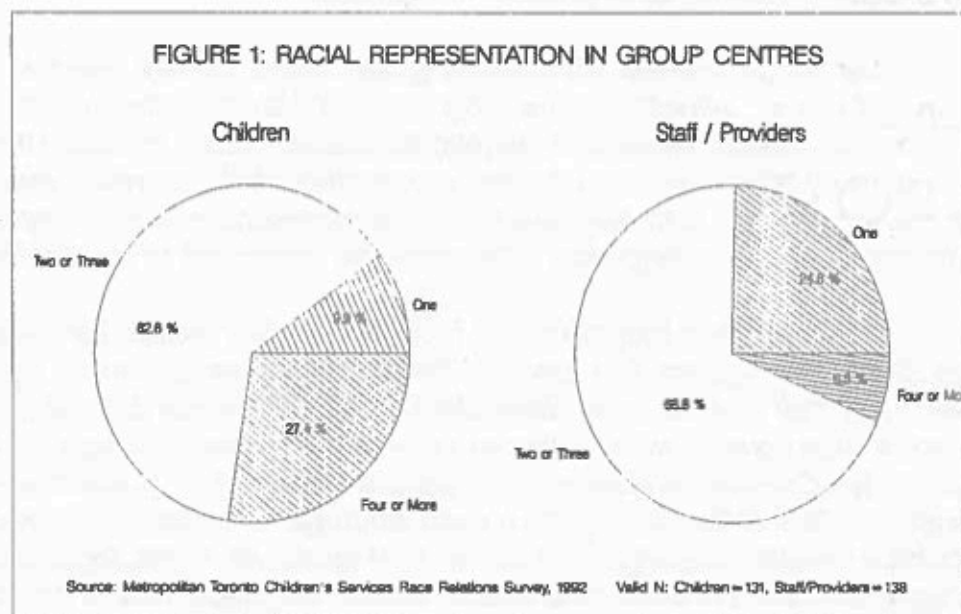
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III. Racial, Ethnic, and Linguistic Backgrounds of Children/Staff

Questions 3 and 4 asked the respondents to indicate the racial, ethnic, and linguistic background of the children and staff in their programs. These questions were optional.

More than half (63%) of the respondents indicated that 2 to 3 races were represented among the children. Only 13 programs reported that just one race was represented. 81 programs chose not to answer this question.

Most programs have two to three races represented among the staff (69%). Twice as many programs indicated only one race represented on staff as compared to the children's sample, 6.5% reported that four or more races were represented. 74 programs chose not to answer this question.



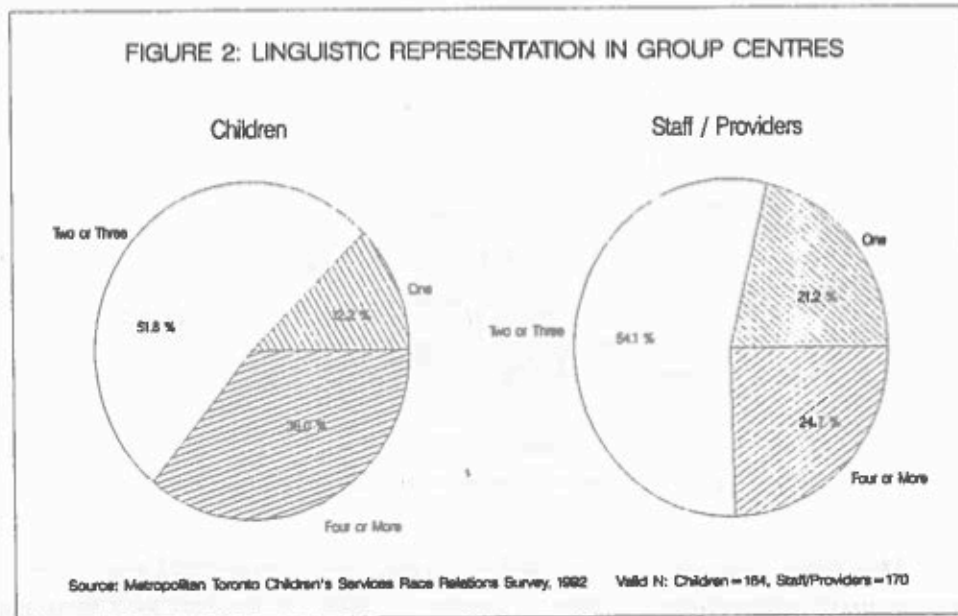
It is important to note that in any child care program the population of children may outweigh the population of staff by as much as 15:1. The ratio requirements under the Day Nurseries Act are one adult to every 8 children for a preschool group and 1:15 for school-aged children.

When we compared the programs that reported specific races in the child population with those reported as represented in the staff we found that among programs serving white children 90% have white staff, among those serving black children 70% have black staff, among those serving East Asian Children 32% have East Asian staff, among those serving South Asian children 33% have South Asian staff, among those serving South-East Asian children 18% have South-East Asian staff, and among those serving West Asian children 20% have West Asian staff. Although some programs reported that they have Aboriginal children and others that they have Aboriginal staff the programs with the Aboriginal children do not have Aboriginal staff.

Only 20 programs (12%) have children of one language group. Half of the programs indicated that there were two or three languages represented among the children and 36% reported that there were four or more languages represented. 48 programs chose not to answer this question.

Language representation among staff more closely matches the children than does race. Almost half the programs (54.1%) indicated that there were two or three languages represented among the staff and 25% indicated that there were four or more languages represented among their staff. However, there were twice as many programs with only one language represented among staff as programs with children of one language. 42 programs chose not to answer this question.

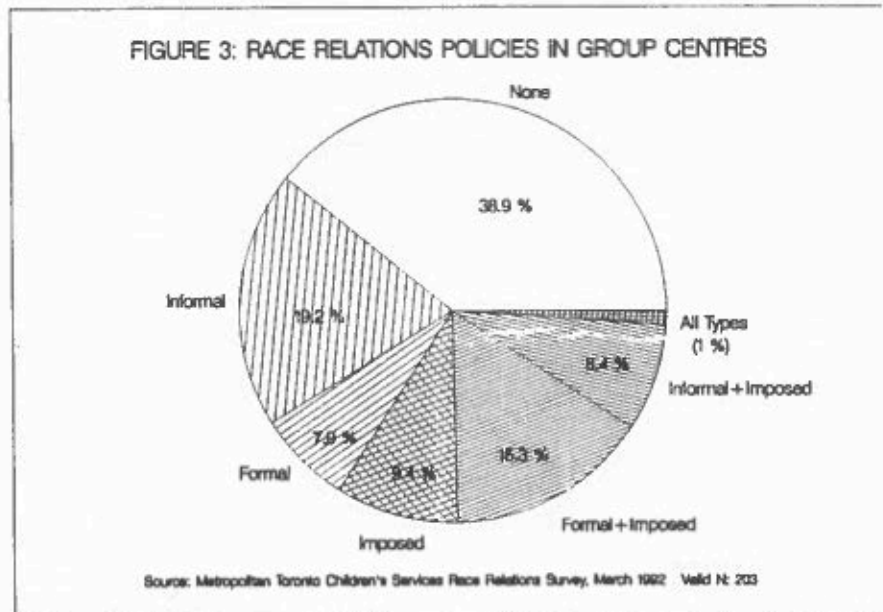
We compared programs that reported specific languages being spoken by the staff with programs that reported the same languages spoken by the children. We found that in programs where children spoke French 57% of the staff spoke French, in programs where children spoke an Oriental language 39% of the staff spoke an Oriental language, in programs where the children spoke a Latin language 79% of the staff spoke a Latin language, in programs where the children spoke an Arabic language 41% of the staff spoke an Arabic language, and in the programs where the children spoke an African language 19% of the staff spoke an African language.



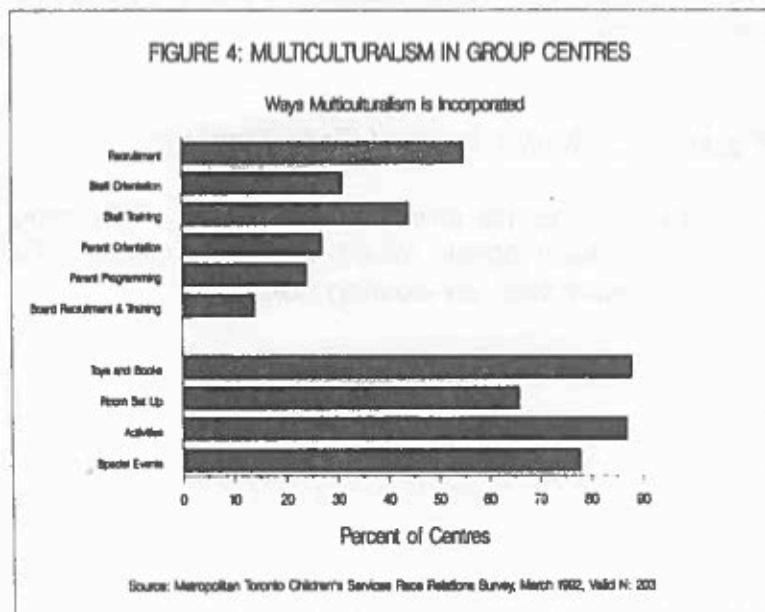
As well as race and language we also asked about ethnicity of both children and staff. Since we did not give definitions but left the question open-ended it was difficult to tabulate. We did find, however, that the answers for both children and staff were equally diverse. In both categories there was approximately 90 ethnic backgrounds reported.

IV. Incorporating Race Relations in Child Care Programs

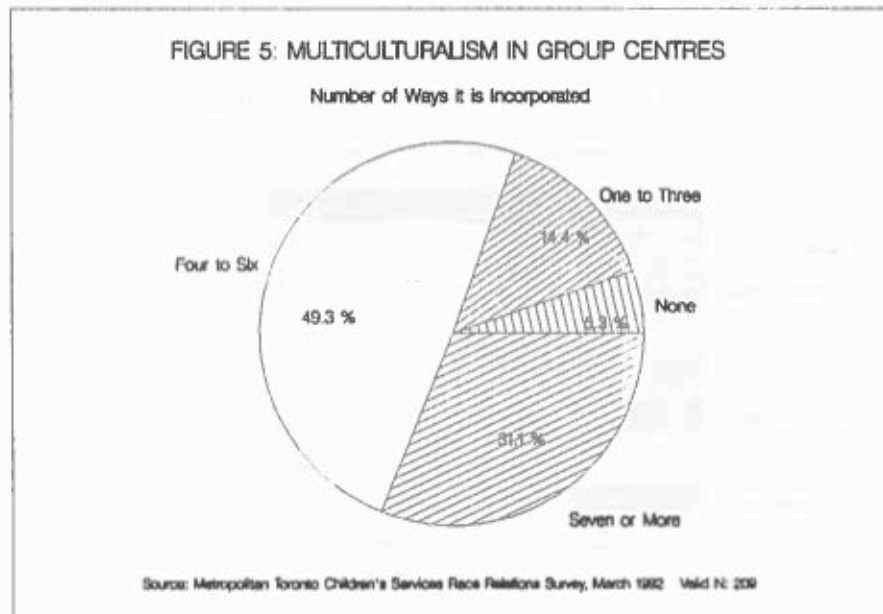
The survey respondents indicated that 24.2% of the programs had a formal race relations/multicultural policy, 28.6% had an informal policy and that 34.1% were required to comply with an existing policy.



The respondents were asked to report ways in which they incorporated race relations/multiculturalism in their programs. 56% indicated that they incorporated it in staff recruitment and hiring practices, 32% indicated that it was incorporated in staff orientation, 44% in staff training, 28% in parent orientation, 25% in parent programming, 15% in Board recruitment and training, 88% in toys and books, 67% in the room set-up, 88% in the children's activities, and 79% in special events.



Half of the programs (49%) reported utilizing from four to six of the above categories as a means to incorporate race relations. 31% of the respondents indicated using seven or more categories and 5% did not indicate any.

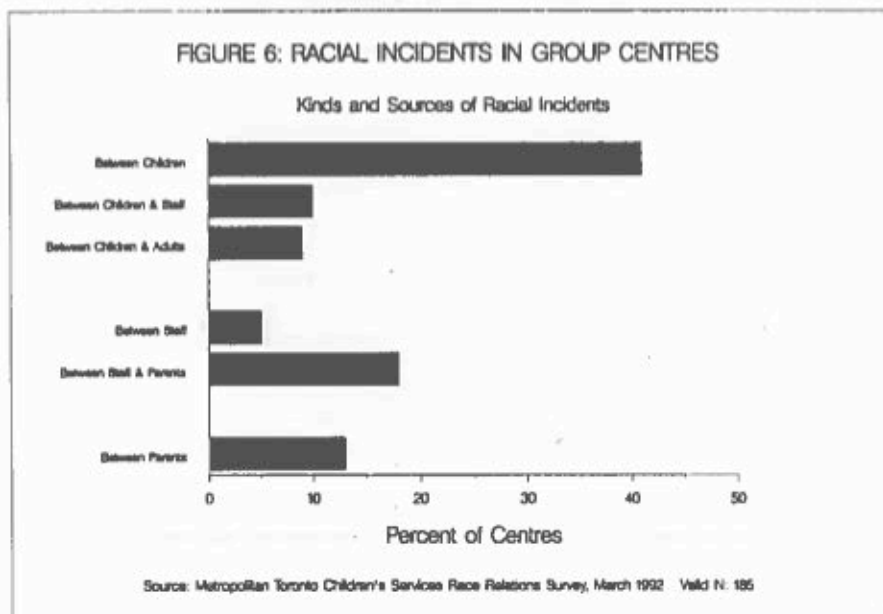


Parents have the opportunity to set or recommend policies in 69% of the programs that responded, however, in only 15% of the programs have the parents been involved in the development of race relations policy.

V. Race Relations Concerns/Incidents

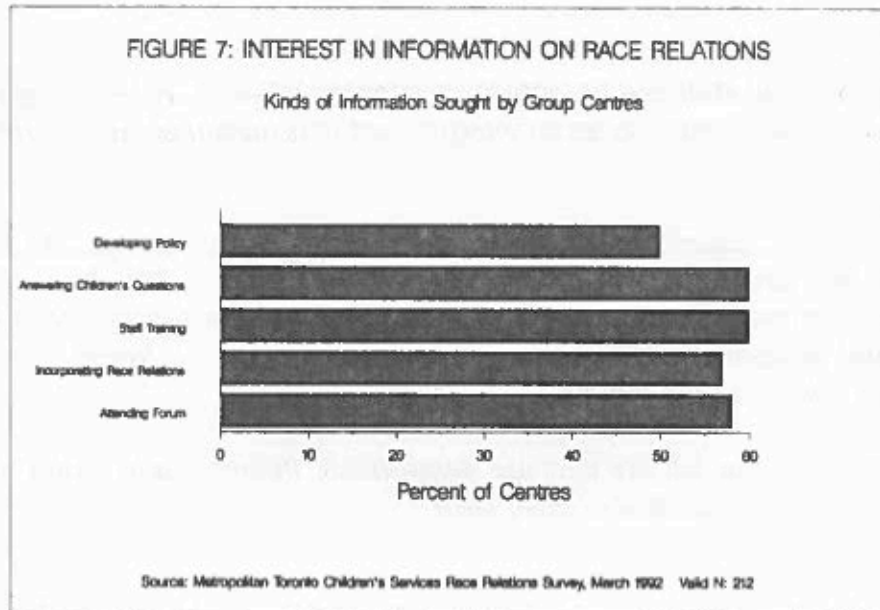
The programs reported that 41% had racial incidents occur between children. When we grouped the programs into mutually exclusive categories of ages served the programs with school-age children were more likely to have racial incidents (56%). Understandably, racial incidents between children occur less often in programs with younger children, none where only infants and toddlers are served, and 33% where preschoolers are added.

5% of the programs indicated racial incidents between staff, 19% between staff and parents, and 13% between parents. 10% indicated racial incidents between kids and staff, and 10% indicated them between kids and other adults.



METRO'S FUTURE ROLE:

Question 11 asked if the respondents were interested in more information on race relations. 51% of the programs indicated that they would be interested in information on developing a race relations policy, 68% wanted more information on answering children's questions and comments about race, 60% were interested in information about implementing staff training in race relations, and 58% wanted more information on incorporating race relations in the program.



When we asked the programs to consider the role that Metro might play concerning race relations and child care, 81% felt that Metro should provide staff development, 76% felt Metro should provide advice and 44% felt that race relations should be included in the Operating Criteria.

COMMENTS AND CONCLUSIONS:

This survey was undertaken to provide an overview of current practices and issues with respect to race relations in child care. Although not all child care programs responded, the survey has provided some clear directions for further discussion and exploration.

Almost all of the respondents indicated some racial incidents. While the majority of these were between children it is also clear from the survey that incidents between staff, parents and adults and children also occur. It was clear from the written comments that programs responded at the time to the concerns. Some programs discussed lengthy follow up and curriculum changes. In addition some programs discussed the need to provide additional staff training.

Training for both staff and parents in developing curriculum, handling incidents, and promoting positive race relations as an integral part of program should be noted for future discussion.

The survey indicated that programs are attempting to incorporate race relations initiatives into their programs but are looking for assistance in how to best achieve this goal. Some programs have developed formal policies but the majority of programs do not have formal policies. Further exploration of the need for formal policies and the components of such policies would be valuable.

The results of the survey indicate awareness, interest, and intent to continue to explore issues of race relations in child care.

APPENDIX I

RACE RELATIONS SURVEY OF CHILD CARE PROGRAMS IN METRO TORONTO

1. Location of program. Please check:
- Etobicoke _____ Scarborough _____ York _____
East York _____ North York _____ City of Toronto _____
2. Ages of children served. Please indicate enrollment for each age group served: (in PHDC Agencies estimates may be given)
- Infants (0-18 mths) _____ Preschoolers (2 1/2 - 5 years) _____
Toddlers (18-30 mths) _____ School-agers(6-10 yrs.) _____

QUESTIONS #3 AND #4 ARE OPTIONAL. WE DO NOT WISH TO GATHER INFORMATION ABOUT ANY SPECIFIC PERSON. WE WOULD APPRECIATE GENERAL INFORMATION ABOUT THE ETHNO-RACIAL BACKGROUND OF BOTH THE CHILDREN AND THE STAFF.

3. Generally, please describe the children in your child care program.
- a) Racial
- _____
- _____
- _____
- b) Ethnic
- _____
- _____
- _____
- c) Linguistic
- _____
- _____
- _____
4. Generally, please describe the staff/providers in your child care program.
- a) Racial
- _____
- _____
- _____
- b) Ethnic
- _____
- _____
- _____
- c) Linguistic
- _____
- _____
- _____

5. Do you have a formal (written) race relations/multicultural policy?

YES _____ NO _____

If yes, we would appreciate having you send us a copy.

If no, do you have an informal race relations policy?

YES _____ NO _____

Please describe:

6. Are you expected to comply with an existing policy? (i.e., Board of Education, United Way, etc.)

YES _____ NO _____ DON'T KNOW _____

If yes, please explain:

7. In what ways do you incorporate race relations/multiculturalism in your program?

Staff/Provider Recruitment and Hiring Practices _____	Board Recruitment and Training _____
Staff/Provider Orientation _____	Toys and Books _____
Staff/Provider Training _____	Room Set-up _____
Parent Orientation _____	Activities for the Children _____
Parent Programming _____	Special Events _____

Please describe in more detail:

8. Do the parents in your program have the opportunity to set or recommend policies?

YES _____ NO _____

9. Have the parents in your program been involved in developing a race relations policy or in any other issues related to race relations?

YES _____ NO _____

If yes, please describe:

10. Racial incidents can occur in any child care program. One definition is "A racial incident is one where people are demeaned or rejected on the basis of their race or the colour of their skin."

Are you aware of any racial incidents in your program?

Between children	YES	_____	NO	_____
Between staff/providers	YES	_____	NO	_____
Between staff/providers and parent	YES	_____	NO	_____
Between parents	YES	_____	NO	_____
Between children and staff/providers	YES	_____	NO	_____
Between children and other adults	YES	_____	NO	_____

If you have answered yes to any of the above, please describe. What actions were taken? Were they successful?

11. If you would be interested in more information on any of the following, please check:

_____ Developing a Race Relations Policy

_____ Answering Children's Questions or Comments about Race

_____ Implementing Staff Training in Race Relations

_____ Incorporating Race Relations in Program

_____ Other: _____

12. Metro is currently planning a forum on race relations in child care. Would you be interested in attending?

YES _____ NO _____ Need more information: _____

13. Metro is considering its role concerning race relations in child care. How do you see Metro's role? Please check as many as appropriate?

_____ Provide Staff Development

_____ Provide Advice

_____ Include in Operating Criteria

_____ Other: _____

If you have any questions on the above survey please call:
Nancy Barber at 392-5865

OPTIONAL - If you wish to include your name and centre, please send it in a separate envelope.