

CHILD CARE CHALLENGE

NEWSLETTER OF THE ONTARIO COALITION FOR BETTER CHILD CARE



"So that's why your salary is more than mine!"

PAY EQUITY!

HOW WILL YOU BENEFIT?

Day care centres are required to file pay equity plans by January 1, 1990. This is because day care centres are considered to be part of the public sector and must conform to the adjustment schedule laid out for the public sector.

However, most day care centres will not have access to a remedy under the Act because they have no males with whom to compare themselves (or if there is a male, he is not doing a job of "equal value").

This flaw in the Act was identified when the Bill was originally passed and so when introducing the Act, Ian Scott mandated the Pay Equity Commission to find a solution so that day care centres would be included. He said:

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Queen's Park Beat
Local Lines
News and Reviews

297 St. George Street, Toronto, Ontario, M5R 2P8 (416) 324-9080

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COMMENTS WELCOME

The Ontario Coalition for Better Child Care thrives on input. Whether it's information about what is happening in your community, information you would like to share about your program, ideas for a story, letters with your thoughts about the *Child Care Challenge*, your criticisms of our actions or campaigns, your photos, local news clippings, cartoons - anything - we would welcome it. It's the way we keep in touch with you and can hopefully respond to the needs of the child care movement. So, pick up your pen today, and write us a note - or phone us - we'd love to hear from you.



PAY EQUITY - WILL IT HELP YOU?

"We realize that some Ontario workers may find themselves without a comparison group, because they are in a work place that is totally female. Take childcare workers for example. Childcare workers in municipalities will have male comparison groups. Those in small, non-profit child care centres may be working in an all-female establishment. The bill, drafted as gender-based anti-discrimination legislation, will not assist the latter group, whose work has been undervalued and underpaid for too long. This is a serious problem which must be addressed. I am therefore proposing that this issue be examined on an urgent basis as soon as the Pay Equity Commission is established.

"I will require that the Pay Equity Commission act quickly so that any undervalued workers without job comparison groups can receive wage adjustments on the same timetable as other workers in establishments of the same size."

Now we are approaching the deadline for workers to receive wage adjustments. The Pay Equity Commission has made recommendations to change the legislation to include child care workers but as yet the Minister of Labour, Gerry Phillips has made no provision to enable "undervalued workers without job comparison groups to receive wage adjustments" at all! *Continued p. 3...*

THE CHALLENGE

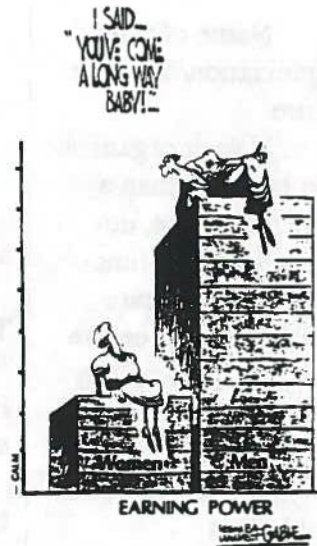
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Urgent action is needed on this front so that day care workers can take advantage of the Act and get increased wages. The Ontario Coalition for Better Child Care will be conducting a campaign over the next months to put this issue back on the agenda and insist on inclusion of day care workers. Four actions you can take:

1. Write and/or telephone the Hon. Gerry Phillips, Minister of Labour, 14th Floor, 400 University Avenue, Toronto, M7A 1T7, telling him that the Pay Equity Act should be changed to cover day care workers.
2. Write and/or telephone your MPP.
3. Make sure that your day care centre posts a Pay Equity Plan like the one overleaf. Then send the Coalition a copy so that we can produce hundreds for delivery in person, with media, to the Minister by the end of February in order to demonstrate that day care workers have yet again been left out to dry!
4. Write to your local newspaper or call your local TV/radio station about this issue.



**ONTARIO COALITION FOR BETTER CHILD CARE
EXECUTIVE COMMITTEE**

Laurel Rothman	President	Action Day Care
Janet Davis	Vice-President	Individual Member, Toronto
Ed Alexander	Treasurer	Ontario English Catholic Teachers Association
Moya Beall		Ontario Public Service Employees Union
Jane Bertrand		Individual Member, Toronto
Barbara Cameron		Ontario Federation of Labour
Donna Felder		Canadian Union of Public Employees
Anita Price		Northwestern Ontario Region Daycare Committee
Shari Ridgewell		Ottawa-Carleton Day Care Association
Leona Rodall		York Region Day Care Coalition
Lesley Russell	Past-Pres.	Hamilton Day Care Coalition
Janine Zarycki		Sarnia AECEO/Day Care Coalition

NOTES:

1. Name of your organization/day care centre
2. If your organization is larger than a day care centre, describe its other functions, e.g. day care centre, drop-in centre and family home day care agency.
3. Insert number of employees
4. Insert this sentence if there is a union at your establishment
5. Include all the female job classes at your day care program, covered by the Plan to which you refer above. If there is a separate plan for different groups of workers, you have to file a sheet for them separately.



SAMPLE PAY EQUITY PLAN

FOR CHILD CARE PROGRAMS WITH NO MALE JOB CLASSES

**MARIPOSA DAY CARE CENTRE (1)
HIGHWAY 200
BEAUVILLAGE, ONTARIO**

a) Date of posting and pay equity adjustments

This pay equity plan is posted on January 1, 1990.

Pay Equity adjustments are not required in this Plan because there are no male job classes.

b) Establishment

This plan refers to the day care centre at the above location.(2)

c) Jobs covered by this plan

The total number of employees in Mariposa Day Care Centre is eleven.(3)

(This plan covers all unionized social service workers, CUPE Local 2567.) (4)

d) Gender-predominant job classes

The following job classes are female job classes: (5)

Director
Administrative Assistant
Head Teacher
Daycare Teacher
Daycare Assistant
Cook
Cleaner

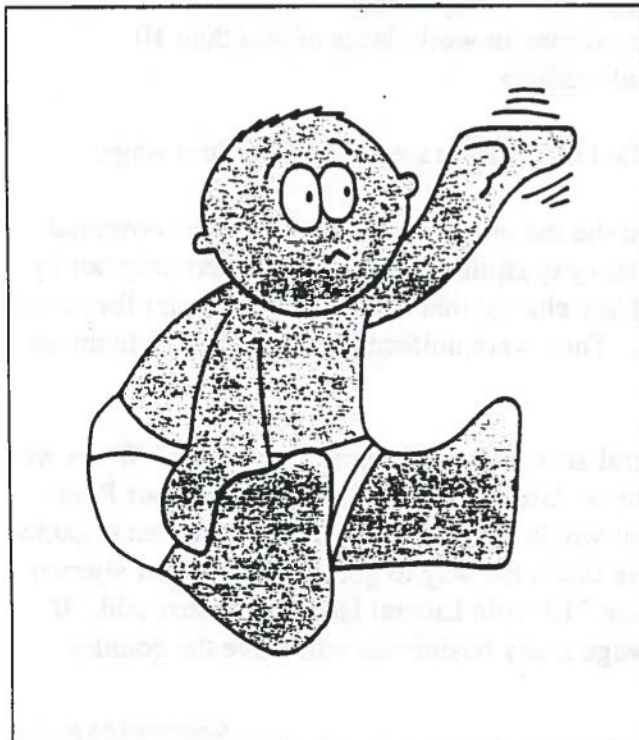
THE PAY EQUITY
COMMISSION
150 Eglinton Avenue East, 5th Floor
Toronto, Ontario M4P 1E8

INFORMATION HOTLINES:
1-800-387-8813/8887 (Toll-Free)
481-3314/3315 (Toronto)

PROVINCE BAGS FUNDING ADVISORY COMMITTEE

At a time when funding appears to be crucial for all aspects of child care in Ontario, the Province has set a sunset clause on the Funding Advisory Committee as it was originally conceived. This group, known as F.A.C., was struck in mid-1987 and met regularly until March, 1988. The formal objective was "to provide a vehicle for consultation on the introduction of direct funding to licensed child care programs and on the change from needs-testing to income-testing for subsidies". In particular, it was the only channel for regional and provincial organizations to attempt to influence the implementation of the grant and guidelines for income-testing. The Ontario Coalition for Better Child Care, in conjunction with several other organizations, managed to achieve a few technical changes to the implementation of the grant. Some important initiatives regarding the definition of what a non-profit child care program should be were undertaken but are still under discussion.

The end of the committee is alarming in a number of ways. First, this can be seen as the final nail on the coffin that buries income testing. While it has been apparent that income testing has been a low priority, the end of this consultation process implies that there is no active consideration currently underway. Also, the end of the committee indicates that on-going, direct consultation with the child care community is not a high priority.



It should be noted that at the "funeral" meeting held on September 20, 1989, there appeared to be consensus among the diverse member that a regular face-to face exchange of information would be very useful. Groups from outside of southern Ontario were particularly interested in the opportunity to receive accurate, direct information from the Child Care Branch. It was acknowledged that there was not a high degree of consensus on many issues. (It should be added that the Child Care Branch appointed a representative from the commercial sector once it began to receive the direct grant.) However, there was a high degree of agreement on the importance of continuing to meet in an information-sharing forum. Staff of the Child Care Branch agreed to raise that with senior staff. As yet, there has been no further information from the Branch.

Laurel Rothman

**STEP
A SOLUTION TO
YOUR SUBSIDY
CRISIS!**

In the last issue of the Challenge, we included an article on the basics of the STEP program. Many day care centres are now reporting to us that parents who can't get a subsidy through the usual subsidy waiting list are getting help through the STEP program. Among other incentives, this program entitles parents who are eligible for social assistance (generally all single parents earning less than \$32,000 per annum) to deduct the cost of their child care from any earned income before adjustments are made to their benefit cheque. The program applies to all parents, whether they are currently receiving social assistance or not. If you think you might be eligible, contact the local STEP office (Municipal Social Services office) for more information. Please call the Coalition if you need more information or assistance.

**PAY EQUITY LOBBY RECEIVES COOL
RECEPTION FROM LIBERALS**

(Reprinted from Off the Record)

"We are here because the Peterson government passed a pay equity law that had so many exclusions and loopholes that one million women are denied the opportunity to benefit from it," said Julie Davis, Secretary-Treasurer, Ontario Federation of Labour at a Queen's Park news conference for the November 9 pay equity lobby.

"A big problem with the Pay Equity Act is that it only allows one yardstick to be used to compare female classes - a male comparator in the same workplace," said Ms. Davis. Another is that the act does not cover workplaces of less than 10 employees.

More than 100 people lobbied 85 MPPs from all parties to get support for several amendments they wanted passed by year end:

- o Allow the Pay Equity Tribunal to make adjustments for women whose jobs have no male comparables
- o Cover in the Act women in workplaces of less than 10
- o Include all casual workers

The group also called for an increase in the minimum wage.

Ms. Davis said that the majority of Liberals were noncommittal on the timing for additional pay equity legislation (but certainly not by year's end) and opposed any change that would make it easier for casual workers to form a union. They were uniformly opposed to an increase in the minimum wage.

"Some of the Liberal answers were bizarre," she said. "When we asked former labour minister Greg Sorbara to support a Labour Relations Act amendment that would remove the barriers to women organizing, he said, 'I'm not sure that's the way to go. I'm looking at alternatives to union organization.' Lincoln Liberal Harry Pelissero said, 'If we raise the minimum wage many businesses will leave the country because of free trade'."

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**COMSOC MISSES
DEADLINE**

**TASK FORCE ON
ENFORCEMENT PROCEDURES
IN ONTARIO'S DAY CARE
CENTRES**

Last February, the Globe & Mail inspection reports of child care programs across the province found that nearly 40% of inspected day care centres and nursery schools in Ontario fell short of the province's regulations on safety, cleanliness and quality.

In response, the Minister of Community and Social Services, John Sweeney, announced a task force to review enforcement procedures in Ontario's day care centres to report in October, 1989.



The October deadline was missed and the report is now promised early in 1990. In the meantime, the new Minister, Charles Beer, has announced a series of interim measures to cope with some of the problems:

1. Checklists that set out the regulations under the Day Nurseries Act will be used in every licensing inspection.
2. After the inspection has been done, the operator will be required to sign the completed checklist. The Ministry will then be assured that the operator knows about any action required.
3. The Ministry will require operators to correct minor violations of the child care regulations quickly. Operators will be given a maximum of two weeks to correct shortcomings. If, at the time, the required improvements are not made, a provisional licence will be issued.
4. To make certain that child care operators comply with all regulations as quickly as possible, provisional licences will be issued for a maximum of three months only. If the needed changes are not made within that time, the Ministry may withdraw the licence.
5. Local management policies are being reviewed to ensure that investigations of unlicensed child care operations are carried out as promptly and effectively as possible.

The Enforcement Review Committee's Report is expected early in 1990.

**ADVOCATES
ENCOURAGED BY
SUPPORT FROM
NEW MINISTER**

On November 25, members of the Ontario Coalition for Better Child Care met with the new Minister of Community and Social Services, Charles Beer. Of course, we had a litany of concerns to raise with him. Topics included: enrichment of the direct operating grant; amendments to the pay equity legislation and a fund to pay for adjustments; more subsidized spaces to meet the need; and more capital funding to assist developing communities like York Region - Mr. Beer's home territory.

Mr. Beer listened with a sympathetic ear and promised to be an advocate for child care in Cabinet. He seemed to understand the need for more funding and a continued watchful eye for child care.



Honourable Charles Beer

TREASURER ANNOUNCES 1990 FUNDING LEVELS

The heady days of New Directions seem long gone. Remember June 1987 when John Sweeney, past-Minister of Community and Social Services, promised us massive expansion of child care services to double the number of child care spaces by 1995 and make child care in Ontario a public service instead of a welfare service?

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Well, members of the Ontario Coalition for Better Child Care met with Treasurer Robert Nixon on December 11 and were in for quite a shock. Not only was Mr. Nixon not prepared to contemplate further expansion of the system, it seems that not even the promises of New Directions will be adhered to. Mr. Nixon firmly told us that a 15% expansion was all we could expect to receive for child care and assured us that he knew this was not

“perfect” but was the best they could do for now. This might not seem too bad until we realize that last year’s expansion alone amounted to 33%, and we have received 100% expansion over the last three years - and it still feels as if we’re in crisis!

Some serious lobbying will have to be done this spring if we are to move mountains like Mr. Nixon, so get yourselves prepared for another spring lobby of your MPPs!

EMPLOYMENT EQUITY LEGISLATION

In response to the Coalition’s letter to the Premier supporting the need for mandatory employment equity legislation, the Premier replied that the Minister of Citizenship will be making recommendations early in the New Year!





**AUTO INSURANCE:
NO FAULT - AT WHOSE EXPENSE**

BILL 68, providing for a number of amendments on automobile insurance, recently passed second reading at Queen's Park. Early in the New Year, the government will conduct hearings on this omnibus package.

As part of the package to implement no-fault insurance, this government bill incorporates a number of significant limits to liability, including several with potentially serious implications for families. In particular, the bill as currently written limits compensation to a percentage of earnings.

This formula would appear to penalize those with lower incomes. For those women who work only in the home, maximum compensation under the no-fault package would be limited to \$185 a week. Where the primary caregiver is temporarily or permanently disabled, the bill is proposing an additional allowance for child care of up to \$50 a week.

Committee hearings began on Monday January 9th and will continue for five weeks. For more information on presenting a deputation to the Committee, contact Franco Carrozza, Clerk of the Standing Committee on General Government, at Room 1544, Whitney Block, Queen' Park, Toronto M7A 1A2; Tel: 416-965-6834.

INOCCT



EMPLOYER HEALTH TAX

In the May, 1989 Provincial Budget, the Treasurer of Ontario announced a new Employer Health Tax, which will replace Ontario Health Insurance Plan (OHIP) premiums, effective January 1, 1990.

As of that date, all employers are required to remit the tax at least quarterly at a graduated rate from .98% to 1.95% of gross payroll generated in Ontario. Employers with gross annual payrolls under \$400,000 will remit quarterly and those with larger payrolls must remit monthly.

For the purposes of this tax, Gross Payroll generally includes all salaries, wages, allowances and benefits for all employees in Ontario, except the following:

- *persons who are self-employed or retired, or partners in a partnership who have no employees on their payroll;
- *embassies or consulates;
- *native persons transacting business on a reserve and payrolls relating to Native persons working for a corporation on a reserve.

Assuming a non-profit centre with a staff of 7 and an annual payroll of \$160,000, the new tax would add \$1,568 to the budget. The net impact of the tax will, of course, depend on the benefit plan in effect at the centre. For example, where a centre paid for half of single coverage for each employee, the elimination of premiums would save \$536. However, for most, coverage of OHIP premiums has not been standard, and so the elimination of premiums will not offset the new tax for those employers.

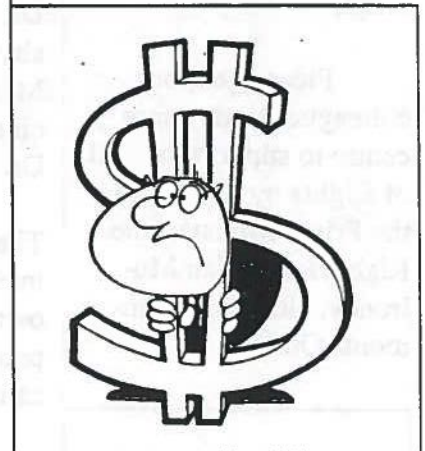
The graduated rate of taxation provides some relief for smaller employers, including many in the non-profit sector. However, other jurisdictions, notably Manitoba, limit the tax to payrolls over \$300,000. This seems much fairer than Ontario's exemption of self-employed contractors—a strategy which could have the effect of encouraging employers to seek to replace permanent staff positions with contracts to avoid the tax. The implementation of this tax measure could be more costly than budgeted for some workplaces, since employers could be liable for both the Employer Health Tax, which comes into effect as of January 1, 1990, and any employer-paid OHIP premiums which are due for the first three months of 1990.

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Pay Equity Lobby

"It is obvious that the Liberals are reluctant to expand pay equity laws," concluded Ms. Davis.

"Fortunately, we received solid support from the NDP caucus who pledged to push the government to pass laws that will help the one million women denied pay equity."

The Equal Pay Coalition, the Ontario Coalition for Better Child Care and the Ontario Federation of Labour conducted the lobby.



FEDERAL UPDATE

Bill of Rights for Children

Federal NDP MP Joyce Langan has initiated a private member's bill in the House of Commons calling on the government to introduce a comprehensive Bill of Rights for children.

This bill of rights would include the formation of a child protection commission and an emergency hotline for children in times of crisis.

Please get your colleagues or day care centre to support the Bill of Rights by writing to the Prime Minister, the Right Hon. Brian Mulroney, House of Commons, Ottawa.



ROYAL COMMISSION ON REPRODUCTIVE TECHNOLOGIES ANNOUNCED

Prime Minister Brian Mulroney appointed the commissioners and outlined the mandate of the Royal Commission on Reproductive Technologies on October 25, 1989.

The Commissioners are:

Dr. Patricia Baird, Dept. of Medical Genetics, University of British Columbia

Maureen McTeer, lawyer, activist, author, defeated Conservative candidate in last federal election.

Dr. Suzanne Rozell Scorson, Director, Office of Catholic Family Life, Archdiocese of Toronto, outspoken against abortion, contraception, and homosexuality.

Dr. Louise Vandelac, associate professor of sociology at the University of Quebec in Montreal, member of the National Bioethics Council on Research on Human Subjects, involved in feminist research.

Dr. Grace Jantzen, Faculty of Theology and Religious Studies, University of London.

Martin Hebert, lawyer, on Board of Directors of the Society of Medicine and Law of Quebec.

Dr. Bruce Hatfield, medical doctor, bioethics background.

The mandate of the Commission includes research on the causes of infertility, surrogacy, judicial interventions during gestation and birth, ownership of sperm, ova, embryos and fetal tissue, status and rights of people using or contributing to reproductive services, economic ramifications of these technologies.

The Commission must report its findings and recommendations to government by October 1991. Government is not obligated to act on any of the recommendations.

The government has not yet mentioned the budget allocation for the Commission, or whether it will be able to travel across the country to hear submissions from all parts of Canada. The Commission does not yet have an office, researchers, or a clerk.

THE GST AND CHILD CARE

(Adapted from NAC Questions and Answers on the GST)

The proposed 7% federal Goods and Services Tax, scheduled to take effect January 1991, will affect the cost of child care. Child care is tax-exempt, so your day care fees will not have the 7% added to them. However, child care centres will have to pay taxes on their supplies and services, so their costs will increase and will probably be passed on to you.

If your child is in a centre which does not receive at least 50% of its operating funds from the government, you could see most of the tax reflected in your bill. If your child is in a child care centre which gets at least 50% of its revenues from government grants, the passed-on tax will be less as these centres will be able to get a rebate on half of the direct federal sales taxes they pay on goods and services.



"I need a raise. I can't live on my celery."

ASSEMBLY OF FIRST NATIONS ENQUIRY INTO NATIVE CHILD CARE

This study, funded by a grant from the Child Care Initiative Fund, found less than 70 child care centres operating in the 1,000 First Nations communities. Most, if not all, are understaffed and/or ill-equipped to meet the needs of native children.

The \$60 million allocated for the native child care initiative was one of the casualties in the April budget cuts. Although \$60 million did not meet the demand for native child care services, it was a first step, a sign of a commitment. This has now been lost.



Changes to OCBCC Council

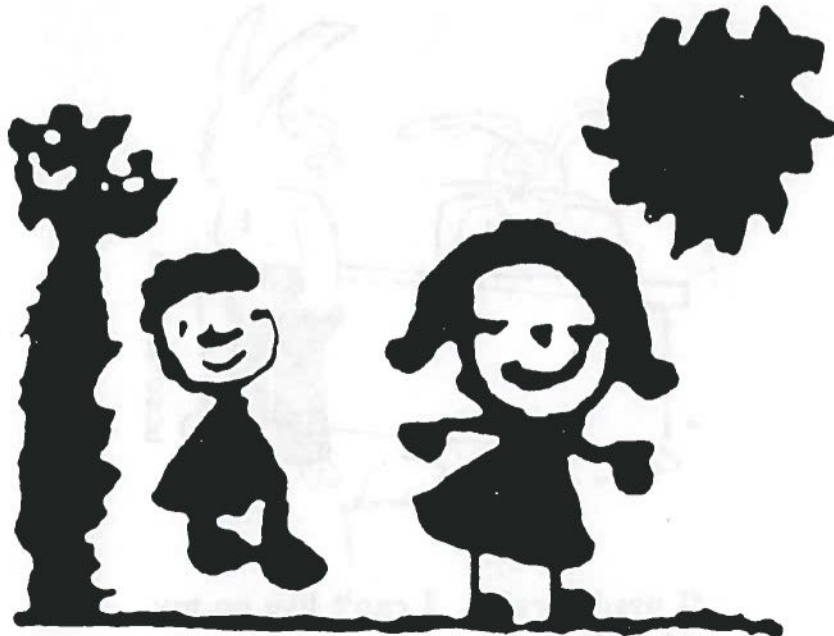
At the last council meeting on November 9, Christine Brooks, Sue Hunter, Trisha Keyes-Bevan, Leslie Peat, and Cheryl West tendered their resignations as executive council members. Elections were held for both council and executive positions. The following people were acclaimed as individual representatives on the council: Jane Bertrand, Janet Davis, Ceta Ramkhalawansingh, and Cheryl West. New executive members include Shari Ridgewell as the Eastern region representative, Janine (Woehl) Zarycki as the Southwestern region representative, Leona Rodall as the York region representative, and Jane Bertrand as an individual representative. The existing executive vacancy for a Metro representative will be filled at the April council meeting. Welcome all new members!

ABC BILL, U.S.A.

Passage of the controversial ABC Bill (Act for Better Child Care) was finally approved by the United States' Senate on June 23/89 after many attempts. Amendments to this Bill that are of interest to Canadians are:

- Each state is expected to provide at least one annual inspection of centres without advance warning.
- Parents are to be provided with child care certificates that can be used in church programs.
- Imposing National Child Care Standards was defeated in favour of requiring each state to develop their own specific standards within a three period.

(from Newsflash, Child Care Information EXCHANGE, August, 1989)





Bruce County for expanding their child care services by 300% over the last 8 years. In 1981, Bruce County had 157 licensed child care spaces; in 1989 the number of spaces was 643!



Prime Minister Mulroney who stated to the First Ministers' Conference at Meech Lake on November 9 that he wants improved preschool education opening the way for a form of national day care that would be financed primarily by the provinces. Obviously, nothing would please the Prime Minister more than having the provinces absorb all the costs of day care.



CIA for opening a non-profit workplace child care centre, the Langley Children's Centre. Behind the wall of concrete-and-stucco confidentiality is a day care centre to envy: a \$1.2 million playground that meets every child's need, from heated floors to crawl on, to restrooms designed expressly for the shortest. The sunny, brightly coloured building is divided into three "pods" for infants, toddlers and preschoolers. Each opens onto a separate playground and all three open onto an indoor commons for recreation when the weather is bad. We are pleased to note that while the CIA intervenes in countries around the world to prop up free enterprise, they still can see that a non-profit operation is more likely to deliver good quality care for their children!



Gerry Phillips for postponing the decision to introduce amendments to the Pay Equity Act which would cover about 500,000 women who will not benefit from the legislation, **including child care workers!** Gerry Phillips said on November 10 that it would be "at least a couple of months" before he will propose a plan for providing pay equity to those women. He also said he doubts whether the law could be expanded to cover a large group of women not protected by it at present.

Northwestern Ontario

At the fall meeting of the Northwestern Ontario Regional Day Care Committee (NWORDCC) Council three issues emerged that the Council will give continuing consideration to:

- (1) staff training needs of Native centres;
- (2) the concern that funds for capital projects are being restricted to cover only the costs of minimum provincial standards; and
- (3) the problem of attracting and retraining ECE staff.

This latter problem is new for our region. In contrast to 1986 when Northwestern Ontario had a very high percentage of ECE graduates filling all positions, many regional centres are

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now experiencing shortages of ECE staff. As one day care administrator expressed ... "the direct grant came too late".

The Northwestern Ontario Regional Council has written to newly-appointed Minister of Community and Social Services Charles Beer, outlining the concerns of our organization (those issues specific to Northwestern Ontario as well as many that are universal issues.) In a letter to Kay Eastham, Director, Child Care Branch, the Council expressed our concern that the Funding Advisory Committee was an important avenue for us to advance the Northwestern Ontario perspective on child care policy, as well as obtain and share information.

A letter of protest was also written to the Hon. Gerry Weiner, Secretary of State,

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**WHAT DOES RESEARCH TELL US ABOUT
CHILD CARE AND CHILD DEVELOPMENT?**

By Martha Friendly

Research on child care is a relatively recent phenomenon, spanning only about twenty years. Before about 1980, child care researchers were usually concerned with differences between cognitive, social and emotional development of children who were and who weren't in child care arrangements outside the family. Most of this research was conducted in child care centres of high or at least acceptable quality. The results of this line of inquiry is summarized by Howes and Phillips who point out that... "twenty years of research on child care (suggests that) children in good quality child care show no signs of harm..." (Phillips and Howes, 1987).

In the past ten or so years, however, child care research has often been concerned with more complex questions. Rather than simply asking how alternative or supplementary child care affects a child's development, it is more likely to ask: does high quality child care have a different effect on a child's development than low quality care? What features do different child care settings have; that is, are child care centres qualitatively different than family day care homes? What roles do family characteristics play? What are the indicators of high quality child care? How can legislated or policy-related factors relate to child care services?

Research on child care over the past twenty years has yielded several important pieces of information which should be considered in the development of child care policy and services. First, the quality of child care is an important factor which can have an impact, positive or negative, on children's development. Phillips and Howes' summary statement that children in good quality child care show no signs of harm emphasizes that "the key to this basic conclusion lies in the term "good quality" (Phillips and Howes, 1987). Indeed, a recent Swedish longitudinal study which found that early group child care attendance predicted a more favourable outcome than family day care or parental care emphasized that the high quality of Swedish group child care centres may well have been a key factor (Andersson, 1989).

A number of studies which have compared children attending poorer and better child care programs have that found program quality is a key

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predictor of positive child outcomes (Phillips, Scarr and McCartney, 1987; Vandell and Powers, 1983; Howes and Olenick, 1986; Howes, 1988; Whitebook, Howes and Phillips, 1989). Furthermore, some research has found that these differences persist over time (Vandell, Henderson and Wilson, 1988). The (Washington, D.C. based) National Center for Clinical Infant Programs concluded recently that "the quality of infant/toddler care matters enormously whether it takes place in the home or in a child care setting and whether the caregivers are a child's parents or another trusted adult" (National Center for Clinical Infant Programs, 1987).

A second important piece of information learned from child care research is that family characteristics influence the selection or "parental choice" of high or poorer quality child care. Researchers in Bermuda, Los Angeles, Chicago and Victoria have found that parents who are better educated, who place more value upon education, who are less stressed or who feel in better control of their children are more likely to use child care centres which are rated as better quality (Pence and Goelman, 1987; Howes and Olenick, 1986; Clarke-Stewart, 1987; Phillips, Scarr and McCartney, 1987). A national study in the United States found that middle income families (compared to low or high income) were more likely to use poorer quality child care (Whitebook, Howes and Phillips, 1989). In the United States, like Canada, families' "choices" are undoubtedly related to their ability to pay.

Third, there is good agreement amongst researchers and child development experts about the features of high quality child care; that is, research tells us that a high quality child care program can be identified by certain characteristics. These include:

- *staff-child ratios which are adequate so that interactions between each child and the caregiver can be frequent;
- *group sizes which allow children's interactions with other children and caregivers to be personal and individual;
- *caregivers who have formal schooling and specific training in early

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expressing our concern about the erosion of funding to Secretary of State Women's Programs. The N.W.O.R.D.C.C. experienced a 22% cut in our grant. Community groups across Northwestern Ontario (and indeed the country) were systematically penalized by this short-sighted policy.

Rainbow Day Care Centre in Atikokan, which opened in April, already has a waiting list for school-aged children and is initiating plans to meet this need.

Kinderplace Childcare Centre opened its doors in October. A workplace day care operated by a non-profit board, Kinderplace has been planned to respond to the needs of Lakehead Psychiatric Hospital and Northwest Regional Centre staff but will also serve the broader community. Kinderplace is Thunder Bay's first infant care centre, and when expanded will serve ten infants, ten toddlers and sixteen pre-schoolers.

Funding for new centres in Dryden and Fort

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Frances has recently been announced.

Kenora Day Care is now offering private home day care in addition to their Centre program. Licensed for 20 children, the private home program started in September.

The Red Lake Day Care Centre is busy defining policy, planning a community promotion strategy, and establishing the necessary liaison with the Ministry of Community and Social Services (MCSS), for their proposed integrated program for children with developmental disabilities. Holly Rupert, the project coordinator, reports that the centre plans to hire a resource teacher to begin in January 1990 and hopes to offer four integrated spaces by March. The pilot funding of \$56,000, received from the Childcare Initiatives

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childhood education so that the program is developmentally appropriate, not custodial, controlling or inappropriately "schooly";

*staffing which is stable so that children have a chance to develop consistent relationships with caregivers;

*health and safety provisions which ensure children's well-being;

*a physical and administrative environment which is adequate to enhance the program for everyone, including the caregivers.

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IN THE NEXT NEWSLETTER: WHAT DOES CHILD CARE RESEARCH TELL US ABOUT CHILD CARE POLICY AND PROGRAM QUALITY?

CANADIAN CHILD CARE ADVOCATES' QUIZ

LOCAL LINES

1. How many licensed child care spaces were there in Canada in 1987?

- a) 243,545 b) 312,098 c) 290,656

2. In Canada, how many children under the age of 13 had parents away from home, either at work or in school, in 1987?

- a) 1,937,163 b) 650,875 c) 2,009,134

3. In Canada, what was the percentage of children under the age of 13 had licensed child care available to them?

- a) 8% b) 13% c) 32%

4. Name the Liberal members on the 1986 Task Force on Child Care

5. Name the Liberal member and the New Democratic member of the Special Committee on Child Care.

6. Name the member of the Special Committee on Child Care who never showed up.

7. When did Bill C-144 die?

8. Name the Minister of Health and Welfare responsible for introducing the national strategy?

9. What do child care workers, waitresses, crop-farm workers and bartenders have in common?

10. What happened in Manitoba on October 17, 1989?

11. Who was called "Mr. Day Care Canada" by an American group of child care advocates?

12. Name 5 of the 7 principles underlying the Canadian Day Care Advocacy Association's policy proposals prepared at the CDCAA's national conference in Ottawa in April, 1988.

13. What tasty offerings did Michael Wilson receive in June of 1989?

14. What tasty offerings did Manitoba social services minister Connie Osterman receive in June of 1989 and why?

For answers, see page 40

Continued from p. 18...

Fund of Health and Welfare Canada, is expected to last until January 1991. After that time, the funding is not certain. However, the program's success will go a long way towards winning renewed support from Red Lake Council and the necessary funding from MCSS. Positive support has been received from local community agencies that also work with children, so the organizers are confident the program will be successful.

London

The London Coalition for Better Child Care (LCBCC) wishes to thank Laurel Rothman for her presentation at the public meeting they sponsored in November. At the next meeting, January 16, 7:30 p.m., a representative of the Federation of Women Teachers' Associations of Ontario will be speaking. LCBCC is in the process of lining up guest speakers for future meetings, and would welcome suggestions from individuals or organizations.

Members of the London Coalition will be contact-

Continued on p. 20....

**LOCAL
LINES**

LETTERS

Continued from p. 19...

ing other coalitions in Southwestern Ontario to discuss uniting for a Southwest Regional Meeting to express the unique child care needs of the region. Please contact Julie Keenes, 519-667-2103, for more information.

Muskoka

At the end of November, Dr. Lindsay Weld of the Ministry of Community & Social Services, retired from her position as North-east Area Child Care Program Supervisor. A surprise retirement party was held in North Bay in her honor on November 2, 1989 which was well attended by many members of Muskoka Child Care Coalition. Sheryl Manolakos of Muskoka Family Focus & Children Place, presented Lindsay with a book authored by the child care community representing her many years of service, entitled

Continued on p. 21....

December 18, 1989

Dear OCBCC,

One of my major concerns with the Ministry of Education (MOE) absorbing childcare involves the role of the commercial sector and their ability to capitalize on what MOE can and cannot do. Since the Ministry of Education is an established bureaucracy I wonder how responsive to the community it can be. Wouldn't it be fairly standardized in delivery of services?

I am skeptical that MOE could be responsive to specific community needs and I worry that the commercials will use this as a drawing card. They could justify their right to exist and ability to provide flexible models--models of care that MOE cannot incorporate into its system. Couldn't they very easily say, "Well, certainly MOE is providing some of the services Ontario families need, but we are also providing services that the MOE cannot offer?"

Another concern has to do with staff. If MOE hires the qualified staff away, who will be left? Since we know that one of the major indicators of quality is staff training, what will the quality of care be for those families and children left in commercial centres?

I would like to see more discussion around this issue.

Sincerely,

Z. Sonia Ostrowska

Strengthening Families, Cherishing Children

Canadian Association of Toy Libraries and Parent Resource Centres recently announced the release of "Strengthening Families, Cherishing Children." This two-part project includes a book and video documenting the work of family resource services in Canada.

"Strengthening Families, Cherishing Children" is available from TLRC Canada, 205-120 Holland Ave., Ottawa, Ont. K1Y 0X6. As a package for \$47 (non-members) and \$38 (members). Individual copies of the publication \$25 (non-members) and \$19.95 (members). Copies of the video \$21.95.

Storytime Handbook for Day Care Workers

The Children's Services Department of Regina Public Library has compiled a handbook to assist day care workers in the planning and delivery of storytime programs. Cost \$20.00 per copy (add \$2.00 for shipping). Available from: Children's Services Department, c/o Helen Lerach, Regina Public Library, 2311 - 12th Avenue, Regina, Saskatchewan, S4P 0N3.

Voices Rising

Voices Rising, the central networking tool of the International Council for Adult Education Women's Program, is a bulletin focusing on women and popular education. It aims to link educators and organizers in different regions of the world who are working to develop education as a tool for social change and the empowerment of women. Published twice yearly in English, Spanish and French, Voices Rising features articles, letters, reviews and resource listings of interest to women and men involved in popular and adult education with women internationally.

For more information or a subscription, please contact: Lynda Yanz, Coordinator, Women's Program, International Council for Adult Education, 394 Euclid Avenue, Suite 308, Toronto, Ontario, M6G 2S9, (416)324-8766 Fax: (416)324-8268

Continued from p. 20...

"The Little ECE Consultant Turned Program Supervisor That Could". Lindsay's ongoing commitment to quality child care and family life was evident in her continuous enthusiasm and support of the development of child care programs in Muskoka. She will be missed.

Muskoka Family Focus & Children's Place held a ground breaking ceremony to mark the start of construction of their new day care centre, Gravenhurst Children's Place, on November 15, 1989. Guests included the Town of Gravenhurst mayor, Gord Adams; Ministry of Community & Social Services and interim program supervisor, Anna Post; the Board of Directors and Committee members; and staff of MFF & CP and community parents and children. Once built the day care centre will be approximately 6000 square feet, fully accessible and licensed for 41 children (to include three levels of care - infant, toddler and preschooler). A large community room in the building will function as the permanent home for the

Continued on p. 22...

Continued from p. 21...

Gravenhurst Parent/Child Drop In Centre and will be utilized for other complimentary family programs ie Parent Education and Home Day Care Provider Workshops and the Toy Library stop. This will be the second licensed component of the Muskoka's Hub development.

The Macauley Tree House, a new day care centre to be located in Bracebridge, has just received approval from the Capital Branch of the Ministry of Community and Social Services, to begin their building and their contractor is now on site. The planned opening date is September 1, 1990. The accessible centre will provide licensed group care for 53 children. The centre is governed and will be operated by an independent community based Board of Directors.

*Debbie Bradley
Muskoka Family Focus &
Children's Place*

Continued on p. 26....

Critical Paths

Critical Paths - Organizing on Health Issues in the Community is a practical guide for community organizers, parents, educators, health professionals -- anyone who is concerned about health issues at the local level. The book outlines specific methods for developing, "selling", and implementing health education programs in any community and covers such topics as organizing support for new initiatives, co-ordinating services, dealing with the media, and coping effectively with possible resistance or opposition. The authors, Jennifer Keck, Henriette Dauphinais and John Lewko, gained their experience for writing this book by working with the community-based health education program, Adolescent Sexuality Network, in Sudbury, Ontario.

The book is available for \$11.95 (paperback), \$35.95 (cloth) from DEC Book Distribution, 229 College Street, Toronto, Ontario, M5T 1R4, (416)597-0328.



COMMUNITY-PARENT EDUCATION AND TRAINING PROJECT

A LOT OF HELP NEEDED BY PARENT BOARDS, SURVEY CONCLUDES

The Community and Parent Education and Training Project, known as C-PET, was initiated by the Coalition in the summer of 1989 to develop resources and support for community/parent non-profit child care boards of directors. The project consists of four phases, with the ultimate purpose of developing a comprehensive handbook and training workshops for parent and community boards of directors.

The first phase of the C-PET project has now been completed. Last summer key informants involved with community/parent boards of directors for non-profit child care services in Ontario were surveyed to determine perceived benefits of parent involvement, identify problems facing boards of directors, identify existing resources and determine what other supports are needed.

The results of this survey indicate that those involved in the non-profit child care sector believe that parent involvement on boards of directors enhances program quality, focuses attention on the needs of children and families, encourages parent involvement in the care and education of their children and improves parent-staff communication.

At the same time, all informants identified difficulties in establishing and maintaining boards of directors. The three



problem areas most frequently mentioned included a lack of knowledge, skills and experience among board members, communication problems and lack of financial resources.

Specific topics discussed in the report include legal responsibilities, annual reviews, meetings, finances, fundraising, personnel, community outreach and advocacy.

Key informants indicated that a detailed board of directors handbook with sample procedures would be useful. Also, they identified the need to find mechanisms for child care boards of directors to share information, solve problems, provide resources and consultation and to negotiate with the provincial government for improved funding.

Right now, the information from the survey is being used to create a board of director's handbook.

The *C-PET KEY INFORMANT SURVEY REPORT* is available from the Coalition office.

Jane Bertrand

A NATIONAL HORROR A NATIONAL SHAME

From Hansard, Friday Nov. 24, 1989, excerpts from Edward Broadbent's final speech as leader of the New Democratic Party:

A few years

after I was elected to the House of Commons a survey was taken in 1973. In 1973, it was found in this land of ours that 21% of our kids were poor. The most recent figure, according to the Canadian Council on Social Development, is that this percentage has increased from 21% to 25% - one child out of four from Newfoundland in the east to British Columbia in the west.

Some provinces are obviously much worse than others, not necessarily because of the different political regimes but certainly because of the different capacities of the different regions to generate growth.

I repeat, while the over-all sense of well-being for most Canadians has been getting better, that of our children has been getting worse. While the rest of us have been better clothed, there are more kids going without shoes. While the rest of us have improved housing, we have literally thousands of children who are homeless in Canada. While the majority now take their families out to a restaurant from time to time for a meal, we have thousands of kids, indeed 151,000 children, using food banks each month.

In Canada, 1.2 million children are living in poverty.

While we in Canada have witnessed the statistics that Mercedes Benzes and Porsches and Cadillacs are selling in record numbers - one-quarter of our children are wasting away. This is a national horror. This is a national shame. This is a horror and a shame we should put an end to ...

The number of working poor families is increasing and roughly 60% of these consists of couples with children.

For too long we have ignored the appalling poverty in the midst of affluence. For years the United States and Canada had been regarded not only here in North America but around the world as the world's two most affluent nations and in many criteria well beyond average personal income, this remains true today. However, today also among industrial states, Canada has the second highest rate of children living in severe poverty. We are second only in this terrible indicator to the United States...

What is the face of poverty? It is dangerously underweight babies. It is infant death. The infant mortality rate of the poor is twice as high as that of the rich... Poverty and viral diseases. The rate of poor children in poor health is 150% higher than the national average ... Third, the face of poverty is malnutrition. It means going to school without breakfast and going to bed at night hungry ... I repeat, this is happening in Canada in 1989, not in 1939..

The first food bank in Canada was opened in Edmonton in 1981. Now, there are over 1000 food banks across the country feeding 380,000 Canadians each month, and each month 151,000 children are the users of food banks.

The study done recently for the city of Regina looking into hunger, produced a virtually unanimous report on the following points when it came to the causes of poverty.

It was not due to waste. It was not due to laziness, mismanagement, bingo, booze or wilful neglect. It was due to the fact that the families were without money.

Poor kids are poor kids because they are poor kids. If we want to overcome poverty in this country, we have to do something about getting more money into the hands of poor people ...

At the federal level, the government must start by increasing the minimum federal wage, which is now the lowest in the country and has not been increased in three years. It should be indexed to the cost of living just as pensions were indexed several years ago.

Second, the federal government must increase family allowances and the child tax credit and index them to the rate of inflation. This money goes directly to low- and middle-income families to help pay for food, housing and clothing.

Third, the federal government must increase financing for low-cost housing. Ten years ago, the government financed construction of 30,000 new low-cost housing units per year. Today, that number has dropped to 20,000.

We must also move to bring in child-care legislation, which has as its purpose and fundamental goal an increase in the number of spaces that will be available for children throughout Canada...

I would like to propose that the Prime Minister of the federal government before long convene a national conference on the elimination of child poverty, inviting first and foremost the provincial governments because much of the responsibility ... resides with the provinces. Also invited should be municipalities ... volunteer agencies, the trade union movement, chambers of commerce, service clubs and poor people's representatives themselves.

Continued on p. 26...

Ottawa

The Ottawa day care community is still working on the same issues as last month. Budgets to the Region were due on December 4th. There is an above the board unwritten agreement to put in increases to the budget at 4.5% The Direct Operating Grant is at 4%. People are concerned about the new Health Tax in which employers are required to pay .98 - 1.95% of the payroll. Unemployment Insurance premiums are up by 22%. We are looking at increases above and beyond our control.

We should note that the Ottawa-Carleton Day Care Association (OCDCA) will have its Annual General Meeting on January 8, 1990 in which they will ratify their reorganization.

OCDCA is still working on a model for kindergarten expansion.

Christine Brooks
OCDCA

Continued on p. 27...

There should be a national effort to talk about and understand the gravity of the problem and to understand that things can be done ... such a grand coalition that could be brought together should not be a one-shot deal, but it should obligate itself to meet on an annual basis to establish targets ... I am aware it cannot be done overnight and without some sacrifice in some other domain, but by God I am saying we should now organize our political community like we have never done before. This can be done by bringing in groups that have not been involved before, setting out a national target and monitoring it on an annual basis until we eliminate child poverty in this country ...

As many as 100 million children around the world are homeless

We have the resources. We have the ability. We have done it before in pensions. We have done it before on medicare. What we need now is to demonstrate the same will concerning the needs of our children.

One-half of the world's 14 million refugees are children.

For the sake of our children, let us find the same spirit of reform, of hope, of courage, of tenacious intelligence that has led this nation of ours to great accomplishments in the past. Let us affirm today in this Parliament that as a nation, by the beginning of the 21st century - only 11 years away - child poverty in this great Canada will be a relic of the past.

More than one-half of these children live in single parent households headed by women.

LOCAL LINES

Continued from p. 26...

Windsor

The Windsor Coalition is preparing to meet with our city councillors. We hope to reinforce support for directly operated child care services and speak to some local concerns.

We are looking forward to seeing child care move ahead in the 90's.

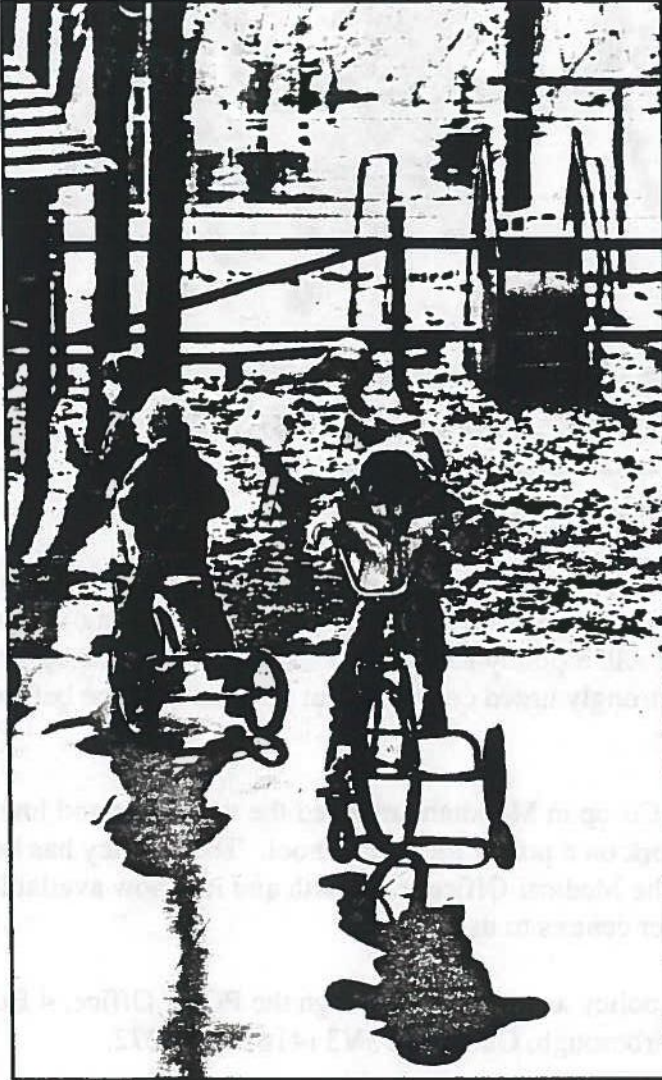
*Patti Strople
Windsor Coalition for
Better Child Care*

Sarnia

The Lambton Coalition would like to introduce "Le Petit Navire Centre Préscolaire Francophone de Sarnia." C'est un groupe qui travaille présentement dans le but d'ouvrir un centre préscolaire qui pourvoira des services de garde aux bébés aux tous petits et même aux enfants jusqu'à l'âge de douze ans. Si tout fonctionne bien le groupe pense ouvrir le centre en automne 1990.

The new centre intends to offer infant/toddler day care, nursery school and before and after care for

Continued on p. 32....



IN BRIEF

CHILD CARE POSTCARDS

Help the Child Care Movement by Sending a Card

LIBRA Information Services, a Toronto Co-operative, has published a colourful card with a message: "MORE AFFORDABLE, QUALITY CHILDCARE NOW". Send the card to friends, family, lovers, or politicians, or all of the above. All proceeds from the sale of this card, after costs, go to groups working to make public childcare available to all who want it. Please order generously!

The cards cost \$1.25 each, bought singly, or \$1.00 bought 5 or more at a time. To reserve cards call DEC BookRoom at (416) 597-8695 and arrange to pick them up during store hours Monday to Saturday at 229 College St. (basement), Toronto, 11 a.m. to 6 p.m. or call, Tim Burns at (416) 366-3301.



**Secure kids make happy pictures.
Secure parents make secure kids.**

LIBRA Information, and Library Services 1989

AIDS AND PRESCHOOL SETTINGS

In March, 1989, Toronto Parent Co-operative Preschool Corporation (PCPC), and the Ontario Co-op Council hosted an evening workshop on developing an AIDS policy for preschool settings. Workshop leader, Clare Barry, strongly urged centres to put policies in place before incidents arise.

St. Andrew's Co-op in Markham attended the workshop and immediately set to work on a policy for their school. Their policy has been approved by the Medical Officer of Health and it is now available as a model for other centres to use.

Copies of the policy are available through the PCPC Office, 4 Buchanan Road, Scarborough, Ont. M1R 3V3 (416) 285-7272.

HIGHLIGHTS FROM THE WEEK OF THE CHILD

The Week of the Child was celebrated throughout Ontario from October 21-28. Branch offices of the Association for Early Childhood Education, Ontario (AECEO) organized local events to take place throughout the week. These included toy and book drives, parades,

workshops, and Family Fairs. In Toronto, the toy and book drive 'kicked off' on October 20 with children's events at City Hall. Guest appearances were made by children's entertainer Doug Barr, Elmer the Safety Elephant, and the Sick Kid's Bear, among others. The annual (AECEO) Children's Service Awards presentation, which recognizes the significant contribution of individuals toward improving the quality of life for young children, took place on October 23rd. This year's recipients were Karen Liberman of North York and Kathryn Yach of Ottawa. October 21 was declared "Metro Branches P.D. Day", offering 40 workshops and various exhibits to the approximately 350 ECE staff attending.

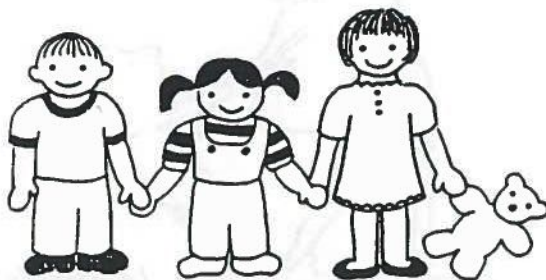
NEW INFORMATION ABOUT OHIP

Individual OHIP premium payments will be eliminated effective January 1, 1990. This means that your December bill, for coverage January -March 1990, will be your last. After March 31, 1990, as long as you remain a resident of Ontario, your coverage will be valid without further premium payments.

Your existing OHIP card and number will remain unchanged. Be sure to inform the Ministry of Health in writing if there is any change in your family status or in your address. When writing to the Ministry of Health, be sure to refer to your OHIP number.

For inquiries please call:

- 482-1111 Toronto Central
- 965-1000 Toronto East
- 275-2730 Mississauga
- 521-7100 Hamilton



ABSENTEEISM AND CHILD CARE

The University of Minnesota compared absenteeism before and after employees used a day care facility provided by their employer. It was found that the absenteeism of workers with children in the day care facility was reduced by 21.4%. The study also compared monthly turnover rates and found that, while the turnover rate was 6.2% for employees not using the centre, the rate for those using it was only 2.3%. Thus, the employer had lower costs for retraining personnel. The Hester Howe Day Care Centre at Toronto City Hall employers' subsidized project has verified similar employee and employer benefits.

In a study done by the New Jersey Bell Telephone Company in Newark, New Jersey, it was found that close to 40% of the employees who resigned in 1967, did so because they did not have adequate child care. The same study reported that Rochester Clothes Company, Massachusetts, reported a drop in absenteeism from 12% to 3% when a day care centre was established on their premises in 1965.

IN BRIEF

CPR AND FIRST AID TRAINING

CPR and First aid courses, taught by qualified instructors, are available to residents of Metro and the surrounding region. The CPR course teaches emergency procedures for respiratory failure, cardiac arrest and choking. The first aid course will teach participants how to handle emergency situations such as choking, heart attack, burns, fractures, wounds and bleeding, eye injuries and poisoning. It will also give some confidence and knowledge to handle first aid procedures that might arise in your home, job or on your travels. Times are set up according to needs and availability of instructors. Interested individuals please contact: Mrs. Armstrong-Dewdney, Instructor-St. John's Ambulance/ Red Cross / Royal Life Saving Society / Heart and Stroke Foundation, 76 Winterfold Drive, Brampton, Ontario, L6V 3T2, 416-455-9071 (5-10 p.m.)

EMPLOYMENT OPPORTUNITIES

CHILD CARE COMMUNITY DEVELOPMENT WORKER

Under the direction of the Child Care Advisory Committee and the Children's Services Coordinator:

- *responsible for facilitating groups to form boards for the delivery of child care services,
- *involved in the implementation of a strategic plan for child care in York Region,
- *organize education/information forums.

Knowledge of child care services and York Region an asset. Minimum qualifications include M.A. or equivalent experience and demonstrated skills in community development. This is a one year contract with possible option for renewal. Please send or deliver resume by January 19, 1990 to

Community Services Council
390 Davis Drive, Suite 301
Newmarket, ON, L3Y 2N9



Lady Gowrie Child Centre

CHILD SUPPORT STAFF IN SHELTERS AND TRANSITION HOUSES

When a woman enters a shelter to escape the abuse of a violent marriage or other family relationship, she is often only the most immediate and visible victim. Ontario shelters house at least as many children as women, and care for them is an ongoing concern of shelter staff and boards, according to Eileen Morrow of the Hamilton shelter.

After years of lobbying, the Ontario Association of Interval and Transition Houses has a commitment from the provincial government which recognizes at least the principle of need of children in situations of domestic violence. The Ontario Ministry of Community and Social Services has agreed to fund, to a maximum of \$21,375 this fiscal year, the salary of one child care worker for every ten beds a shelter operates.

Often, however, child care is often the last thing a child care worker will get to do in her day's work at a shelter. Far more often, her day will be filled with direct advocacy or crisis intervention on the child's behalf, or individual or family counselling to complement the work of other shelter staffers. The more usual child care arrangement, to cover visits to lawyers, apartment-hunting, appointments with welfare workers or therapists, has still to be negotiated, generally as a trade of services, by a woman in crisis with her erstwhile neighbours.

BOOKKEEPING SERVICES

Access Data Services is a fast, accurate, affordable bookkeeping service. Take advantage of their FREE set-up for limited time only. They specialize in non-profit organizations and small businesses.

For more information call the Business Manager, Mr. Jaques Chan at 658-3101.

A.D.S. is a division of Skills for Change, a registered charitable organization dedicated to empowering immigrants and refugees by providing combined technical and language skills training.

On The Fastrack

PATINA, I KNOW I HAVE TO WORK BECAUSE I BRING IN MOST OF THE FAMILY'S INCOME...



...BUT SOMETIMES I ADMIT I FEEL A LITTLE GUILTY ABOUT IT.



Continued from p. 27...

children up to age twelve. Their projected opening date is Fall 1990.

For more information contact/pour plus de détail, veuillez communiquer avec: Mary Jo Cocarell, 500 Hollywood Place, Sarnia, N7V 2H8.

*Janine Zarycki
Lambton Coalition*

Peterborough

The Peterborough Coalition is a little group -- a small number of hands and hearts hoping to woo many more into the fold. We aspire to become a mighty branch of the OCBCC. As parents, as workers, we are concerned, we are angry, we are optimistic, we are realistic, and ready to join with others across the province to find the best way our children may be cared for.

From our humble beginning, what we are able to see clearly is a

Continued on p. 33...

HIGHLIGHTS

COALITION'S FALL POLICY FORUM

Summary of Discussion at Nov. 8 Forum

It seems to me an impossible task to summarize a discussion that people approached from different regions, different perspectives, different histories, different levels of knowledge and with different expectations. In fact, perhaps the clearest conclusion we can come to is that it certainly reflected all of the above.

From the evaluations, people overwhelmingly attended the forum to find out more about what was going on in child care and where the child care system would be in the next decade. Although participants found the discussion exciting, there was less agreement as to whether they found it satisfying. It is clear that there is A LOT to discuss and explore and, as above, everyone is coming to it from different points.

"level of discussion was satisfying but disturbing--left me very frustrated and confused....but that is good!"

If there was agreement on anything, it was probably that Dorothy Dudek from the Manitoba Child Care Association was an inspiring speaker and gave everyone determination to continue the battle here in Ontario.

"Loved the guest speaker"

It was pointed out that the Ontario Coalition for Better Child Care could have been more organized around the discussion, could have included more points of view in the discussion, could have included more options in the position paper, could have organized smaller group discussions, could have had more time for larger group discussion. We thank you for your input and although nothing is ever perfect, we hope we will be able to incorporate your suggestion at the next discussion.

"As usual there is never enough time to discuss and digest and discuss again"

Continued from p. 32...

Looking at the notes, perhaps we can divide the discussion into three categories: Points of Agreement; Points of Concern; Other Useful Points. (It should be noted that not necessarily everyone agreed or had concerns, but that the majority did).

"impressed by the turn out, by the level of involvement and expertise of participants"

Points of Agreement

*Child care system in Ontario is in crisis. It was acknowledged that the lack of trained staff and the trend of staff moving out of child care altogether (or into teaching) was having a major impact on the quality of care. Staff wages had not been raised sufficiently to attract and keep staff in the field.

*Recognized that the for-profit sector still loomed large in the overall scheme of child care. Very little had been done so far to change the problems of enforcement of the Day Nurseries Act. Day care workers were finding the administrative requirements of the Ministry of Community and Social Services (MCSS) bureaucracy an increasing burden. It was generally acknowledged that parent control over child care programs was illusory. People agreed with the analysis of this issue in the paper and added their own examples and experiences.

"I appreciate the opportunity to discuss issues which affect all of us in child care -- can we do more brainstorming"

*Need a publicly-operated, publicly-funded child care system (probably only 60-40% agreement on this). The frustration level with the current hodge-podge led many people naturally to consider the merits of a publicly-operated system. There was a general feeling that child care faced the worst of both worlds: publicly-controlled, but not publicly-funded. *(Continued on p. 34...)*

"high quality discussion"

lack of understanding by parents and staff of the value and importance of the Coalition. This is where we will put our energies in the coming weeks. We will be visiting centres, speaking to the AECEO, visiting colleges/ ECE students, distributing information, and making ourselves visible in the community. We hope to call a public meeting in the spring and begin the task of building our group.

Our fingers remain crossed, as we wait for possible Secretary of State funding to hire an organizer. The process we are walking through in order to build this coalition will be documented and may serve to help others who do not wish to re-invent the wheel.

There is much to do, but with the support of the OCBCC office and our gumption, we feel certain that the next time you hear from us we will "BE". To join the Peterborough Coalition, please contact Cheryl White, 68-243 Milroy Drive, Peterborough, K9H 7L8; telephone 705-743-1662.

*Cheryl White
Peterborough Coalition*

LOCAL LINES

CONFERENCES

Continued from p. 33...

Hamilton

The Social Planning and Research Council of Hamilton and District (SPRC) has, at the request of the Regional Social Services Committee, resurrected its Child Care Advisory Committee.

So far, it has been involved in a small research initiatives which looked at per diem rates and policies in twenty Southern Ontario municipalities and analyzed waiting lists in child care centres in Hamilton-Wentworth.

It is currently seeking funding to replicate a wages and working conditions survey initially conducted in the community in 1986 by the Association for Early Childhood Education, Ontario, Hamilton Branch.

Other activities are a computer-based project which will assist in

Continued on p. 38....

*"I wish more front line people could participate
--unfortunately they often can't get time off"*

*"Seamless" day is preferable to the "kindergarten-instructional-day/child care-at-ends-of-day". For those who felt that kindergarten would become very much the reality for four and five year olds in the future, the idea of the seamless day was a much better route to pursue than the chopped up school-lunchtime-day-care-day. It would also help to deal with space problems and possibly put teachers and early childhood educators on the same footing.

*Agreement with Ontario Coalition for Better Child Care principles: universally-accessible, high quality, comprehensive, not-for-profit, non-compulsory child care in Ontario.

Points of Concern

*Concern about the consequences for infant/toddler programs if the system were split in two: 3.8 years and over administered by the Ministry of Education; under 3.8 years to be maintained by the Ministry of Community and Social Services pending further study and consultation. The major concerns here indicated that this would imply a second-class system for under 4's. It would likely lead to marginalization of the under 4's service, with staff transferring to the older groups which would be higher paid and more have status. The general feeling that there should be more discussion on how to deliver service to kids under 4 years.

"...input from all delivery systems keeps us from becoming too introspective...interesting to hear other priorities and viewpoints"

*Concern about the lack of specificity around the role of parents in the new system. Participants felt that parental input was extremely important and there did not appear to be a place for this under the new model.

*Concern about funding if child care was shifted to Ministry of Education. 45% of education funding is paid for by the province; 65% comes from municipal property taxes. At the same time, provincial

funding for education has declined from 25% of provincial expenditures in 1978-79 to 19% in 1988-89. Participants were concerned about the implications of trying to base an expanded child care system on declining property taxes. This situation is even worse in some of the larger metropolitan areas, like Ottawa and Toronto, where property taxes cover the total cost of the service. There was also considerable concern about losing federal contributions currently received through an open-ended federal cost-sharing program, the Canada Assistance Plan.

"...excellent workshops and thought provoking discussion paper"

*Concern about requiring staff to have a B.A. and/or Ontario Teachers' Certificate. This issue raised many concerns. Some participants did not feel it was necessary to require ECE's to obtain a degree; others felt that child care staff did as good a job as teachers; others felt that the ECE training was better than teacher training. Some participants felt that years and types of training should be recognized appropriately. It was suggested that a grid be established and points given for education experience related to job in the field (like community college teachers).

*General concern about the Ministry of Education being the right "home" for child care. Participants raised serious concerns about the bureaucratized nature of the Ministry of Education and the backwardness of local school boards. They do not want to lose the community-based, autonomous structure developed in the child care field.

*Concern to keep the "hub model" and expand on what it means to keep this concept in the new model. The paper did not deal adequately with flexible models, such as private home child care, drop-in centres, toy-lending libraries, part-time programs, programs for shiftworkers; extended hours programs, etc. Nor, was there adequate recognition of the difficulties of transportation in rural and isolated areas - the problems of 4 year olds sitting on a school bus for 1-4 hours per day. Similar concern about the need for more elaboration about school-age, recreation and summer programs.

*Concern about the current ratios in school kindergarten programs and whether they would be transferred to the younger children and therefore affect the quality of the programs.

Other Points:

*Where does Separate School system fit in?

*How would unionization fit in?

*Where does pay equity fit in?

*Must continue to educate the public about the need for a publicly-funded child care system.

*How do we deal with the political reality. We need to be proactive, not reactive.

*Need for information materials.

*Need for lots of local discussion in day care centres, local/regional forums, in organizations, such as unions, teachers' federations, etc.

CONFERENCES

December 1, 1989

The workshop was presented by the Gerrard Resource Centre with funding provided by the Ministry of Community and Social Services. Held at Oakham House, the workshop was both stimulating and informative. It was also successful. Each participant had something concrete to take away at the end of the day.

The Keynote Address

Pam Doyle-Easton's keynote address was an inspiration. Pam has been actively involved in childcare from many perspectives; as a parent, caregiver, and as an early childhood education faculty member at George Brown College. Her expertise in all of these areas contributed to the success of her speech. Mingled with common sense, a strong knowledge base of child development, and a sincere commitment to parental involvement, Pam drew several

PARENTS AND THE PROFESSIONAL: A PARTNERSHIP

connections between responsible caregiving and active communication with family members.

Historically, the child's day was a divided one. Daycare was one part of the child's day, and home life was another part. Pam stressed that with this division the three key people involved were not getting their needs met. How can a parent feel secure and confident leaving her child with people she rarely has any communication with? How can an ECE worker enlist support from the parent when the parent doesn't seem approachable? How can the child in care feel secure when mom doesn't know the worker the worker doesn't know mom, and neither attempt to build a relationship encircling the child as a common concern?

Recently, the parent involvement aspect of childcare has expanded and moms and dads are actively encouraged to participate in their child's program in many ways; the old "co-op" model had parents "on the floor" at centres. Today, many parents contribute by sitting on boards of centres. Most childcare programs also have a policy of welcoming the unannounced visit of parents during the day. These all contribute significantly to improving teacher-parent relations. But there are still concerns to work out.

Pam called for the ECE worker to acknowledge and take responsibility in initiating the process. As professionals, it is up to the worker to seek out the parent and to build the alliance that is necessary to form a healthy, cooperative relationship between the centre and the family. The child's "core" teacher can do this in many ways, from simply being welcoming, available and interested when parents and children arrive or leave the centre to holding parent meetings at times convenient to the parents. Another important point about parent meetings is to arrange workshops, speakers, etc. at the parents request, to fill the parents needs. Having a guest speaker come in from a university psychology department to discuss cognitive development through fine motor play will be of little or no interest to parents unless they have specifically requested it.

Of course, the ECE worker cannot be the sole change agent in the centre. She must enlist the support of other workers and of the supervisor. Among workers there must be a commitment to respect the families of the children they care for, to involve each other in discussions of significant family events that may affect the child's day. At staff meetings, the supervisor must not only represent parent concerns and effectively communicate to her staff the importance of these concerns, she must also acknowledge and support the worker in her role.

Involving parents in their child's program is good for child-care because it strengthens all the relationships in the program. If there is mutual respect, appreciation, trust and value attached to roles of both ECE worker and parent, then a creative satisfying relationship can exist between the parent and worker, the worker and child, the family and the centre.

The Workshops

Two of the workshops offered were: Parent-teacher communication: A critical link, and Meeting the needs of parents in resource centres.

Parent-teacher communication: A critical link, facilitated by Lynn Wilson (faculty of George Brown), included a panel of parents and had an interactive approach. It echoed and endorsed remarks by Pam Doyle-Easton in her keynote address. Workshop participants were directly involved and people were able to share

views and experiences. This forum provided both sides with an excellent opportunity to really hear each other. While this particular group of parents were obviously happy with their child care arrangements and had more time to be involved in the program than many other parents some, basic "rules" of involving parents still apply and were highlighted and agreed upon.

Meeting the needs of parents in resource centres was facilitated by Margaret Shugg of the South Riverdale Child-Parent Centre. As a woman using the resources and as a staff person providing them, Margaret represented two perspectives on parent programs. There was a general discussion of resource centre programming, responsiveness to community needs, staffing patterns, and philosophies. Margaret gave us an overview of South Riverdale's specific program goals and objectives which provided a solid framework for discussion.

*Z. Sonia Ostrowska
Child Care Resource and
Research Unit, University of
Toronto*



Continued from p. 34..

estimating need and availability of child care services, currently in progress, and a proposal to do a child care needs population comprehensive review of the existing child care policies of the SPRC and has identified developing a child care masterplan as its overall goal.

*Lesley Russell
Hamilton Coalition*

Metro

As you may know, Sue Hunter went to join the province in December as Program Supervisor for North York. Well it is great for the province, but, it is a sad day for the child care advocacy movement in Toronto. Many, many thanks are extended to Sue for all her hard work, on behalf of thousands of children and parents and hundreds of staff throughout the city. As an indication of how much Sue did for

Continued on p. 39...

January 19-20

Organized Working Women (OWW) Conference
EQUALITY: KEEPING IT ON THE AGENDA
Ontario Institute for Studies in Education (OISE)
252 Bloor Street West, Toronto,
OWW members \$40; Non-members \$55; Unwaged \$15.
For more information, OWW, 555 Bloor Street West, Toronto M5S 1Y6. (416) 532-2473

January 31

Deadline for responses to OCBCC Discussion Paper
Send to: 297 St. George Street, Toronto, Ontario M5R 2P8

February 1 - March 21

Pay Equity Commission
Pay Equity Conferences

- Feb. 1 Georgian College, Barrie, Janet Arnett 705-722-1575
- Feb. 14 Niagara College, Niagara Falls, Joan Warbis 416-735-2211
- Feb. 15 Centennial College, Toronto, Ingrid Henry 416-752-4444
- Feb. 22 Mohawk College, Hamilton, Jane Guzar 416-575-2226
- Mar. 21 St. Clair College, Windsor, Jacques Kenny 519-972-2711
(Fees approximately \$100, will vary according to campus)

February 22 -23

Child Poverty Action Group/
Institute for the Prevention of Child Abuse
Conference on Child Poverty, Toronto
Contact: Consultation Services, IPCA, 25 Spadina Rd., Toronto, Ont.
M5R 2S9 FAX (416) 921-4997

February 25

OCBCC Council Meeting
3rd Floor Boardroom
Ontario English Catholic Teacher's Association
65 St. Clair Avenue East
Toronto

CALENDAR

LOCAL LINES

Continued from p. 38...

10:00 a.m.-4:30 p.m.

March 22 - 24

The Best of Care

Symposium on Residential Care for Children and Youth
Skyline Hotel, Ottawa

Contact: Canadian Child Welfare Association, 2211 Riverside Drive, Suite 401, Ottawa, Ontario K1H 7X5 (613) 738-0697

April 7, 1990

Parent Co-operative Preschool Corporation Annual Conference
"GROWING TOGETHER CONFERENCE"

Keynote speaker, Dr. Lloyd Dennis.

Wexford Collegiate Institute, Scarborough

For more information contact: Janette Best, Conference Chair,
PCPC, 4 Buchanan Road, Scarborough, Ont. M1R 3V3 (416)
285-7272.

April 27 - 29

Ontario Coalition for Better Child Care

Seventh Annual Conference

Guelph University

Contact: Eileen Condon, Conference Coordinator, (416) 324-9080

May 24 - 26

Women and Environments Conference

University of Toronto

Contact: Rosalind Cairncross, Women and Environments Educational and Development (WEED) Foundation, 26 Morrow Avenue, Toronto, Ontario M6R 2J2 (416) 533-4076

June 11 - 15

Second International Rural Mental Health and Addiction Conference: "Strength In Partnership: Preparing for the 1990's"

Canadore College, North Bay

Contact: Canadian Mental Health Association/North Bay Branch,
240 Algonquin Avenue, Suite 304, North Bay, Ontario, P7B 4V9
PHONE: (705) 474-1299 FAX: (705) 474-5325

the cause, five of us have taken on the task of sharing her role and we are looking for help. Please give me a call, if you feel like playing even a bit part in the struggle for child care this year:

537-5841.

We really need to build a strong network this year to give us all inspiration for the numerous battles ahead. Our first meeting is February 15, 1990; the guest speaker will be Dorothy Dudeck of the Manitoba Child Care Association. Dorothy is a particularly inspiring speaker, with plenty of experience in organizing Manitoba child care workers for their one day walk-out in October 1989. We hope you will come with board members and parents.

This year we hope to gain the support of parents to help with the fight for lower fees and more accessible service. On the agenda for 1990 is a fight again to recognise final per diems as legitimate costs, as well as, pay equity, staff shortages, and parent fees that are too high! We need your help.

*Karen Thorpe
Metro Coalition*

JOIN THE COALITION TODAY!

CANADIAN CHILD CARE ADVOCATES' QUIZ



1. a) 243, 545
2. a) 1,937,163
3. a) 8%
4. Katie Cooke, Jack London, Renee Edwards and Ruth Rose-Lizee
5. Liberal - Lucie Pepin and NDP - Margaret Mitchell
6. Suzanne Duplessis
7. October 1, 1989 when the Tories called an election.
8. Jake Epp
9. All made the top 10 worst paying jobs in Canada in a report in the Financial Post, April 26, 1988 taken from Statistics Canada, 1988.
10. Child care workers went on strike/held a day of demonstration to protest the funding cutbacks and the dismissal of day care director, Mary Humphrey.
11. Howard Clifford
12. Universality, quality, affordability, parental role, provider direction, sponsorship and working conditions.
13. Cookies and other baked goods as part of the National Action Committee on the Status of Women's "No more bake sales campaign."
14. Workers demonstrating on October 178, 1989 delivered peanuts to the minister as part of the funding cutbacks protest.

RATE YOUR SCORE:

0 - 8 correct answers: NICE TRY! REVIEW BACK ISSUES OF THE CHALLENGE QUICKLY BEFORE THE NEXT STAFF GET TOGETHER. IT'S NEVER TOO LATE TO LEARN.

8 - 12 correct answers: GETTING THERE! WE KNOW YOU'LL BE READING THE CHALLENGE REGULARLY.

12 - 14 correct answers: SAGE LEVEL!!!! YOU SHOULD BE CONTRIBUTING TO THE CHALLENGE.

ANNUAL MEMBERSHIP FEES

Provincial Organizations:

\$25.00	Under 20 members
\$35.00	21-50 members
\$60.00	51-200 members
\$120.00	201-1000 members
\$300.00	1001-5000 members
\$400.00	Over 5000 members

\$25.00	Local Child Care Groups:
\$25.00	Child care centres, union locals, libraries, other organizations or institutions
\$12.00	Individuals

I/We agree with the principles of the Ontario Coalition for Better Child Care and wish to join.

I/We enclose the fee of \$ _____

I/We enclose a donation of \$ _____

Name: _____

Address: _____

Telephone: (h) _____

(w) _____

Organization/Day Care Centre: _____

Provincial Riding: _____

Just send me a subscription to the Newsletter. I enclose \$20.