



The Macaulay
Child Development
Centre

Coming together in a time of change

2020 Annual Report



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Strengthening children and families since 1932

It began in 1932, when Hazel Macaulay began providing care for children in need. Since then, the Macaulay Child Development Centre has dedicated nearly 90 years to strengthening and supporting children and families.

These roots in early learning and family support have served us well, as we've evolved through the years to now address the diverse and complex needs of today's children.

We believe that children thrive in strong families and communities. That's why our team of qualified staff work in partnership with families to provide high-quality, licensed child care for children 0–12. This care is accompanied by a wide range of child and family programs and support services, which help to increase parent education and engagement, reduce social isolation, and foster healthy child development.

All Macaulay services are underscored by our commitment to early identification and intervention, and support for children with extra support needs. We are an advocate for healthy child development in our community and a leader in community development initiatives that strengthen our capacity to deliver effective and impactful early years services.

For a full list of Macaulay services, please [visit our website](#).

Our vision:

All children achieve their greatest potential within caring, responsive families and communities

Our mission:

The Macaulay Child Development Centre fosters the optimal development of children, in partnership with their family and community



Message from the Executive Director

2020 was a year of significant challenges for many people across Toronto, in Canada and around the world. Covid-19 targeted the most vulnerable of our society—marginalized, Black and Indigenous children and families. We recognize the struggles and loss for so many and the obstacles that lie ahead as we work to rebuild our communities.

Through this unprecedented time, I am incredibly proud of the resilience and tenacity of Macaulay—our staff, providers, volunteers and service users. This annual report is a reflection of our unwavering commitment to our mission: to give all children a chance to succeed, even in the face of these extraordinary challenges. For close to 90 years, Macaulay has been meeting the needs of children and families in our community, and this remains true, now more than ever.

As we reflect on a year like no other, we recognize the strength of our agency and our ability to adapt and quickly respond with innovative supports that meet the needs of families, especially those at greatest risk.

In March 2020, we quickly moved many of our operations, providing community programs virtually—with no interruption to service delivery—and implemented new ways to work remotely, helping our staff and providers make a seamless transition to remote work. We implemented health and safety measures across the agency and provided regular Covid-19–related updates to our families and greater community. We developed new ways of connecting with our families and with each other, including hosting our first virtual AGM in June. We identified emerging needs in our community and worked with our funders to provide responsive supports that meet the basic needs of our community, such as by increasing access to healthy food and providing access to technology. Our child care program continued to

provide safe, high-quality, in-person learning environments for children while at the same time meeting the increased Covid-19 guidelines and ensuring the safety of our staff, providers and families. We worked together with our community partners to provide increased support to families, including greater access to Covid-19 testing and other resources.

In the face of uncertainty, our organization remained stable and continued to forge ahead with our plans for the future. We began construction on our head office at 2010 Eglinton Ave., and we started the groundwork for a new strategic plan. We announced plans to open our 10th child care centre, and continued to develop new programs and services that expand our reach in the community. We continued to advocate on behalf of the early learning and child care sector, and engaged in efforts to support our early learning and care workforce.

We extend our sincerest appreciation to our government, our funders, and our community and private sector partners for their support throughout the year. We also thank our staff, providers and families for supporting the development of children. 2020 is a year that we will never forget, a year that will be remembered, and a year that strengthened our determination to continue leading, advocating and creating change for all children and families in 2021 and beyond.

Stay safe,

Trevor McAlmont, **Executive Director**
Macaulay Child Development Centre



Message from the Chair of the Board

During these unprecedented times, we are extremely grateful for the high level of talent, expertise and commitment of our staff, providers and volunteers. In the face of extraordinary obstacles, your commitment, innovation and responsive support affected the lives of thousands of children and families in our community.

We gratefully acknowledge the dedication of our Board of Directors, whose leadership and support were a key factor in our ability to navigate the Covid-19 pandemic, remaining a vital and strong agency through it all. We especially appreciate our government and private sector partners for their unwavering support and confidence in our work, and our community partners, who collaborated with us for the benefit of children and families.

Finally, we thank the Macaulay families, who navigated the extraordinary impact of this global health crisis, learned new ways to stay connected and partnered with us for the benefit of children.

With wishes for a better 2021,

Kathy Hall, **Chair of the Board**
Macaulay Child Development Centre



Every number tells a story

As we look back at the impact of our work in 2020, it is important to note that, for all of us at Macaulay, every single one of these numbers represents a person: a child, a parent, a caregiver, a community partner. It is these people who inspire us in our efforts, every day, every week, every year.

Who are the children and families we serve?

69%

of adults were born outside of Canada, from 92 countries.

39%

have a family income of less than \$30,000/year.

61%

of Macaulay families completed college or university.

26%

of children have extra support needs.

42%

of families live in neighbourhoods identified by the City of Toronto as high need.

30%

of families do not speak English at home.

Impact at a glance

6,103

adults served

5,802

children served

1,513

children with extra support needs served



The right foundation: Meeting basic needs

The Covid-19 pandemic has been devastating for vulnerable communities, with a profound impact on the key determinates of health: work, education, food, safety and belonging.

Black and Indigenous Canadians, younger Canadians and those with disabilities are struggling the most with making ends meet during this increasingly challenging time.

As an agency with close to 90 years of experience working with children and families in Toronto's most vulnerable communities, we were well positioned to respond to the needs facing children and families in this past year. By working closely with our community, we were able to identify the most urgent basic needs and respond with innovative supports to help:

- Mitigate the effects of poverty
- Provide access to resources and information
- Support the healthy development of children in the community



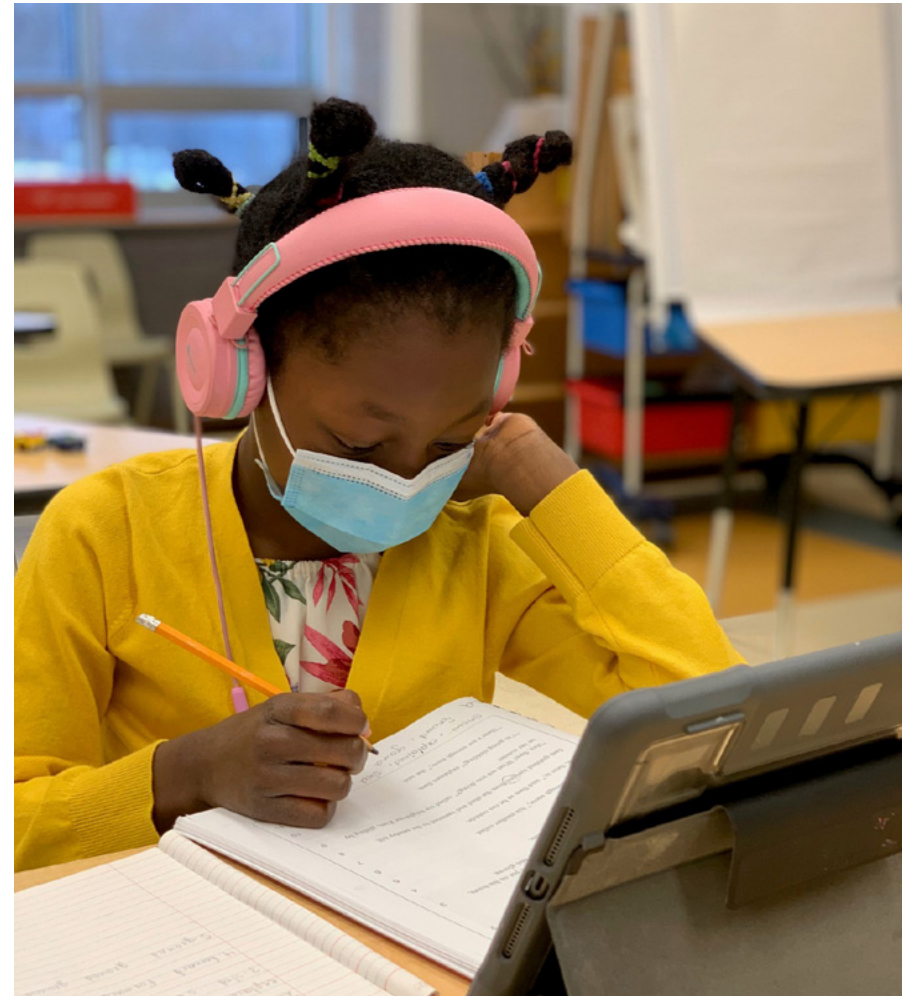


Providing a nurturing environment: High-quality, licensed child care

Helping families with young children thrive, by providing high-quality, licensed child care services

Each year, Macaulay's licensed child care program provides both home- and centre-based care for more than 1,200 children ages 0 to 12, including those with extra support needs.

By the end of 2020, we had provided care to children in nine licensed child care centres and 92 provider homes. Our team of early childhood educators worked with families to deliver high-quality, responsive support based on the latest evidence in healthy child development. As an integrated community agency, we were uniquely positioned to provide additional support and referrals to address each child's specific needs.



“ I would like to first and foremost say THANK YOU! The staff at Macaulay have made this unprecedented Covid-19 experience as smooth and easy as possible. You exemplify what child care should be like. The minute I step in the centre, I can feel the warmth and kindness. ”

We provided referrals to families for the following services, in addition to many others:

- Speech and language support
- Occupational therapy
- Consultations to support behavioural needs
- Child development workshops

The Covid-19 pandemic further highlighted the critical role that our child care program plays in the community. Due to extended school closures and provincial lockdown orders, many children had limited access to learning and development opportunities. Throughout the year, our child care staff continued to stay connected with families, providing information, resources and important learning opportunities, both virtually and in person.

Across our child care program, we prioritized the health and safety of our staff, providers and families by implementing new health and safety guidelines and creating additional policies and procedures. Throughout this challenging time, we maintained a deep connection with families, a commitment to excellence, and a high-quality, stimulating and enriching environment for all.

We are proud of the work that we continue to do to provide this critically important service to families in our community.



On January 13, 2020, the infant, toddler and preschool program rooms officially opened at St. John the Evangelist Child Care Centre, joining our already established before and after school care program. With this expansion, the centre is able to accommodate care for 112 children.



Fuelling success: The Fresh Food Project

Helping to mitigate the effects of poverty by providing access to healthy food for the most vulnerable members of our community

Access to food continues to be a key determinant of health and has a direct impact on overall well-being. With food insecurity on the rise, exacerbated by the Covid-19 pandemic, we know that, compared to the general population, marginalized and vulnerable communities are at increased risk—communities that comprise a large numbers of the families we serve.

Through funding from the United Way, the Emergency Community Support Fund (funded by the Government of Canada), Unison Equity and in partnership with FoodShare, Macaulay was able to create and implement the Fresh Food

Project. Through this new initiative, emergency boxes of fresh, healthy produce—enough to feed a family for an entire week—were delivered to families through contactless delivery.

In an effort to further extend this nutritional support, we also provided monthly, poverty-sensitive and culturally appropriate virtual workshops, for the entire family, on how to cook and prepare the foods provided. These interactive workshops provided an opportunity for children and caregivers to cook together, and learn about preparing healthy meal options and making healthy food choices.

5.3

times more likely that people earning less than \$30,000 annually were to be affected by Covid-19*

39%

increase in food insecurity experienced by Canadians in May 2020, compared to the previous year

700+

boxes of fresh produce delivered to families in our community

Who are the children and families that participated in the Fresh Food Project?

220

families participated.

Approximately
30%

of families were well below the low-income cut-off.

More than
30%

of families that participated in the program have a child or children facing a significant challenge.

49%

were single-parent families.

87%

included families with children under the age of 12.

60%

of families are newcomers.



We received the following feedback from participants:

99%

reported that the Fresh Food Boxes improved their access to food.

82%

reported that the food received changed their/their family's eating habits.

54%

reported that they increased consumption of fresh fruits and vegetables.

92%

reported that the cooking workshops gave them healthy cooking ideas.



“ We are extremely grateful and happy to be a part of the food box family. My family has enjoyed the love and care that the food box has given us. ”

Closing the digital divide: Access to technology

Working with our community to increase access to technology for children and families of greatest need

Throughout the Covid-19 pandemic, many children and families facing poverty and marginalization have experienced not only increased social isolation due to lockdowns and closures, but also exclusion from online services and supports. The result has been that many Macaulay families have limited access to support and information.

This digital divide has created a growing gap in family access to information, services, benefits, online learning for their children and online social inclusion activities.

As an organization that serves at-risk communities, we quickly responded to this urgent need, filling the gap with technology to increase access to virtual programs and services, and to reduce barriers to digital participation.

These programs provided technology equipment, individualized technology support and online programming for participants to learn and practice new technology skills.

“ [I could see] the excitement in my daughter’s face when she was able to create and show us the games she did during class. ”



How we increased digital access in 2020

We provided:

- 40 individual assessments for families to identify digital needs and create a customized plan to increase access to technology
- 40 new tablets, cases and headphones for families in high-need communities who lacked access to these devices
- 94 coding workshops for girls and their parents
- 22 workshops for parents to help increase their capacity to support their children's online learning and safety



142
children and adults
benefitted from our
digital access program.

196
children and adults
participated in workshops
to help increase access
to technology.

64
children participated in
our Girls Code program.

Program profile: Girls Code

Macaulay's Girls Code program helps school-age girls (who have been historically underrepresented in coding) to learn beginner computer programming logic. Topics include supporting math skills; information about women in the fields of science, technology, engineering and math (STEM); and STEM education pathways.

With the extended closures of schools throughout 2020, our Girls Code program moved to a virtual platform, with online sessions for girls in grades 2 through 6, led by female role models from within the communities we serve. We also provided virtual workshops for parents and caregivers to share information and ideas on how families can support their child's access to STEM opportunities.



We asked the Girls Code participants to identify one STEM career or job they would want to try:

“ I would like to become better at Scratch and teach other people, too. ”

“ I would like to try astronomy. ”

“ I want to be a robotic and an airborne engineer. ”

“ I would like to try science, because you can mix different ingredients together. ”

Keeping our commitments: Our Covid-19 response

While 2020 started out like any other year, by mid-March, the world as we knew it had changed, seemingly overnight.

In the face of significant challenges and in a constantly changing environment, we prioritized the needs of families by staying connected and ensuring there was no interruption to service delivery—especially for those at greatest risk.

Across the agency, we worked hard to deliver critical support to children and families throughout this unprecedented time. By working closely with our families and through the generosity and flexibility of our funders, we were able to keep our commitments to children and families in the following ways:

- Providing virtual service delivery
- Supporting children and families at greatest risk
- Working with our funders and community partners to deliver essential supports

Throughout the year, as we experienced a reopening and a second lockdown, we continued to learn and evolve the best ways to stay connected with the families we serve.



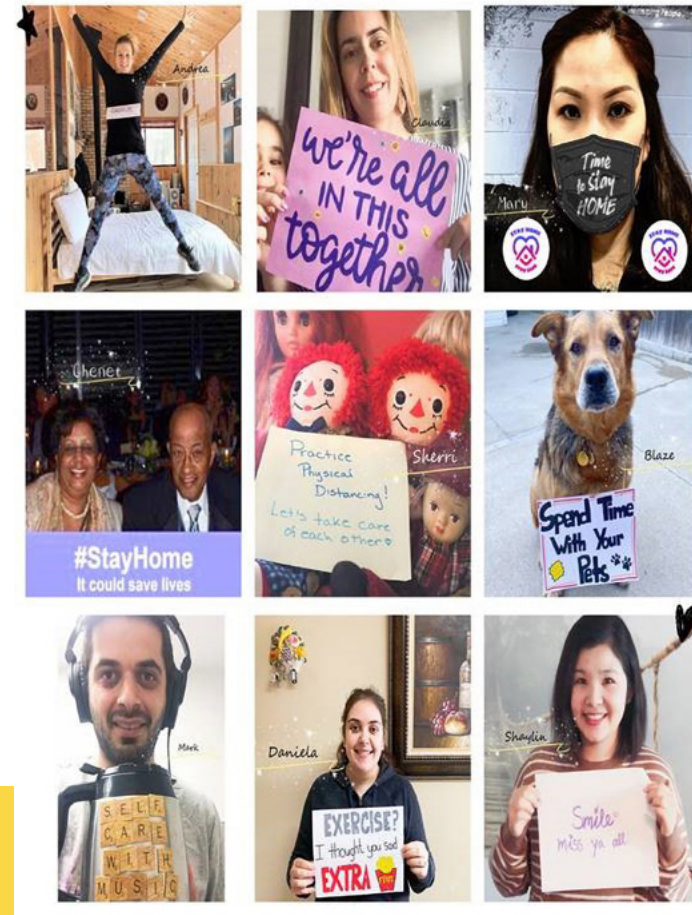
Staying connected: Virtual service delivery

The Covid-19 pandemic created significant barriers to support for already vulnerable children and their families. With more than 40 per cent of the families we serve living in marginalized neighbourhoods, we played a critical support role to those at greatest risk.

Across our agency, we prioritized the needs of our families by staying connected virtually, providing supports, information, referrals and specialized services where appropriate.

We're happy to share our key findings from the year:

- Children and families continued to receive support, with no interruption to service delivery.
- Through virtual service delivery, we were able to reduce social isolation, increase access to resources and address critical support needs, as well as make it easier for families to attend appointments with their child.
- Social media allowed us to extend our reach to even more families in 2020, through interactive videos and storytelling in multiple languages.



24,337

social media interactions

30,000+

services and supports
provided virtually

34,000+

interactions with families
in more than 2,700 virtual
group sessions



Social media: How the EarlyON team brought Macaulay into families' homes

Our EarlyON child and family programs promote healthy child development by providing play-based learning opportunities for children up to the age of six and parenting education that helps to strengthen families. With the closure of all in-person programs, our EarlyON team recognized that families needed continued support—especially during this challenging time—so they quickly developed a new plan to bring the program into families' homes through virtual service delivery.

On March 25, 2020, we strengthened our presence in the community through the power of social media, when we posted our very first Facebook and Instagram video. This video, an at-home circle-time, exploded in popularity, receiving more than 2,000 views. Recognizing that families were looking for interactive video resources, our EarlyON staff began recording themselves reading stories, singing songs, and demonstrating various activities that parents and caregivers could do at home with their children.

The success of these videos led to the creation of our very first video series: The Brown Bear Language Series. Highlighting the benefits of learning a second language, 10 different EarlyON staff each recorded a video reading the classic children's story *Brown Bear, Brown Bear, What Do You See?* by Bill Martin, Jr. and Eric Carle, in a different language. The success of this series inspired a second video language series, featuring Rod Campbell's *Dear Zoo*.

By the end of 2020, our social media accounts posted 71 videos, which in total accumulated more than 25,000 views from families all over the world.

Feedback from families was overwhelmingly positive:

“ I literally cried watching this. Thank you so much! The kids were so happy to see you! ”

“ Nice to see you!! Thank you for doing this. My son misses going to the Hub all the time and is always asking me about going there. ”

In total, **7,639** children and families benefitted from in-person and virtual service delivery through our EarlyON program in 2020.



Supporting children with extra support needs and their families

We provide a wide range of supports for vulnerable children and intervene to help these children overcome barriers rooted in poverty, newcomer status and family circumstances. Covid-19 created significant obstacles for children with extra support needs and their families. Through virtual service delivery and partnerships with our funders, we were able to help alleviate setbacks and challenges these children may have faced. We are pleased to share some of our highlights that demonstrate how we assisted children and families with extra support needs in 2020 through virtual workshops, consultations and specialized supports:

1,403

children received speech and language support services through our Early Abilities program.

486

consultations and 381 workshops were held to help reduce social isolation and increase support for children with extra support needs.

312

developmental screenings and assessments were completed to identify children with extra support needs and ensure access to resources.

237

children and adults living in marginalized communities benefitted from specialized support through our family home-visiting program.





Working with our funders: Extending support for children with extra support needs

Ontario Trillium Foundation

With support from the Ontario Trillium Foundation, we were able to deliver a program to support children who have significant behavioural challenges. In a role originally intended to provide in-person service consultations, our behavioural therapist quickly transitioned to a virtual service-delivery model, providing specialized consultations for 21 children in 2020. These children—aged two to six years old, living in high-need neighbourhoods, and having a diagnosis of autism or other extra support needs—exhibited behavioural challenges.

Participants learned emotional and social skills that enabled them to recognize, regulate and control their behaviour, helping them to successfully participate in community programs. Parents received support, information and knowledge through a series of nine workshops designed to help them better support their child's unique needs.

The Catherine and Maxwell Meighen Foundation

The Catherine and Maxwell Meighen Foundation has been supporting Macaulay for more than 25 years. When we called upon them in July 2020, requesting support to help us deliver occupational therapy consultation for high-risk children, the foundation moved quickly, directing funds to where they were most needed. Through this partnership, we were able to provide virtual assessments and specialized consultations to children with extra support needs. A customized family toolbox, tailored to the specific needs of each child, gave parents and caregivers skills and knowledge to support their child's development.

At a time of extended school closures, this unique partnership provided a critical opportunity for early intervention and development to help participating children transition back to school.

Positive outcomes were seen in both children and parents:

Children demonstrated improvements in behaviour regulation, concentration and temperament.

Parents and caregivers noted improvements in self-confidence as well as their ability to understand and manage their child's behaviour.



Going above and beyond: One family's story

At Macaulay, we understand the increased stress the Covid-19 pandemic has placed on those already struggling to make ends meet. The following story reflects the real challenges that many families in Toronto have faced and continue to face due to the Covid-19 pandemic—and how we are working, together with our funders and community partners, to provide support to those who need it most.

"I'm a single parent with three young Canadian children; my oldest is six and my youngest is three. As I am an immigrant who is now working on becoming a permanent resident, life has not always been easy for me and my children. Resources and financial support are limited, and it breaks my heart that my children are denied many supports because of my status.

I used to work as a babysitter for a family with three kids in my home, but when the pandemic began, I had to discontinue providing care in fear of my kids or me contracting the virus. I had recently started an in-home baked-goods business to provide additional financial support for my family, but even this had to be discontinued when the Covid-19 pandemic began.

I learned about Macaulay's EarlyON program through my daughter's school and had attended some in-person programs in the past. The Macaulay staff were so kind and helpful. They referred one of my children to their Speech and Language program, and helped to connect me with a social worker. They also encouraged me to attend the parenting workshops.

When the first lockdown began, the EarlyON staff reached out to me all the time. They called and checked in, and encouraged me to join their online programs.

After paying my rent and my bills, I have insufficient funds for food. The Macaulay staff asked me to participate in the Fresh Food Project, which provided me with healthy food delivered right to my home. This program means a lot to me, for it has provided me with the means of feeding my family fresh, healthy food, which my kids now look forward to. They have grown a new love for fresh salad that I make from the fresh food box, and fruits also. Every time that I receive a box, they are so excited to see what is inside.

Before this program, I didn't have a chance to implement fresh food in our diet on a daily basis. Macaulay helped to provide food vouchers, encouraged me to participate in nutrition workshops, and connected me with other resources and online programs.

The staff at Macaulay have gone above and beyond to help families like mine and have been a major support to me and my children throughout the years—and especially throughout the pandemic."

—Single parent, without citizenship status, living in the Lotherton high-risk neighbourhood in Toronto





Stronger together: Our partnerships

We are grateful for the strength and generosity of our government and private sector partners, as well as our community partnerships, for their continued support throughout the Covid-19 pandemic. The quick response from our funders and partners made it possible for us to provide critical support to children and families in our community, with no interruption to service delivery.

We were also very fortunate to have continued support from the City of Toronto through our licensed child care services. Both the City and Macaulay support quality programs that promote healthy outcomes for all children. We are pleased to share the following partnership highlights from 2020.

Toronto Foundation

We are privileged to be a Toronto Foundation partner and a member of the Toronto Foundation's Trust Collective—a fundraising coalition of local organizations and women philanthropists, all with a shared goal to support women and girls in Toronto, Canada and globally. Through the Toronto Foundation's Covid-19 response emergency funding, we were able to provide digital access support to families, including enhanced virtual Girls Code workshops.

Support from the Macaulay Family

Through generous support, the Dorothy and Hugh Macaulay Fund was established, providing programming to children with extra support needs and increasing access to technology, including the purchase of 40 laptops for high-need families in our Digital Access program so that they could participate in online programming.

Emergency Community Support Fund

As a recipient of the Emergency Community Support Fund, funded by the Government of Canada, we were able to provide access to healthy food, reduce social isolation, increase access to technology and support those at greatest risk.

United Way of Greater Toronto

We are grateful for the generous support received as an anchor organization of the United Way of Greater Toronto. Their quick response and unwavering support throughout the Covid-19 pandemic helped to provide essential supports to many struggling families.

Community Partnerships

We joined the York Weston Pelham cluster (YWP cluster) in 2020. This cluster was co-led by the City of Toronto and United Way as part of the community coordination plan formed in response to the Covid-19 crisis. The YWP cluster comprises a cross-section of 40+ community agencies and organizations

from the York Weston Pelham area, including multi-service, food, arts, seniors and youth groups. This crisis management approach continues to meet the needs of Toronto's most vulnerable community members.

Our partnership with the YWP cluster helped bring the following critical services and resources to the families and community we serve:

- Wi-Fi to community families in local buildings
- Increased access to Covid-19 testing
- Increased access to technology
- Increased access to personal protective equipment

We continued to support students as well as colleges and universities despite the additional challenges brought on by the Covid-19 pandemic by offering virtual placement opportunities. These placements serve as a stepping stone to apply for educational opportunities and are an important part of our efforts to give back to the next generation of professionals.

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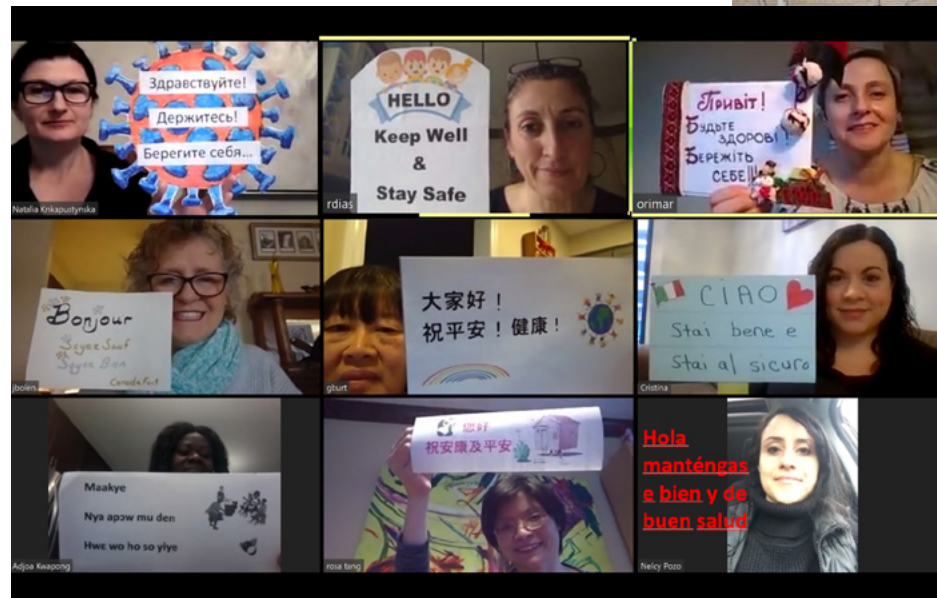
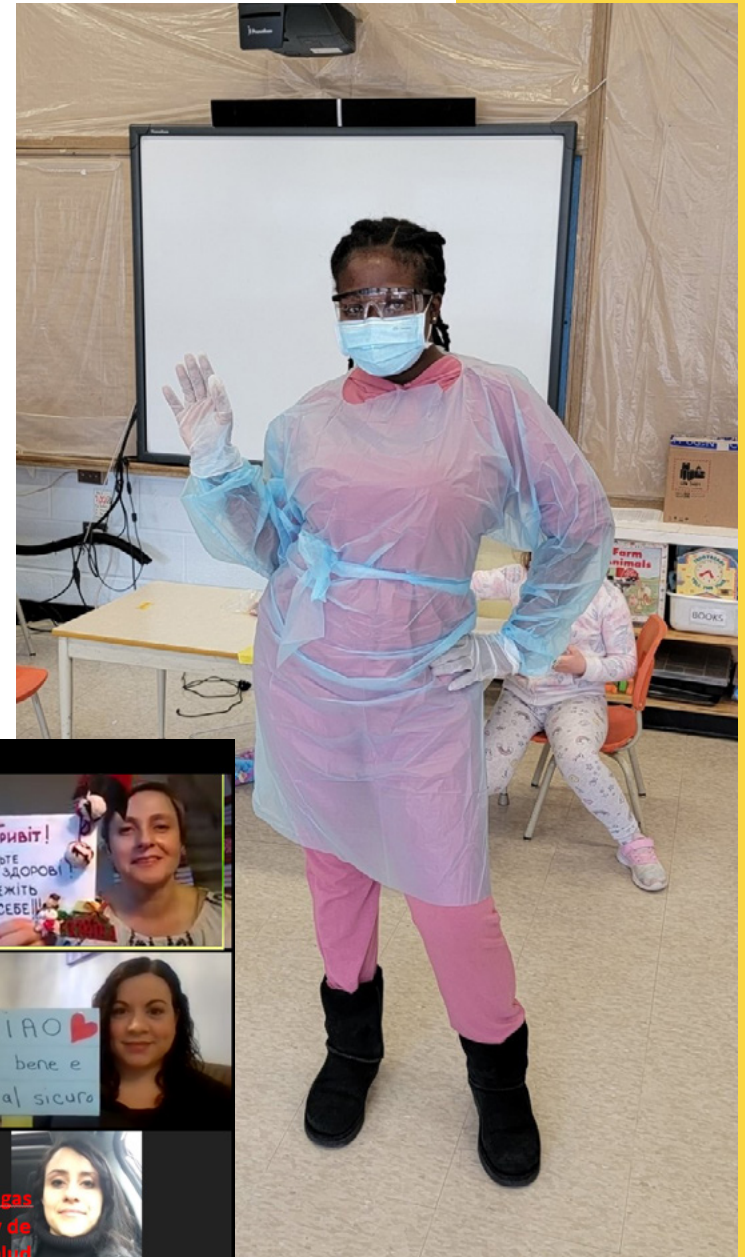
October

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December

2020 Covid-19 response timeline: Engaging and sustaining our community

This timeline demonstrates how we responded to the arrival and evolution of the Covid-19 pandemic in real time. From March through to the end of the year, we pivoted to ensure the health and safety of our community while at the same time meeting their ongoing needs.



March

March: Responding to the crisis

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- On March 13, all licensed child care centres in the city were ordered to close. We immediately began to shift toward virtual service delivery—and remote working for our staff—with a goal of reducing service interruption for families.
- We announced the temporary suspension of all in-person services, including our home child care program. Our head office at 2010 Eglinton Ave. was also closed.
- We immediately began to plan for virtual service delivery across the agency. Our staff reached out to families, especially those at highest risk, to identify their needs and develop strategies to stay connected during this uncertain time.
- We developed an agency-wide pandemic response policy document that outlined our infection-control measures.
- We provided regular Covid-19 related communication to our staff, families and community with information on service delivery and updates on health and safety.
- On March 25, we posted our first social media video: a pre-recorded circle-time video for families; this proved to be very popular, with 2,000+ views on Facebook and Instagram.



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April: Moving services online

- While our child care program remained closed, our staff hosted virtual programs for families and sent out weekly activity ideas to keep children engaged in learning and development.
- Macaulay staff came together to support one another through virtual workshops, activities, and messages of hope and inspiration.
- Our staff continued to reach out to families to provide information and access to food banks, housing programs, health services, employment programs and other supports.
- Our Speech and Language team used tele-practice and video conferencing to provide assessments, parent coaching and therapy, ensuring no interruption to and service delivery:

96%

of families found the technology easy to use.

91%

felt comfortable using video conferencing for the service.

100%

of families reported their child's communication has improved.

76%

agreed that video conference should always be an option for speech and language service.

During the first three months of the Covid-19 pandemic, we completed more than 11,000 check-ins with families, resulting in almost 3,000 referrals for additional supports and resources.

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May–June: Making remote work more efficient

- We developed ways to help staff navigate this new working environment through weekly virtual demonstrations.
- As the province began to introduce its framework for reopening, we developed our own reopening plan that ensured strict adherence to all health and safety protocols across all service locations, including our head office.
- Our EarlyON team completed their first video language series: 12 videos in 12 different languages, posted on Facebook and Instagram—seen by 5,000+ families around the world.
- In our first virtual AGM, 400+ attendees—board members, staff, families and community members—came together to recognize our achievements from the previous year.



“ We have been astounded by the level of care at Macaulay. I was a struggling single mom leaving an abusive relationship when we began with Macaulay. Without the support and care from your staff, I would not have survived—and then thrived. ”



March

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July: Reopening—safely

- After the province announced licensed child care centres could reopen, we ensured that strict health and safety measures were in place so we could welcome back families to our child care centres and in-home child care. These included daily Covid-19 symptoms screening, enhanced cleaning and disinfection, and personal protective equipment required for all staff, students and other adults on site.
- We continued to provide virtual services and supports while planning for a potential reopening of select community programs in the fall.
- Our Resource Consultants held 17 parent- and caregiver-focused virtual workshops (130 attendees) and five educational workshops for child care professionals (66 attendees):



93%

of parents and caregivers reported the session helped them feel more supported as a parent or caregiver.

94%

of parents and caregivers learned something new and felt the workshops were useful to them.

84%

of professionals and providers reported that the workshop gave them more knowledge about working with children.

90%

of professionals and providers learned something new from the workshops.



March

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August–September: Partnerships to support those at greatest risk

- Partnering with Early Abilities and SickKids Centre for Community Mental Health, our EarlyON team continued to offer targeted virtual sessions for families with children who have extra support needs.
- By September, our EarlyON videos officially reached 20,000 views on social media—helping families and children across the world do at-home activities, circle-times, and story times.
- Safely reopened all nine child care centres and 81 provider homes by September.
- We introduced a new Digital Access program to help address technological barriers facing families in our community.
- We received funding to hire a Behaviour Resource Consultant and Occupational Therapist to assist Macaulay families with children who have extra support needs.



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October: Continued growth

- Our community programs team was able to resume some in-person service delivery for families with high needs but without technological access required to do so virtually.
- We officially announced plans to open our 10th child care centre, Marlee Child Care Centre, close to our head office at Eglinton and Dufferin. This new centre (which opened in January 2021) is in one of the area's apartment and condominium buildings, where many families with young children reside.





March

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November: Making the most of outdoor space

- Before new lockdown restrictions arrived, our EarlyON team held two physically distanced outdoor programs with some Macaulay families, who were relieved to see other families. Space for this popular program was limited, so registrations were full within days. This safe, outdoor programming for children, parents and caregivers included circle-time, gross motor activities, and arts and crafts.
- Our Digital Access program wrapped up 2020 having helped 36 adults and 42 children through individualized learning, workshops, education support and information about community resources.

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September

October

November

December

December: Setting the stage for a better 2021

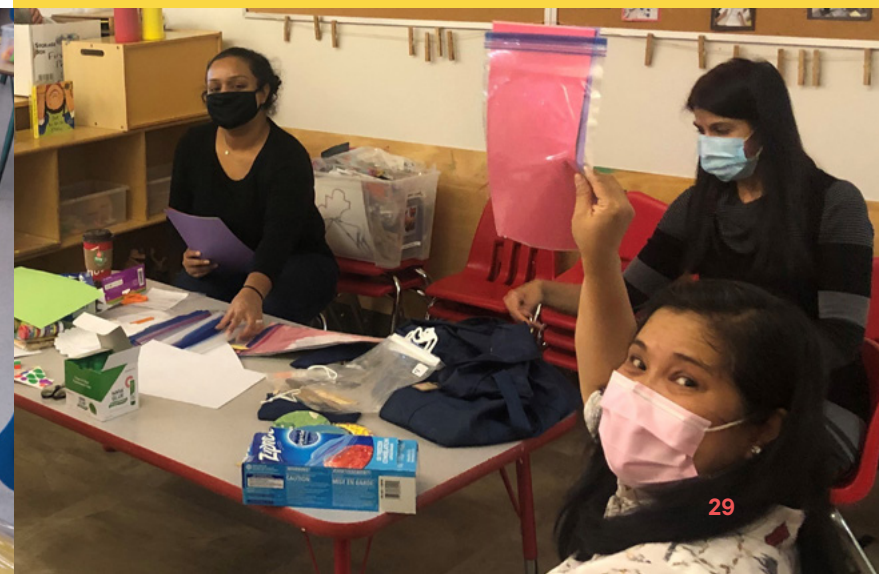
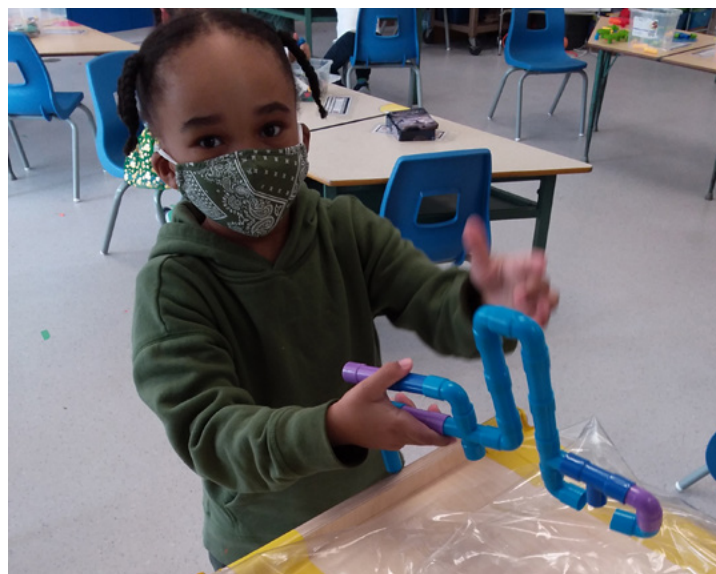
- By the end of the year, we had hosted close to 2,000 virtual programs for almost 8,000 families, and helped parents and caregivers through service navigation, support and referrals.
- 94 provider homes were open and providing child care, along with all nine child care centres.
- With extended lockdowns and a return to remote learning, we submitted an application to the City of Toronto to become an Emergency Child Care operator. Through this critical support, we can provide emergency child care for the kindergarten- and school-aged children of essential workers.

Our commitment to health and safety

As the Covid-19 pandemic evolves, we are actively monitoring the situation and following the directions and protocols of Toronto Public Health, the Ontario Ministry of Health and the City of Toronto.

Across our agency, we've implemented more robust health and safety measures to control the spread of the virus and support the safety of our community.

We continue to take a proactive approach in our pandemic response and to prioritize the health and safety of our community. Through regular updates on health and safety measures, pandemic information and available resources—including the Covid-19 vaccination program—we continue to educate and communicate with our staff, providers, families and greater community.



A better future—together

For nearly 90 years, Macaulay has been meeting the needs of children and families in our community—a role made more necessary than ever by the Covid-19 pandemic. As we continue to navigate the pandemic, we will advocate for the early years sector and the future of all children and families in our community.





Our Board's commitment to eliminating systemic racism

Systemic racism is a persistent reality in Ontario, preventing many from fully participating in society and denying them equal rights, freedoms, respect and dignity. Systemic racism can be perpetuated by policies, practices and procedures that appear to be neutral but have the effect of disadvantaging racialized—especially Black and Indigenous—people and communities. It can also be perpetuated by, among other things, a failure to identify, monitor and remedy racial disparities and inequities.

As we carry out our oversight and governance functions at Macaulay, the Board will take steps to ensure that our programs meet the needs of diverse communities and that any barriers to access are identified and eliminated. We will also advocate for change where we believe that government actions or programs have a disparate impact on Black, Indigenous and other racialized communities.



BOARD OF DIRECTORS

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Standing against racism: Building a brighter future

The Macaulay Child Development Centre—its staff, providers, volunteers and Board of Directors—supports the statement on anti-racism.

The Macaulay Child Development Centre is founded on principles of equity, diversity and inclusion. For close to 90 years, we have been committed to building a brighter future for all children and families, regardless of race, religion, sexual orientation or disability. As an agency, we welcome, celebrate and value the unique contributions of our staff, providers and volunteers, as well as the families we serve.

We recognize that systemic anti-Black and anti-Indigenous racism is deeply rooted in the communities we serve. Black and Indigenous populations in Toronto are facing significant disparities across all quality-of-life issues, including income, housing, health, wellness and safety. We also know that these factors are critically important indicators of child well-being.

At Macaulay, we are reaching out, every day, to those who are underserved and/or experiencing barriers to accessing support. All of our programs and services share a common commitment to early learning, nurturing strong families, including children with extra support needs, respecting diversity and building community. Now more than ever, we are reminded of our vision: for all children to achieve their greatest potential within caring, responsive families and communities—and we truly hope that communities can also share this vision and come together to achieve it.

Now is a time for leadership and a time for action. As leaders in early learning and child development, we will continue to listen, learn and collaborate with Black and Indigenous communities and will work hard to right inequalities in our city so that *all* children can participate and thrive.





Advocating for all children and families in our community

As a leader in child development, we advocate on behalf of the early years sector with a focus on the following key areas:

- Licensed, quality early learning and child care services
- A shared responsibility with parents, service providers and government for the well-being of children

Advocacy in action

Macaulay's head office is located on Eglinton Avenue West, between Dufferin and Keele streets, an area comprising four neighbourhoods and historically identified for its cultural heritage of the African-Caribbean community known as "Little Jamaica."

Through our More Than a Haircut program, which supports the positive influence of Black fathers and father-figures in the lives of their children, we were invited to participate in the Little Jamaica Action Group. As participants, we advocated for efforts to designate "Little Jamaica" as a Heritage Conservation District. The aim of this action group is to preserve the cultural heritage of Little Jamaica, consisting of Black Urbanism Toronto (BUTO), the Black Business Professionals Association, representatives from the City of Toronto, housing advocates and Black businesses.

In 2020, we engaged in advocacy work that focused on building and sustaining the early years sector. Our efforts included advocating for:

- Accessible, affordable and licensed quality child care
- Adequate and appropriate funding for licensed early learning and care, and family support programs, to meet the diverse needs of children and their families
- Improved wages for the early childhood educator workforce
- The identification of the early learning and child care workforce as essential workers during the Covid-19 pandemic



In September 2020, in collaboration with Toronto City Councillor Josh Matlow, the action group helped move a motion to create a cultural district plan for Little Jamaica. The plan aims to boost the community's economy and tourism, and to stimulate historical preservation.

Financial statements




Our financial statements show our revenue sources and how we've allocated that money to our programs to help serve our community.

[Click here](#) to view the full versions of our audited financial statements.

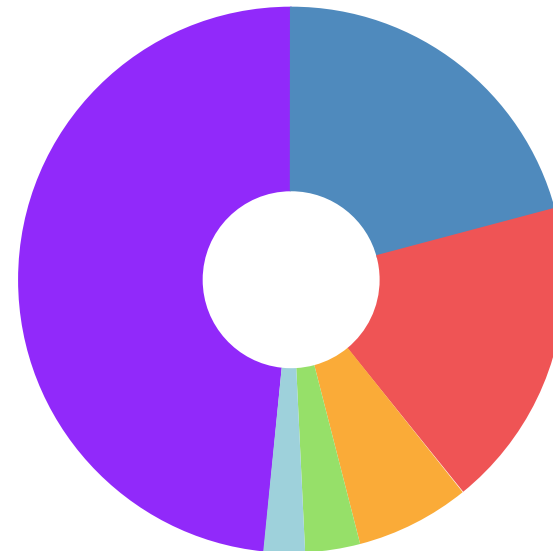
Statement of operations for the year ending December 31, 2020

Revenue (\$)	2020	2019
Fee for services	4,638,477	11,254,136
Grants	8,058,650	6,971,568
United Way of Greater Toronto	565,156	531,252
Government wage subsidies	3,108,457	
Other	181,692	185,687
Total revenue (\$)	16,552,432	18,942,643
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Expenditures (\$)		
Staff salaries and benefits	11,355,566	11,148,140
Home child care providers	2,229,232	5,225,288
Program expenses	1,043,770	1,210,481
Building occupancy and maintenance	660,085	588,748
Office administration	356,584	431,213
Staff development and transportation	61,096	106,124
Other	212,146	161,297
Total expenditures (\$)	15,918,479	18,871,291
<hr/>		
Excess of revenue over expenditures from operations	633,953	71,352
Excess of revenue over expenditures from operations	71,352	
Investment income	199,580	270,161
Excess of revenue over expenditures for the year (\$)	833,533	341,513

2020 operating revenue by source

Government grants	8,058,650	48.11%	
City of Toronto child care fees	3,516,142	20.99%	
Government wage subsidy	3,108,457	18.56%	
Parent fees (child care)	1,122,335	6.70%	
United Way of Toronto	565,156	3.37%	
Donations, investment income and others	381,272	2.28%	

Total operating revenue (\$) **16,752,012**



2020 operating expenses by program

Child care centres	6,353,915	39.92%	
Family/community programs	4,272,370	26.84%	
Home child care	3,183,833	20.00%	
Central administration	2,108,361	13.24%	

Total operating expenses (\$) **15,918,479**





Our supporters

INDIVIDUAL SUPPORTERS

Aida Cipolla
Ana Perri
Andre Nowakowski
Andrea Makowiecka
Andrea Walker
Andrew Macaulay
Aneil Gokhale
Annemarie Carere
Anne Marie Predko
Anne Walters
Anonymous
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Rosie Shelson
Runebeneth McAlmont

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Shana Gelbart
Sharon Filger
Sheila Legon
Sherri Ernst

Susan Gowans
Susan McDougall
Trevor McAlmont
Valerie McDonald
Vicki Bales

FUNDERS

City of Toronto Children's Services
Government of Canada
Ontario Ministry of Heritage, Sport, Tourism and Culture Industries
Public Health Agency of Canada
Toronto Public Health
United Way Greater Toronto

CORPORATE SUPPORTERS

Canada Helps
Carte Blanche Creative
CyberGrants
Goods & Services Branding
Industrial Alliance Financial Group
Miller Thomson LLP
Protectors Group
Real Food for Real Kids

FOUNDATIONS

Charities Aid Foundation of Canada
Ontario Trillium Foundation
The Catherine and Maxwell Meighen Foundation
Toronto Foundation



SERVICE CLUBS AND ASSOCIATIONS

Bishop Allen Academy
York Lions Club

COMMUNITY PARTNERS

Adventure Place
Aisling
Art Starts Neighbourhood Cultural Centre
Autism Ontario
B&M Hair Studio & Barbers
Barbers of Eglinton
Black Creek Community Health Centre
Canadian Mothercraft Society
Central Neighbourhood House
Child Development Institute
The Children’s Book Bank
Community Living Toronto
COSTI Education Centre
East Metro Youth Services
Elegance Barber and Salon
The Etobicoke Brighter Futures Coalition
The Etobicoke Children’s Centre
Family Day
George Hull Centre for Children and Families
Griffin Centre
The Hanen Centre
Heritage Community Christian School
Holland Bloorview Kids Rehabilitation Hospital
Home Child Care Association of Ontario
Home Child Care Association of Toronto

Humber River Hospital
Humberwood Centre
Infant and Early Mental Health Promotion
Jane Finch Community and Family Centre
Kids Up Front
Lumenus
The Learning Enrichment Foundation
Midaynta Community Services
Milton Community Resource Centre
More Than a Haircut
Neighbourhood Link Support Services
Network Child Care Services
Pivotal Autism Community Services
Pure Vibes Barber Shop
Quality Early Learning Network
SickKids Centre for Community Mental Health
Skylark
Somali Immigrant Aid Organization
Speech and Stuttering Institute
St. Bernadette’s Family Resource Centre
St. Stephen’s Community House
Strides Toronto
Today’s Family Early Learning and Child Care
Toronto Catholic District School Board
Toronto District School Board
Toronto Parks, Forestry & Recreation
Toronto Police Services, 12 and 13 Divisions
Toronto Public Health
Toronto Public Library
Ujima House—Young and Potential Fathers
Unison Health and Community Services
Willowdale Presbyterian Church
YMCA GTA
Yorktown Family Services

UNIVERSITIES AND COLLEGES

CDI College
Durham College
George Brown College
Humber College
Mothercraft College
Ryerson University
Seneca College
University of Guelph-Humber
University of Toronto

GOVERNMENT PARTNERS

Mike Colle, Toronto City Councillor

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Frances Nunziata, Toronto City Councillor

Michael Thompson, Toronto City Councillor

Ahmed Hussen, Member of Parliament and Minister of Families, Children and Social Development

Faisal Hassan, Member of Provincial Parliament

Robin Martin, Member of Provincial Parliament

City of Toronto Children’s Services

Toronto Public Health

Ontario Ministry of Education, Early Years and Child Services



While our head office and EarlyON centres remain closed for in-person service delivery, we are still here, working remotely and looking forward to welcoming you back soon.

HEAD OFFICE

Macaulay Child Development Centre

2010 Eglinton Ave. West, Suite 400
Toronto, ON M6E 2K3
Tel: (416) 789-7441
Fax: (416) 789-4719
info@macaulaycentre.org

EARLYON CENTRES

EarlyON Child and Family Centres

2700 Dufferin St., Unit 55
Toronto, ON M6B 3R4
(416) 783-7298

EarlyON Child and Family Centres

48 Regent St.
Toronto, ON M6N 3N9
(416) 653-3270

EarlyON Child and Family Centres

1541 Jane St.
Toronto, ON M9N 2R3

CHILD CARE CENTRES

Dovercourt Child Care Centre

228 Bartlett Ave.
Toronto, ON M6H 3G4
(416) 516-8367

F.H. Miller Child Care Centre

300 Caledonia Rd.
Toronto, ON M6E 4T5
(416) 546-1090

Humberwood Child Care Centre

850 Humberwood Blvd.
Toronto, ON M9W 7A6
(416) 394-4766

Jane Street Child Care Centre

610 Jane St.
Toronto, ON M6S 4A6
(416) 769-8021

Keelestdale Child Care Centre

200 Bicknell Ave.
Toronto, ON M6M 4G9
(416) 394-4222

Marlee Child Care Centre

145 Marlee Ave., first floor
Toronto, ON M6B 3H3
(416) 546-8931

Regent Street Child Care Centre

48 Regent St.
Toronto, ON M6N 3N9
(416) 653-8322

St. Andre Child Care Centre

36 Yvonne Ave.
Toronto, ON M3L 1C9
(416) 312-5044

St. John the Evangelist Child Care Centre

23 George St.
Toronto, ON M9N 2B4
(416) 303-8422

Warren Park Child Care Centre

135 Varsity Rd.
Toronto, ON M6S 4P4
(416) 769-1253

MacaulayCentre.org



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