

ECEBC Leading Change Project a Win for Educators across BC.

Early Childhood Educators of BC Announce Conclusion of the Leading Change Program, A Milestone for Early Childhood Education British Columbia

Vancouver BC, November 2, 2023 - Early Childhood Educators of British Columbia (ECEBC) are delighted to announce the conclusion of *Leading in a Changing Environment: Promoting the Voices of BC's Early Care and Learning Sector*. This 18-month collaborative learning and investigative journey examined the Early Childhood Education sector in BC from the perspective of 36 Early Childhood Educators (ECEs) spanning every region of the province.

Early Childhood Educators (ECEs) in British Columbia are essential as they lay the foundation for lifelong learning and well-being of children at a critical stage. ECEs have unparalleled insights into the needs, challenges, and opportunities within their field and act as architects in building and shaping a robust, responsive framework for early learning and care in BC. Empowering them to lead change not only amplifies the efficacy and relevance of interventions but also ensures that strategies are rooted in hands-on experience, thus maximizing the potential for sustainable, meaningful impact.

About the Leading Change Program

This project was led by ECEBC in partnership with Social Research and Demonstration Corporation (SRDC) with funding from Women and Gender Equality Canada (WAGE). The Leading Change project was conducted between May 2022 and October 2023, and engaged 36 ECEs from across British Columbia.

The program has been a cradle for change and a platform for nurturing the early care and learning sector. Participants engaged in a monthly online community of practice session focused on skills, topics, and tools for effective change management. They also connected regularly within small peer cohorts and benefited from knowledge sharing sessions with guest speakers and knowledge keepers.

Achievements and Objectives

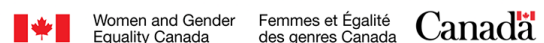
The program was designed to:

- Influence the early care and learning sector
- Empower leadership and boost confidence among ECEs

Project Partners



This project has been funded by Women and Gender Equality Canada



- Develop a proactive spirit of advocacy and activism
- Facilitate the sharing of knowledge
- Uplift the profiles and roles of ECEs
- Strengthen sector-wide collaboration and networks
- Renew professional connections
- Remove barriers to participation within the sector

Early Insights and Learnings

The projects under the Leading Change program cover a diverse range of themes targeting the enrichment and development of Early Childhood Educators (ECEs) in British Columbia and were documented using Photo Voice methodologies. Key themes include decolonization and understanding of Indigenous issues, self-compassion and well-being, mentorship, retention strategies, and inclusive practices. Many projects employed dialogic formats such as sharing circles, community dialogues, and workshops to foster collaborative learning and critical reflection.

The initiatives also emphasize actionable insights aimed at both personal and professional development, with a focus on empowering ECEs to take an active role in individual, organizational, and sector-wide changes. Attention was also given to unique challenges faced by educators in rural communities and those from immigrant backgrounds. Overall, these projects offer multi-dimensional approaches to address both immediate challenges and long-term sustainability in the field.

Impact and Testimonials

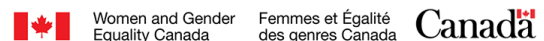
"I can't overstate the ripple of impact this project has had on both my professional and personal life. As an immigrant and as an Early Childhood Educator, it has empowered me to have a voice and to contribute meaningfully to the changes taking place in the Early Learning and Care sector. This experience has provided a valuable space to critically reflect on the broader, societal role that we, as Early Childhood Educators, play in shaping a hopeful future of our communities and society more generally," said Valerie, a Leading Change participant.

ECEBC Executive Director Emily Mliczko added, "The perspectives and voices emerging from this project are invaluable. They not only enlighten us on the health and longevity of the early childhood profession in BC but also strengthen ECEBC's role in shaping an equitable society. We remain committed to reconciliation and making this work visible and impactful."

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Evaluating The Impact

The full evaluation of the Leading Change program's initiatives is currently underway and is being led by SRDC, with findings slated for release in March.

Anticipating the Future

A Showcase and Open House event will be held on November 4, 2023, exhibiting the inspiring change projects developed during the Leading Change Program, bringing together ministers, MLAs, and most importantly, the participating ECEs. While the program marks its conclusion, the journey towards more impactful changes in Early Childhood Education continues. The forthcoming evaluation findings will not only provide validation but will also chart the course for ongoing commitments and future initiatives in the ECE community.

Further Reading

- [Leading Change Project Overview](#)
- [Early Childhood Educators of British Columbia](#)
- [Social Research and Demonstration Corporation](#)
- [Women and Gender Equality Canada](#)

About ECEBC

Early Childhood Educators of British Columbia is committed to advancing the profession of early childhood education by collaboratively engaging in innovative policy development, research, and education, that uphold our ethics, values, principles, and obligations.

About SRDC

The Social Research and Demonstration Corporation is a non-profit organization dedicated to the development and implementation of evidence-based programs in the social sector.

About WAGE

Committed to advancing equality with respect to sex, sexual orientation, gender identity or expression through the inclusion of people of all genders, including women, in Canada's economic, social, and political life.

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