

City of Richmond Child Care Development Advisory Committee 2025 Annual Report

Highlights of the Child Care Development Advisory Committee (CCDAC) meetings and events in 2025 are outlined below:

1. ‘Supporting Richmond’s Caregivers’, a symposium for Early Childhood Educators, child care providers and parents celebrating Child Care Month, was planned and delivered by the CCDAC. This was the seventh annual Symposium and it took place at Richmond City Hall on May 3, 2025. This year’s event featured a keynote presentation by Samantha Johnstone from Early Years Thriving titled ‘What Caregivers Really Need to Thrive: a Path to Well-being’. This was followed by a choice of two workshops: ‘Stronger Together: Building Team Resilience in Child Care’ by Angela Yodogawa and Karen Jensen and ‘Nurturing Wellness in Educators’, also by Samantha Johnstone. The Symposium was attended by 70 participants. Eighty-eight per cent of respondents either strongly agreed or agreed that the keynote presentation met their expectations and 97 per cent indicated that they learned new information. For the workshops, 90 per cent agreed or strongly agreed that the presentation met their expectations and 80 per cent said they learned new information. The Symposium also included a presentation and participatory activity related to the *Richmond Child Care Strategy 2024–2034*, through which 98 per cent reported learning something new and key priorities for implementation were identified.
2. The fifth annual Children’s Art Exhibition to celebrate Child Care Month was hosted by the Richmond Public Library (Brighthouse Branch) from May 2–31, 2025. This year’s theme was ‘Kindness’. The 14 pieces of art on display were created by children attending licensed child care programs in Richmond. The children ranged in age from two to 12 years.
3. The CCDAC offered input, advice and guidance on the implementation of the *Richmond Child Care Strategy 2024–2034* (the Strategy) in 2025. Members of the CCDAC facilitated two engagement activities to share information about the Strategy and to gather input from the community on the implementation. Participants, who included Early Childhood Educators and child care providers, identified actions from the Strategy that, in their experience reflected high priorities for the community.
4. The CCDAC provided feedback on the draft *Social Development Strategy (2025–2035)* and took part in engagement to inform the development of a new Economic Development Strategy.
5. The CCDAC reviewed information on Federal and Provincial policy updates and initiatives related to Child Care and discussed implications for Richmond. These included:
 - a. The extension of the Canada-wide Early Learning and Child Care Agreement between the Government of Canada and the Province; and

- b. The implementation of Amenity Cost Charges, a new development-finance tool introduced by the Province of B.C. under Bill 46, which allows local governments to collect funds from new developments to support community amenities, including child care facilities.
6. The CCDAC reviewed and recommended allocations for the 2026 City of Richmond Child Care Grants.

Members of the 2025 Child Care Development Advisory Committee

Voting Members

1. Chantelle Pereira (Chair)
2. Maryam Bawa (Vice Chair)
3. Geovany Cheng
4. Kevin Ching
5. Karen Jensen
6. Mei Kang
7. Maho Kawasaki
8. Tania Lam
9. Joyce Lin
10. Kathy Moncalieri
11. Yanjie Zhao
12. Daniel Suen

External Organizations (Non-Voting)

1. Caitlin Lamb (Richmond Child Care Resource and Referral)

School Board Liaison (Non-Voting)

1. Trustee Heather Larson

Council Liaison (Non-Voting)

1. Councillor Carol Day

Staff Liaison (Non-Voting)

1. Chris Duggan, Manager, Community Social Development

2025 CCDAC Budget

As an Advisory Committee to Council, the CCDAC's activities are fully supported by the City's operating budget.

Closing Comments

Through eight virtual and two in-person meetings this year, the CCDAC continued to deliver the activities outlined in the 2025 Work Program and has played an integral advisory role for the City, especially in relation to the implementation of the Child Care Strategy. The Committee continued to provide high quality professional development for educators and parents in Richmond through the annual Child Care Symposium, provided input and recommendations for the City of Richmond's 2026 Child Care Grant Program allocations and continued to monitor child care-related initiatives and activities at the municipal, provincial and federal levels. The CCDAC members have continued to bring a wide range of expertise and diverse perspectives to the Committee and its valuable work.

Committee members shared feedback on their experience and participation in the CCDAC over the past year through an annual questionnaire. All members who responded described their experience as positive. The following quotes are a sample of the overall comments about the role of the CCDAC and individual members' involvement:

- *"The Committee provides a structured platform for evidence-informed input into Richmond's child care planning and policy, which ensures that decisions are shaped by community realities, data, and professional insight. For the child care sector, it strengthens coordination between municipal planning and service delivery, supporting equitable access and quality improvement. Personally, it allows me to apply strategic planning and analytical skills in a way that contributes to meaningful public outcomes."*
- *"The Committee provides tremendous value to Richmond by serving as a bridge between policy, practice, and community needs. It ensures that the voices of families and child care providers are considered in the City's long-term planning. The CCDAC promotes a shared understanding of local challenges—such as staffing shortages, access to affordable spaces, and the sustainability of programs—while advocating for strategies and funding that directly support quality care."*
- *"Through the Committee, I have been able to stay current with policy developments, funding opportunities, and strategic directions. This awareness has helped me identify areas where my professional experience and perspective can contribute to discussions and decisions that support better outcomes for families and providers."*
- *"A highlight was the Child Care Symposium in May, which focused on the important topic of mental health and educator well-being. The conversations and workshops offered practical tools and inspired reflection on how we can better support the emotional and mental health of those working in the early years sector. It was a powerful reminder of how essential it is to care for the caregivers who support children and families every day."*
- *"A key highlight for the Committee was the Child Care Symposium in May, which brought strong attention to workforce well-being and professional resilience in the child care sector."*

- *“I am really proud of the work we have done as a Committee this year, and especially proud of the success of the Child Care Symposium. It felt like such a meaningful and well-received event that brought people together across the sector. I was happy to contribute by creating some of the marketing materials for the Symposium, and to see the positive energy and engagement it generated within the community.”*
- *“Being part of this Committee allows me to connect with like-minded professionals, gain a deeper understanding of the municipal and provincial landscape, and contribute my on-the-ground perspective as a licensed operator working daily with families and educators. It is rewarding to see how our collective input influences policy and strengthens Richmond’s early years system.”*

Comments from the CCDAC Chair

The CCDAC includes child care operators, community members and service providers who support the provision of quality child care in Richmond. In addition, the CCDAC includes parents who understand the needs of families and the necessity of having access to licensed child care. The CCDAC benefited from their insight and from hearing their stories over the past year. The collective experience and passion for child care in Richmond is evident in CCDAC discussions. This committee and its varied representation provide a broad lens through which to consider the needs in the community and evaluate the resources currently available.

The CCDAC is thankful for the support and participation of Councillor Carol Day as the Council Liaison and Trustee Heather Larson as the School Board Liaison in 2025. They have been valued and important members of the committee and their contributions are vital to our discussions.

The CCDAC also functions with support of Chris Duggan, Staff Liaison, whose passion for child care is evident in all that she says and does. On behalf of all the members of the CCDAC we thank Chris and the team for their hard work and the support they provide by coordinating meetings, assisting sub-committees, contributing to special events as well as providing us with information to guide and inform discussions. They have taught us to listen to the voices of the community, discuss together and then put our collective thoughts and ideas into action so that we can be a voice for children and families in Richmond.

I am very proud of the work the committee has done over the past year. We once again hosted a Child Care Symposium at City Hall in celebration and honour of Child Care Month. This year the theme was “Caring for Richmond’s Caregivers”, and it provided an opportunity to gather with educators to support them and celebrate the important work that they do.

It has been an honour to serve as the Chair of the Child Care Development Advisory Committee again this year alongside the current Vice Chair, Maryam Bawa. I thank the Mayor and City Council for the opportunity to serve the community in this way. Thank you for your support and for investing in child care in the city. I wish this committee all the best.

Prepared by:

Chantelle Pereira. Chair

Child Care Development Advisory Committee, December 2025