



Ontario Association of Young Parent Agencies

serving infants, children and young parents - together

l'Association Ontarienne des Agences pour Jeunes Parents

serving our young parents and their families - ensemble

October Newsletter

13 min read

Welcome to OAYPA's October Newsletter!

As the leaves change, OAYPA members are busy strengthening their skills, sharing insights, and supporting young families across Ontario. Stay connected, stay inspired, and keep moving our shared mission forward.

Significant Dates

- [Women's History Month in Canada](#)
- [Canadian Islamic History Month](#)
- October 4 [National Day of Action on Missing and Murdered Indigenous Women and Girls](#)
- October 5 [World Teachers' Day](#)
- October 11 [International Day of the Girl Child](#): a day dedicated to celebrating the voices and power of girls, championing their rights worldwide, and reflecting on the challenges they continue to face because of their gender.
- October 13 [Thanksgiving](#)
- October 16 [Dress Purple Day](#)
- October 18 [Person's Day](#): a day to mark the 1929 when the historic decision to include women in the legal definition



- of “persons” was handed down by Canada’s highest court of appeal.
 - October 31 [Halloween](#)
-

Member Updates

Call for Secretary – Join Our Leadership Team!

We extend our heartfelt thanks to Pete Embleton for his three years of dedicated service as OAYPA Secretary. Your commitment and contributions have been truly invaluable, and we are deeply grateful for the time, energy, and insight you’ve brought to the role. Wishing you all the best in your next chapter — you will be missed!

We are seeking nominations for the Secretary position on our Executive team. This is an exciting opportunity to play a key role in strengthening our network and supporting Young Parent and Infant Agencies across Ontario.

Role Highlights:

- Record and distribute meeting minutes
- Help maintain organizational records and communications
- Support smooth coordination of OAYPA activities
- Work collaboratively with other members of the leadership team

Why Join?

- Contribute your skills to advancing the work of young parent agencies
- Build leadership and governance experience
- Be part of a passionate, supportive, and collaborative network

If you’re interested or wish to nominate someone, please contact us!

Leadership Training with David Hartley

OAYPA’s fully funded Leadership Training with David Hartley on November 13th is right around the corner—and the response has been great! Many members have already confirmed their spots, and the excitement is building. This training is all about investing in our leaders, in line with OAYPA’s Strategic Plan to grow skills, confidence, and capacity across our network.

About David Hartley

With expertise in nonprofit management, governance, leadership, and strategic growth, David supports organizations in improving operational efficiency. His experience includes fundraising, volunteer coordination, and organizational development, making him an invaluable resource for nonprofits striving for impact and sustainability.

Event Details

- Date: November 13th, 2025 9:00 AM – 4:00 PM
- Location: Waterfront Neighbourhood Centre 627 Queens Quay W, Toronto, ON M5V 3G3
- Please note that travel/accommodation is at each agency's expense.

There's a possibility that we may be able to offer agencies a second spot for the upcoming training. **If you have more than one leader who would be interested in participating, please confirm both your and their attendance by completing this [form](#).**

Introducing the New OAYPA Resource Hub!

We're excited to announce the launch of the [OAYPA Resource Hub](#) — a central online space designed to support our members with easy access to tools, templates, and collaboration opportunities. Be sure to bookmark the page so you can easily return for updates, resources, and all things OAYPA!

Key Features:

- **Centralized Resource Library** — Access meeting minutes, agendas, policies, reports, templates, and other OAPYA materials in one place.
- **Monthly Newsletter** – Stay up to date with the latest OAYPA news, highlights, and opportunities.
- **Easy Navigation** – Clean menus and a search function to help you find what you need quickly.

We invite you to log in, explore, and let us know what you think! Your feedback will help shape how this hub grows to meet the needs of our OAYPA community.

If you haven't received access yet or need support logging in, please connect with us.

OAYPA Strategic Plan – Task Force Update

Thank you to everyone who signed up to participate in a Task Force Advisory Committee. Your time, energy, and expertise are what will move OAYPA's Strategic Plan forward.

Task Forces

1. Professional Development

Members: Jane, Anna, Gillian, Pete, Lesley, SickKids MSW student

Focus: Supporting professional learning and training opportunities that strengthen the work of member agencies.

2. Community Engagement

Members: Karen, Kathleen, Tamar

Focus: Building awareness of OAYPA, strengthening partnerships, and elevating the profile of young parent agencies in Ontario.

3. Equity, Diversity, and Inclusion

Members: Reshawn Hunter, Nicole, Ekua, Bev

Focus: Advancing equity, diversity, and inclusion across OAYPA and embedding these values into our programs and advocacy.

We sincerely appreciate your commitment to these efforts. If you haven't signed up and would like to contribute, please let Bev or Tamar know.

Get Fully Funded

A matching gift is a great opportunity to leverage a generous donation from one donor – or a group of donors – to bring in even more money from other donors for your nonprofit. This [Matching Gift Resource](#) breaks down the steps required to find a donor (or donors) willing to offer a matching gift opportunity, how to ask for a matching gift and why it works best in person, and how to carefully make the ask so it's attractive and persuasive.

[Giving Tuesday Webinar](#): As the most competitive giving season of the year approaches, your year-end strategy needs more than good vibes and a hopeful email blast. In this tactical, no-fluff webinar, [Keela](#) (donor engagement CRM) and [Raisely](#) (free fundraising campaign platform) teamed up to give nonprofits a powerful edge this Giving Tuesday. Whether you're a seasoned fundraiser or running your first year-end appeal, this session is built to help you raise more, plan smarter, and keep donors coming back long after the holidays. Download the [slide deck](#).

The [Charity Village Nonprofit Interview Guide](#) is designed to help nonprofit organizations conduct effective, equitable interviews. It features 100 core questions suitable for all nonprofit roles, ranging from entry-level to executive. It also includes role-specific questions for areas such as fundraising, volunteer coordination, finance, marketing, and program management. All questions are crafted with modern best practices in mind, emphasizing diversity, inclusion, collaboration, and mission alignment.

Charity Village: Stepping into Management, A Practical Guide for new Managers

Stepping into your first management position can feel overwhelming. According to research, many new managers stumble for the same reasons, and most of these issues are avoidable. In this article, Adam Revay details key insights and tactical strategies for new nonprofit leaders.

Lean In & Listen: A Guide to Preventing Suicide

Every year, 4,500 Canadians die by suicide — that's 12 lives lost every day. These deaths are preventable. The Canadian Mental Health Association's new guide, [Lean In and Listen](#), reminds us that:

- You don't have to be a professional to help. Listening with empathy and without judgment can save a life.
- Ask directly. "Are you thinking about suicide?" is a powerful, life-saving question.
- Safety planning matters. Identifying warning signs, coping strategies, and trusted contacts helps prevent crises.
- Crisis support is always available.
- Call or text 9-8-8 (Suicide Crisis Helpline, 24/7, Eng & French)
- Kids Help Phone: 1-800-668-6868 or text CONNECT to 686868
- Hope for Wellness (Indigenous): 1-855-242-3310

Together, we can lean in, listen, and provide the compassion that helps people keep going.

Read and share the full guide at cmha.ca.

Ontario Trillium Foundation: New 2026 grant application deadlines

OTF posted the new grant application deadlines for the Youth Opportunities Fund (YOF). YOF invests in projects led by grassroots groups and collaboratives to improve the well-being of youth facing systemic barriers, with a focus on Indigenous and Black youth.

[Explore the 2026 Deadline Dates and Grant Information.](#)

Outpour Clinic — Compassionate, Culturally-Responsive Psychiatric Care for Young Parents

At OAYPA, we believe that young parents deserve access to mental health services that understand their unique challenges and lived realities. It is with delight that we share a profile of Outpour Clinic, a psychiatric consultation service offering evidence-based, trauma-informed care tailored for underrepresented communities — including youth, new parents, and racialized populations.

Outpour Clinic was founded on the belief that high-quality mental health care should be grounded in service, equity, and excellence. The team is committed to culturally responsive practices and ensuring that representation is not just welcomed — but woven into how care is delivered.

They specialize in psychiatric consultation in key areas, including:

- Youth & emerging adults
- Women's mental health (including perinatal and reproductive mental health)
- Black, racialized, immigrant, and culturally underserved populations
- Individuals seeking culturally informed treatment

Their services include diagnostic clarification, treatment planning, and short-term follow-up.

They address conditions such as mood & anxiety disorders, trauma & stress disorders (including culturally mediated trauma), perinatal and reproductive mental health challenges (e.g. postpartum depression/obsessive thoughts, birth trauma, grief), and cross-cultural stressors (migration, racial trauma, acculturative stress)

Important to note: Outpour Clinic is a **referral-based (physician/nurse practitioner)** psychiatric consultation service. They do not provide emergency, crisis, or ongoing long-term care. For more information: www.outpourclinic.ca

Early literacy activities like reading, storytelling, and book sharing have a lasting impact on a child's school readiness and academic achievement. This article explores the latest research and offers practical strategies you can share with parents to help them nurture these skills from the start.

Young people in Canada are facing an urgent mental health crisis, especially girls and gender-diverse youth. In response to this growing need for inclusive and trauma-informed supports, The Canadian Women's Foundation partnered with Taylor Newberry Consulting to publish: [*Review of Mental Health for Marginalized Girls and Youth in Canada: Current State and Protective Factors.*](#)

Recent trends underscore a growing urgency to address the mental health needs of girls, as they grapple with unique stressors that can have profound and lasting impacts on their overall well-being. The unique stressors experienced by young girls and youth are exacerbated by intersecting systems of oppression. Girls from Black, Indigenous, and other racialized communities often face both interpersonal and institutional racism and sexism, which can significantly impact their overall well-being. Recommendations have been provided to help guide future directions and address barriers in mental health programming.

CMHO 2026 Save the date!

This year's theme, *Interwoven: Co-Creating the Future of Child and Youth Mental Health*, invites all connected sectors, roles, and communities to step boldly into the unknown together. As the needs of infants, children, youth, and families continue to shift, so too must our systems of care. Whether through equity-driven practices, creative models of collaboration, or centering of lived and living experience, the path forward calls for imagination, integration, and courage.

This [EDI Fundamentals Course](#) introduces the core concepts of inclusion, diversity, equity, and accessibility (IDEA) and shows how they can benefit both people and organizations. You'll gain

useful insights, reflect on your own experiences, and develop the awareness needed to begin further fostering inclusion in your workplace.

The [CPRI Clinical Symposium 2025](#) will be held on Tuesday November 25, 2025. This event is intended for clinicians, researchers, academics, medical and allied health professionals, educators and learners. The following themes will be explored:

- Recent developments on complex child and youth mental health
- Fostering resiliency through evidence-based psychosocial interventions.

OAYPA is excited to share two upcoming courses that will help nonprofit leaders and staff navigate the rapidly changing world of Artificial Intelligence (AI) with confidence and responsibility. **OAYPA has negotiated for members to receive a 50% discount by applying 50DISOFFCOUNTAI at checkout (\$75).**

Toronto Metropolitan University's [Responsible AI Adoption for Social Impact \(RAISE\)](#) pilot program is a national initiative to help nonprofit organizations across Canada responsibly and effectively adopt artificial intelligence (AI).

Essentials of Responsible AI Governance [Register here](#)

This course equips nonprofit leaders with the critical understanding and practical skills needed to strategically direct and oversee AI adoption.

Through the program, you will:

- Gain a deeper understanding of technology governance concepts
- Develop practical skills to design guidelines for your organization, department, or team
- Ensure that AI responsibly and effectively serves your mission

When: October 15, 22, and 29, 2025, 12-2pm

Responsible AI Use for Nonprofit Workers [Register here](#)

This hands-on course is designed for anyone in the nonprofit sector looking to ethically leverage AI in their daily work.

In this course, you will:

- Explore key AI concepts, types, and their relevance in nonprofit operations
- Learn the dos and don'ts of AI privacy, laws, and ethics, while identifying risks and practicing responsible AI use
- Gain practical insights into AI applications to enhance efficiency, program delivery, and overall impact

When: November 19, 26, and December 3, 2025, 12-2pm

Management Advisory Service Workshop Series

Upcoming workshops and webinars will be held in person at 227 Bloor Street East (St. Paul's Bloor Street), Toronto, ON M4W 1C8

- [Thinking about Planning](#) October 8, 3:30 – 6:00 PM
- [Building a Better Board](#) November 4, 3:30 – 6:00 PM

Centering Black Youth Wellbeing, an online certificate course, provides the Ontario youth sector with the foundational knowledge to cultivate practices, policies and alliances that challenge, disrupt and combat systematic anti-Black racism. The certificate includes 17 lectures, and 2 artistic performances organized around four modules. The lectures will provide staff with the knowledge and tools to:

- Understand the historical roots and context of present-day manifestations of anti-Black racism
- Engage with research on the impact of anti-Black racism on Black youth and their families
- Learn critical practices for centering the wellbeing of Black youth and communities
- Commit to ongoing personal, professional and organizational accountability

For more information, click [here](#).

SafeGuards is a partnership of provincial associations dedicated to providing culturally informed training on trauma-informed practice, trauma assessment and treatment and related effects of trauma. OAYPA is an Association Member of SafeGuards. OAYPA agencies receive a member's rate, which is 12-23% off on SafeGuards training fees. Save an additional 20% off with group registration of 4 or more participants. Download the group registration form [here](#). For more information and to browse their list of courses, see below/click [here](#).

- [Incorporating Truth and Reconciliation in Our Role as Health and Mental Health Practitioners](#) October 6, 12:30 – 4:00 pm ET
- [Embrace Trauma-Informed Care with Children and Youth](#) October 7 & 8, 1:00 – 4:00 pm ET
- [Centering Equity in Trauma Treatment: Culturally Responsive Assessment and Intervention Strategies](#) October 16 & 17, 1:00 – 4:00 pm ET
- [Trauma-Informed Supervision](#) October 20 & 21, 1:00 – 4:00 pm ET
- [Trauma Informed Care: Supporting Individuals with Developmental Disabilities](#) Oct. 21, 9:30 am – 12:30 pm and Oct. 22, 9:30 am – 3:30 pm
- [Self Compassion in the Workplace: Caring for Ourselves while Caring for Others](#) October 23, 1:00 – 4:00 p.m. ET
- [Therapeutic Crisis Intervention \(TCI\); Trainer Certificate](#) October 27 – 31, 8:45 am – 5:00 pm
- [Compassionate Leadership: Fostering Self-Care and Well-Being in Staff Teams and Organizations](#) October 30, 1:00 – 4:00 pm ET
- [Therapeutic Journaling: An Evidence-Based Intervention](#) November 3, 12:30 – 4:00 pm ET
- [Trauma Informed Practice](#) Nov 13 & 14, 1:00 – 4:00 pm ET
- [Using the STAIR Model and Critical Race Theory when Working with Black Youth and Families](#) Nov 17 & 18, 1:00 – 4:00 pm ET
- [Confronting Suicidal Ideation and High- Risk Behaviour](#) November 20 & 21, 1:00 pm - 3:00 pm ET
- [In Between the Missing and Murdered: The Need for Indigenous Led Responses to Human Trafficking](#) November 25 & 26, 1:00 – 4:00 pm
- [Serving the Mental Health Needs of Persons with a Developmental Disability](#) November 27 & 28, 9:30 am – 3:30 pm ET

Changes coming to the Ontario Employment Standards Act: Rules and Exemptions for Job Postings

As of January 1, 2026, new requirements and a new regulation ([O. Reg. 476/24](#)) under the [Ontario Employment Standards Act](#) will take effect for employers who publicly advertise job postings, including the following requirements. Highlights include:

- Requirement to include expected compensation: Employers will have to include, in a publicly advertised job posting, information about the expected compensation or range of expected compensation for the position. In the case of a range, the range is limited to an amount equivalent to \$50,000 per year or less.
- Requirement to disclose use of artificial intelligence: Employers will be required to disclose in a publicly advertised job posting the use of artificial intelligence during the hiring process.
- Prohibition against including Canadian experience requirement: Employers will be prohibited from including in a publicly advertised job posting or any associated application form any requirements related to Canadian experience.
- Requirement to disclose if a vacancy exists: Employers will be required to disclose in a publicly advertised job posting if the posting is for an existing vacancy or not.
- Requirement to provide information to applicants interviewed: If an employer interviews an applicant for a publicly advertised job posting, they will be required to provide information to that applicant about whether a hiring

New police record check requirements

In January 2025, the Ontario government introduced a new category of police record check named the Broad Record Check. Detailed in [Ontario Regulation 308/24](#), the Broad Record Check is required for anyone working with kids under the Child, Youth and Family Services Act. This new type of police record check is more extensive and requires law enforcement agencies to disclose “every contact between the person and a police service for which there is a written record,” which could include mental health crisis calls and non-criminal police encounters, such as noise complaints or 911 calls by victims of domestic violence.

Since the requirements came into effect earlier this year, many police services have [raised concerns](#) around privacy issues and contradictions with existing laws. Some police services, including Toronto and Ottawa, are declining to issue broad record checks while they seek guidance from police advocacy groups and legal advisers. This has led to more confusion among child welfare agencies and organizations that provide services to children and youth.

Rideau Hall Foundation

This February and March, youth aged 15 –18 from across Canada will gather in Ottawa for a week of behind-the-scenes access to Parliament Hill, hands-on political simulations, and cultural experiences. It’s a unique chance to see how our democracy

decision has been made for that posting. The information must be provided within 45 days after the date of the interview or, if the applicant is interviewed more than once, then within 45 days after the date of the last interview, in person, in writing, or using technology.

The requirements regarding publicly advertised job postings will not apply to employers that employ fewer than 25 employees on the day the posting is posted. For further information about the new changes coming to the Ontario Employment Standards Act, [click here](#).

works, meet national leaders, and build skills for life — all in a safe, fully supervised environment. If you know a young person with curiosity, energy, and a desire to make a difference, encourage them to [apply](#).

Interim Space Statistics 2024 – Early Childhood Education and Care in Canada

The Childcare Resource and Research Unit (CRRU) has released its Interim Space Statistics 2024 report, offering a critical snapshot of Canada’s early learning and childcare landscape. This report provides timely data on regulated childcare spaces during a period of rapid change driven by the implementation of the \$10-a-day Canada-wide Early Learning and Child Care (CWELCC) plan.

Key findings highlight:

- Significant growth in licensed spaces, with over 191,000 more spaces for children 0–12 since 2019.
- Affordability gains—fees dropped dramatically, with six provinces and territories reaching or approaching the \$10-a-day target.
- Coverage expansion—32% of children aged 0–5 now have access to regulated centre-based care, up from 27% in 2019.
- Challenges remain, particularly in workforce recruitment and retention, and equitable access across jurisdictions.

This report underscores both the progress and the ongoing work required to build a high-quality, inclusive, and sustainable childcare system across Canada.

Read the full report here: [Childcare Resource and Research Unit – Interim Space Statistics 2024](#)

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