

Toronto Children's Services

Black-Mandated EarlyON Program Application Form

Deadline: Friday, December 5, 2025

E-mail Application Submissions to EarlyON@toronto.ca

Organization Information

Organization Name	
Organization Address	
Organization Contact	
Contact Phone Number	
Contact E-mail	

Statement of Intent

Toronto Children's Services (TCS) is establishing two (2) new Black-Mandated EarlyON Programs in the City. These programs will be shaped by and for Black communities. This is part of our shared journey toward a more responsive, inclusive, and equity-driven EarlyON system, where Black children and families are reflected, supported and celebrated. The Black-Mandated EarlyON Programs will directly support the City's on-going commitment to confronting anti-Black racism. Specifically, aligning with the [City's Confronting Anti-Black Racism Action Plan](#) by advancing:

- **Recommendation 1: Increase access to high-quality programs for Black children and youth, and**
- **Recommendation 5: replicating and expanding effective models of Black-led health and community services to under-served neighbourhoods and populations of Black Torontonians.**

By centering Black identity, knowledge and leadership in all aspects of programming, the proposed Black-Mandated EarlyON Programs embody **Strategic Priority 6** of the [TCS Service Plan](#) by "**centering inclusion in the early years for children, families and staff**".

We invite expressions of interest from Toronto-based, [Black-Mandated Organizations](#) committed to centering Black culture, affirming racial identity, rooted in community, and leveraging the inherent strengths within Black communities to create impactful programs.

This expression of interest aims to engage not-for-profit, Black-Mandated organizations to deliver and develop EarlyON programs for Black children and families. We propose delivering the Black-Mandated EarlyON Programs in communities with a demographic concentration of Black children and their families and areas identified as priority neighbourhoods. Demonstrated experience working with Black children and families is required. Experience operating an EarlyON Program is **not** required. A dedicated consultant will provide consistent and collaborative support to empower the organization to lead its program delivery.

Eligibility to Apply as a Black-Mandated Organization

The City of Toronto Children Services Division developed this Expression of Interest to provide opportunities for **Black-Mandated Organizations, referred to as B3**, to act as a service provider for Black-Mandated EarlyON Programs.

A Black-Mandated (B3) Organization or group **is assessed based on four key criteria below**. Applicants must meet all the criteria to be eligible to apply as an established, **Black-Mandated non-profit Organization**.

- **Black-Led:**
An organization that is led by a majority (51% or more) of paid staff and board members who self-identify as Black, including African, Caribbean, or, of African descent
- **Black-focused:**
An organization that has a publicly facing mandate that explicitly states it serves Black communities and is grounded in Black/African-centred approaches across services and programs throughout the entire organization
- **Black-Serving:**
An organization that primarily serves (at least more than 40%) Toronto's diverse Black communities, including, but not limited to African-descendant populations, such as Black Francophones, Afro-Indigenous, Continental African, Caribbean descendant, 2SLGBTQ+, refugee and newcomer populations, and Black children and their families
- **Community Accountability and trust:**
An organization that has a proven track record of working in and with Black service users to respond to the pervasive and emergent needs of Black populations and continually develops and maintains positive relationships within Black communities being served, and with other Black-mandated organizations and groups community partners and vendors to deliver services to clients

This definition was developed by the City of Toronto's Social Development Division in close consultation with the [City of Toronto's Confronting anti-Black Racism Unit](#) and community organizations as part of the [Black Mandated Funding Framework](#) and expanded to ensure effective partnership to deliver Black-Mandated EarlyON Programs. **To be eligible to apply for this Expression of Interest, applicants must meet the definition of a Black-Mandated (B3) Organization, as described above.**

Who Can Apply

Applicants must meet ALL requirements below to apply and be eligible for this EOI:

1. Be an established, Black-Mandated, non-profit organization, also referred to as B3. □
2. Be incorporated as a non-profit organization with a recently audited financial statement. □
3. Be physically located in the City of Toronto (with a postal code that begins with the letter M) and whose primary activities take place within Toronto. □
4. Be in good standing with the City, where applicable (e.g. recipients of funding must have met the terms and conditions of previous funding). □
5. Have expertise in providing direct services to Black children and their families through Black/African centred approaches in programming, and/or service design. □
6. Submit the following required documents by, or before the application deadline of **December 5, 2025 at 11:59 p.m.**

☐	Written response to the Expression of Interest suitability questions
☐	Letter from the current Board of Directors stating that the application is approved by the Board
☐	Declaration of Not-for-Profit Compliance
☐	Organization's By-Laws
☐	Copies of Agency's Audited Financial Statements for the two most recent years
☐	Completed proposed program budget

Suitability Questions

This Expression of Interest for the Toronto Children's Services Black-Mandated EarlyON Program invites proposals from Black-Mandated Organizations with demonstrated experience and commitment to advancing the well-being of Black children and their families. Successful applicants will reflect culturally grounded, community-driven approaches that center family voice, address anti-Black racism, and strengthen access to equitable, inclusive EarlyON programming.

The review process will apply an equity and anti-Black racism lens, recognizing the diverse capacities and contexts of Black-led organizations. Applicants are encouraged to describe both their current strengths and areas where capacity-building support could enhance program success.

Please respond to the following questions. You are strongly encouraged to make your response as complete as possible. No assumptions will be made. The response is to be a maximum of 500 words per question, with a minimum font size of 12. It can include, but is not limited to, your B3 organization's demonstrated experience with:

- culturally responsive programming
- accessible, equitable and inclusive access to relevant services and supports
- building community capacity and resiliency
- cultivating partnerships that maximize and leverage community resources for Black service users

1.0 Organizational Alignment

How does this opportunity align with and build on your organization's existing mission, strategic priorities and long-term goals for improving outcomes for Black children, their families and communities? (Maximum of 500 words, 10 points)

2.0 Experience and Community Connections

Describe how your organization is uniquely positioned to meet the needs of Black children and their families. Please include examples of programs, services, or partnerships that reflect your experience serving the diverse Black community (e.g., refugees, newcomers, lone parents, francophones, 2SLGBTQ+, and other intersecting identities). (Maximum of 500 words, 20 points)

3.0 Program Approach and Delivery

3.1 Please describe how you will integrate culturally grounded and identity-affirming practices in family engagement and uplifting community voice in your approach to delivering the Black-Mandated EarlyON Program. (Maximum of 500 words, 10 points)

3.2 How does your organization embed principles of anti-Black racism, equity, inclusion, and cultural safety in your policies, operations, and service delivery? (Maximum of 500 words, 10 points)

4.0 Capacity and Readiness

Describe your organization's capacity and readiness to launch and operate a Black-Mandated EarlyON Program. Consider areas such as staffing and leadership, governance, partnerships, space and infrastructure. (Maximum of 500 words, 10 points)

I declare that the information provided in this application is true and accurate to the best of my knowledge.

Applicant Name	
Applicant Signature	
Date of Signing	

Additional Information and Resources

[2026 EarlyON Operating and Business Practice Guidelines](#)

[Toronto Children's Service Division Service Plan](#)

[Child Care and Early Years Act \(2014\)](#)

[Confronting Anti-Black Racism Action Plan](#)

[How Does Learning Happen? Ontario's Pedagogy for the Early Years](#)

[Raising the Village](#)

[CABR Anti-Black Racism Analysis Tool](#)

[Ministry of Education Service Management and Funding Guidelines](#)

Contact EarlyON@toronto.ca for a copy of the EarlyON Children and Families Design Guideline