

**ACTRA TORONTO
COUNCIL MEETING
WEDNESDAY, AUGUST 8, 2018**

PRESENT

Theresa Tova, President, in the Chair
Wendy Crewson, Vice-President, Member-at-Large
David Gale, Vice-President, Communications
Art Hindle, Vice-President, External Affairs
Clara Pasioka, Vice-President, Member Services
David Sparrow, Past President
Richard Young, Treasurer
Heather Allin
Josh Barilko, alternate for Salvatore Antonio
Rebecca Applebaum (afternoon only)
Angela Asher
Ash Catherwood, alternate for Leah Pinsent
Martha Chaves, alternate for Jean Yoon
Christina Collins, alternate for Tantoo Cardinal
Lisa Michelle Cornelius (morning only)
Paul de La Rosa
Toni Ellwand, alternate for Shereen Airth
Dan Iaboni, alternate for Catherine Disher
Grace Lynn Kung
Constantine Meglis, alternate for Shawn Doyle
Samora Smallwood, alternate for Deb McGrath
Joy Tanner
Jocelyne Zucco, alternate for Nicole St. Martin, Vice-President, Internal Affairs

REGRETS

Maria del Mar

COMMITTEE & MEMBER CAUCUS CHAIRS

Joe Doran, Chair, Apprentice Caucus
Karen Ivany, Ombudsperson, ACTRA Toronto
Steve Shackleton, Chair, Stunt Committee
Mike Sheridan, Chair, ACTRA Additional Background Performers

OBSERVERS

Donal Hansman
Gugun Deep Singh

ALSO PRESENT

Sue Milling, Executive Director, ACTRA Toronto
Alistair Hepburn, Director, Film, Television and Digital Media, ACTRA Toronto
Karl Pruner, Director, Communications, ACTRA Toronto
Karen Ritson, Director, Finance and Administration, ACTRA Toronto
Nicole Valentin, Director, Member Services, ACTRA Toronto
Lisa Blanchette, Government Relations, ACTRA Toronto
Tania Cardwell, Stunt Liaison, ACTRA Toronto
Taisa Dekker, Industry Relations, ACTRA Toronto
Victoria Shen, Special Advisor, ACTRA Toronto
Cathia Badiere, Director, Research and Bargaining, ACTRA National
Freda Merritt-Gambrill, Recording Secretary, ACTRA Toronto

The meeting was called to order at 10:11 a.m. with President, Theresa Tova, in the Chair.

Ms Tova introduced the alternates, Council and Staff. This was followed by the reading of the Land Acknowledgement and Equality Statement.

APPROVAL OF AGENDA

MOTION #1

Moved by David Gale, seconded by Clara Pasioka:

“That the Agenda for the ACTRA Toronto Council Meeting of August 8, 2018, be accepted.”

CARRIED

APPROVAL OF MINUTES

There being no corrections to the Minutes, the following was moved:

MOTION #2

Moved by Heather Allin, seconded by Paul de la Rosa:

“That the Minutes of the ACTRA Toronto Council Meeting of June 5, 2018, be accepted.”

CARRIED

PRESIDENT’S REPORT

Theresa Tova reported on the following:

- The 416 Light Up the Night: Gathering of Love and Solidarity in Response to our City’s Struggle with Violence event on July 31st in Withrow Park put on by our community of artists. She thanked the performers and industry partners that came out and supported the Danforth Community after the shooting. It was a very moving evening and an opportunity to share personal stories and support each other. Ms Tova was asked to consult and help put the organizers (Steven Mann and Geraldine Ronin) in touch with politicians, performers, etc. The event was hosted by Colin Mochrie and Aurora Brown. Also performing were Sharon Hampson, the Podemski sisters, Alana Bridgewater and Sean John.
- Pride Parade – In spite of the rain the turnout was great. Kinley Mochrie, Colin Mochrie and Debra McGrath were our Family of Ambassadors.
- PAL AGM on June 28th. Eight new board members were elected to the Board. Some of the elected are: Elva Mai Hoover (President), Rex Hagon (Treasurer), Dini Petty and Ron Gabriel.
- There was a huge turnout at the Apprentice Member event that Ms Tova attended.
- Toronto Fringe – Richard Young and Tova thanked everyone who showed their support.
- OMDC recently hosted their second FamTour for studio executives from Los Angeles. One of the meetings during the tour focused on diversity in casting. They were joined by a number of diverse performers including Jani Lauzon, ACTRA Toronto’s Diversity Advocate, Kevin Hanchard, ACTRA

Toronto's Diversity Co-Chairs Lisa Michelle Cornelius and Samora Smallwood, Paul Sun Hyung Lee, Jean Yoon, Lovell Adams-Grey and Jess Salguiero. This was an opportunity to talk about diversity in our membership and the positive opportunities of working in our great province.

- We held a successful Northern Ontario Virtual Town Hall hosted by Tova and Richard Young. Members appreciated the outreach. Their main concern is work opportunities.
- CASCU AGM – Had successful AGM with a good turn-out of members.
- IATSE 58 lockout – we have written to Mayor John Tory about the lockout at the CNE. Letters have also gone out to the membership asking them to support our sisters and brothers. The Labour Day Parade will still go on but may end outside of the CNE gates if the strike persists.
- The Labour Council has asked us to join a think tank to strategize about the decisions being made by the new provincial government. Lots of good organizing is happening as the new government lays out its agenda.
- By-Law 17 – voting procedures – we have received a legal opinion that confirms that our voting procedures must comply with labour legislation. Members, who have been off work due to a disability, for example, can petition to vote if they don't receive a ballot. Each will be reviewed on a case-by-case basis.
- By-Law 7 – changes to the Discipline procedure have been adopted.
- Nicole St. Martin gave in her notice today that she will be resigning her position on Council and Executive after the Members Conference in September. Ms Tova thanked her for her service. There will be a by-election at the October Council meeting to fill these seats.
- The EIC campaign to get agents signed on to the new EIC code is going well.
- Work on the harassment file is on-going. ACTRA Toronto conducts a Respect on Set Workshop every month which is mandatory for all members. Ms Tova again encouraged council to register for the course. Victoria Shen will report in camera later in the meeting on this file.

EXECUTIVE DIRECTOR'S REPORT

Sue Milling reported:

- Things are moving quickly at the Ontario Legislature.
- Tax credits are our number one priority. They were first introduced under a previous Conservative government of Mike Harris. Finance Minister, Vic Fedelli, understands and supports the industry. Through FilmOntario, we know that we have all party support. Our industry represents investment and jobs. Our new Tourism, Culture and Sports Minister, Sylvia Jones, was supportive during Question Period when she was asked about TIFF and the film industry. The province's line-by-line audit will likely reveal a major deficit, which will mean every programme will be on the table. Now is the time to talk to the Conservatives and others about the industry's economic worth.
- We will be participating in the federal expert panel reviewing the Broadcasting Act (and Telecommunications Act).
- Bargaining: Our big focus this fall will be on bargaining. Council will be participating in the IPA focus group this afternoon. A number of focus groups have been scheduled for the next couple of months.
- We are in negotiations with CBC and CTV.
- DGC and CMPA have reached a tentative settlement.

INDUSTRY RELATIONS REPORT

Taisa Dekker reported:

Audio Books:

- There has been lots of positive PR about audiobooks as of late – an article for The Globe & Mail, The Toronto Star, and an interview on CBC's Metro Morning with ECW Press.
- Sat on a panel about audiobook production in Canada to discuss ACTRA Toronto's outreach to publishers and the development of the audiobook sector.
- ACTRA Toronto sponsored the Canadian Writers' Summit to promote ACTRA voice performers to authors who may be interested in creating audiobooks.
- Had an in-depth discussion with an audiobook producer about the industry and bringing more work to ACTRA performers as the sector continues to develop.

Commercials:

- Meetings with advertisers, agencies and casting directors are ongoing
- Met with the City of Toronto's Film Sector Development officer about the film and commercial production in the City.
- The branch created a pamphlet for the ACTRA Online Opportunity Pilot Project.

Film:

- Moderated a panel on unions and guilds at the Female Eye Film Festival. ACTRA Toronto Council Member Clara Pasioka spoke on behalf of the union and touted the benefits of engaging professional talent, as well as the political work done by ACTRA Toronto and the organizations response to the #MeToo movement.
- Attended two events hosted by WIFT-T to network with industry creators.
- ACTRA Toronto is preparing for TIFF 2018 and will be sponsoring the XOTO House to promote union performers to filmmakers from across Canada and around the world.

Video Games & Interactive Digital Media:

- On May 31st, Industry Relations hosted an information session for video game developers to explain how to work with ACTRA talent on interactive digital media productions. The response to the session was positive and attendees complimented how the information was easy to digest. A few developers told us they are interested in hiring members on future video game projects
- Met with Game Workers Unite Toronto – an organization that aims to organize video game workers and negotiate fair wages and working conditions for this sector.
- Attended an iLunch hosted by Interactive Ontario on Virtual Reality storytelling to learn about advances in the technology, and to promote engaging union performers on VR films and video games.
- On behalf of ACTRA Toronto, attended the Interactive Ontario Annual General Meeting to network with member organizations and encourage them to engage union talent on interactive digital media projects.
- Met with the producer of an App that wanted to know more about ACTRA and high-profile ACTRA members.

Web Series:

- ACTRA Toronto sponsored TO Web Fest, a festival celebrating web series by Canadian and foreign creators. Producers signed up for meetings with ACTRA Toronto at the Web Fest Connect Event to discuss contracting performers on web series productions in Canada. The festival took place May 25th – 27th, 2018.
- Industry Relations hosted “ACTRA 101” for emerging producers at TO Web Fest. The session detailed the process of working with union talent on a digital series.
- On June 19th, Industry Relations presented to the Women In Film & Television -Toronto Scripted Digital Series Incubator program about engaging ACTRA talent on New Media productions.

Various Outreach:

- The ACTRA Industry Relations staff from UBCP, Toronto and Montreal have a standing bimonthly conference call with the SAG-AFTRA Industry Relations staff to touch base on organizing efforts on both sides of the border.
- Seneca College performance students came to the ACTRA Toronto office for a presentation about the union and the benefits of joining ACTRA upon graduation via the New Graduate Credit.
- ACTRA Toronto hosted performance students from Randolph College for an information session about the union and the process for joining.

OMBUDSPERSON’S REPORT : KAREN IVANY – IN CAMERA

This was an in camera report.

SPEICAL ADVISOR’S REPORT: VICTORIA SHEN – IN CAMERA

Victoria Shen reported. Much of her report was in camera.

- We have developed a plain language summary regarding nudity. A factsheet is available on our website. Members are reminded never to provide nude photos to their agents. ACTRA must be involved whenever there is any nudity required.
- Councillors and alternates were encouraged to sign up for the Respectful Workplace training course. ACTRA is at the forefront of tackling harassment in the workplace.
- Representatives from the Gerstein Centre will come to the next Council meeting to give a presentation on assisting members with mental health needs.

GETTING READY FOR IPA BARGAINING – PREP AND PRIORITIES

Councillors participated in a focus group to prepare for upcoming IPA negotiations. Councillors identified areas in the agreement to be addressed and proposed new items for consideration.

EXECUTIVE REPORTS

Treasurer – Richard Young: The following are the reports under Mr. Young’s portfolio:

Diversity: Co-Chair Samora Smallwood reported. The committee is preparing for the *Sandi Ross Awards*, which will again be held at Orchid on Wednesday, September 12th. There will be a mid-August committee meeting to finalize recipients and the event's agenda.

The committee will be heading up two sessions at the Fall Conference: Creative Casting Masterclass and a MOW Masterclass.

There may be an opportunity for ACTRA to send speakers to Sheridan College to speak about the union and specifically about navigating the industry as a diverse performer. This opportunity was brought up by Lara Arabia who is a member here and an acting teacher in Sheridan's Musical Theatre Program.

Apprentice Caucus: Chair Joe Doran reported. On June 29th, the Apprentice Caucus hosted a wine and cheese reception, followed by a "Self-Promotion" presentation introducing members to ACTRA Online and the background, voice & diversity casting micro-sites. The event was quickly fully subscribed and we were pleased to welcome almost one hundred members. This was the first ACTRA event many members had attended. It was successful in engaging members and providing value to their union membership. Many members brought their mobile devices and following the presentation, enrolled in the casting databases.

Mr. Doran thanked the Apprentice Caucus members who contributed to organizing the event, our team of many volunteers and the support of Richard Young, Nicole Valentin and Holly Gray. Working together, everyone contributed to the success of this event.

Education: Mr. Young reported on the following items:

- Apprentice Orientation online course launched in May 2018. 400 members signed up and 100 members who have completed it. The goal is to have half the Apprentice Members signed up for this mandatory course.
- The AABP Orientation online course just launched.
- We're currently working with AFBS to create an online version of the AFBS orientation course for Full Members. We plan to launch this course in the fall.
- Yesterday we held our first of various Financial Literacy initiatives, a Money Management 101 live session with the financial planning organization "From Rags to Reasonable". The event "sold-out" within 20 minutes, and we hope to hold additional events that cover specific financial topics. We will also use the feedback from these live sessions to fine-tune our online "Money Matters" course that we plan to launch this winter.

Finance Report: Mr. Young and Karen Ritson reported on ACTRA Toronto's Statement of Income & Expenses for the period ending June 30, 2018. We are at 33.33% of the budget.

Vice-President, Communications – David Gale: The following are reports from Committees under Mr. Gale's portfolio:

LGBTQ+ Sub-Committee: This committee has been renamed *OutACTRATO*. Mr. Gale reported on behalf of Chair, Joanne Vannicola. Pride 2018 was a great success and the kick off of this sub-committee. ACTRA Toronto was joined by the DGC in our march and it was a great coming together of our unions, marching, speaking, and celebrating our event, and our subcommittee.

Our Ambassadors were also fantastic: Colin Mochrie, Deb McGrath, and their daughter Kinley, all visible, loved and vocal about trans lives, and the lives of all LGBTQ+ people. We were very proud to have such an

amazing turn out for our first Pride event as a committee, and we are just getting started. We have much we wish to accomplish.

The next sub-committee meeting is on August 27th to discuss the Fall conference. We will have an LGBTQ+ panel. Panelists will be speaking about queer lives, performers, stories, which stories get told, and our intersecting realities and struggles around race, gender, sexuality, and how we deal with the layers and levels of homophobia, racism, sexism and transphobia.

Ms Vannicola has written an updated article for the Performer's Magazine about being queer in the biz. It looks back at the first article in 2013, what has changed for LGBTQ+ performers and what has not. It also discusses our new sub-committee and the work we are doing.

Councillors were invited to take the survey on the OUTACTRA page and to spread the word about the committee.

Communications: Joy Tanner, Editor of *Performers* magazine and *Performers on Set* reported that the new magazine will be coming out in September. *Performers on Set* was just published and the Editorial Committee has received a lot of content for the soon-to-be launched *Performers Online*. Councillors should let the committee know if they would like to contribute anything.

The next meeting of the Communications committee will focus on a draft social media policy for ACTRA Toronto.

Act Your Age: Mr. Gale reported on behalf of Co-Chairs, Jorie Morrow and Heather Dick. AYA is not holding meetings over the summer. However, AYA member Donal Hansman pitched a very interesting workshop for all ACTRA members that will explore and open what we hope will be a lively exchange regarding casting and working with senior performers and representing in television and film, the real roles of seniors in our society.

Awards Committee: Mr. Gale said that now is the time to look at all Canadian performances and submit them on-line for the 2019 ACTRA Awards. The committee is looking for band suggestions for the Awards gala.

Vice-President, External Affairs – Art Hindle: Mr. Hindle reported. He suggested that Councillors reach out to the outgoing federal Minister of Heritage and Multiculturalism, Melanie Joly, to say thanks and welcome the new Minister of Culture and Multiculturalism, Pablo Rodriguez. Watch for more fun during the upcoming municipal election on Monday, October 22nd. He asked everyone to please take out post-election survey and talk to their MPPs and get to know them.

Mr. Hindle thanked those who joined PAL and engaged in the PAL AGM.

Vice-President, Member Services – Clara Pasioka: Ms Pasioka reported on:

Parades: The Pride Parade in June was a great launch to the new sub-committee – OutACTRATO.

ACTRA Toronto will be marching on Labour Day, Monday, September 3rd. We are in Group 4 – assembly point is on Armoury and University. An email blast will be going out shortly to save the date and RSVP. The Parades Committee is seeking volunteers.

YEAA: Lots of participation and new people are getting involved in ACTRA.

Vice-President, Internal Affairs – Nicole St. Martin: Jocelyne Zucco presented Ms St. Martin's report.

Conference: The Fall 2018 Conference on September 22nd has been pretty much solidified at this point. Some highlights include: Breakfast with the cast of Greenfields, Hallmark/MOW casting session with Brigitte Kingsley, Commercial Voice workshop with Tracey Hoyt, Teen Actors transitioning to adult roles and non-regional American dialects with John Nelles. Rebecca Applebaum will be stepping in on the day as conference co-ordinator as Ms Martin will be in rehearsals.

TAWC: The Committee has been on hiatus over the summer, however, the Co-Chairs have been organizing the next short film incubator and the call for submissions will be announced soon.

Child Advocacy: Child Advocate, Christina Collins, reported.

Ms Collins reported on the kind of calls she receives from parents e.g. Conditions on set, treatment of children on sets as performers as well as audience members, how to find an agent, etc.

Ms Collins would like to create a more specific definition of what the Child Advocate offers. Ms Collins generally directs people to the ACTRA Toronto website “Starting Out”, Agents Directory and Stage Parents Survival Guide pdf. She also adds the parents’ emails to the invite list for upcoming Stage Parents Survival Seminars.

There will be 3 sessions at the upcoming ACTRA Toronto Member’s conference:

For Kids and Parents – Preparing Kids for Auditions & Self-Tapes

For Kids Only- Improvisation for Kids 8-12: Lead by a Second City instructor

For Teens and Parents- Teen Actors Transitioning to Adults in the 'Biz

President – Theresa Tova: *Agents:* The new EIC Code is on the website. Agents are being asked to “sign” to the Code. Those Agents who have signed the Code will be included in a list of Agents on the ACTRA Toronto website.

Stunts: Tania Cardwell, Stunt Liaison, reported that with the energy of Angela Lisk-Hahn we had a meeting with the Academy/Canadian Screen Awards to create a category for Stunt Performers and Co-ordinators and it looks hopeful.

Steve Shackleton, Chair of the Stunt Committee said that every show that we have in Toronto is being co-ordinated by an ACTRA Stunt Co-ordinator.

Many members of the community have taken it upon themselves to take professional training courses.

NATIONAL REPORT

National President, David Sparrow, reported on the following:

- ACTRA National is working on getting the Code of Conduct posted and distributed.
- There have been lots of changes federally as there has been a cabinet shuffle. He met the new federal Minister of Canadian Heritage and Multiculturalism, Pablo Rodriguez in Toronto at a roundtable for artists. He also connected with the federal MP for Davenport Julie Dzerowicz and Toronto-Danforth, Julie Dabrusin.
- ACTRA’s 75th Anniversary celebrations continue.

- Negotiations with CMPA will take place in November. Focus groups will be held to hear from members about their priorities.
- David was asked to convey ACTRA Toronto's thanks to ACTRA National's Elliott Anderson, who has accepted a position at Queen's Park to work for the Official Opposition.

THE MEETING ADJOURNED AT 4:06 P.M.