



VISION 2020

ACTRA TORONTO OPERATING PLAN 2020-21



Dalmar Abuzeid



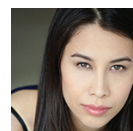
Shereen Airth



Angelica Alejandro



Heather Allin



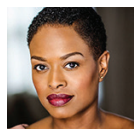
Rebecca Applebaum



Angela Asher



Tantoo Cardinal



Lisa Michelle Cornelius



Wendy Crewson



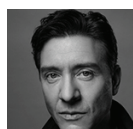
Paul De La Rosa



Maria del Mar



Aidan Devine



Shawn Doyle



David Gale



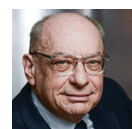
Kevin Hanchard



Art Hindle



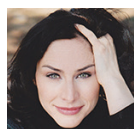
Deb McGrath



Jack Newman



David Sparrow



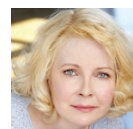
Joy Tanner



Theresa Tova



Clara Pasieka



Leah Pinsent



Richard Young

2020 Vision – ACTRA Toronto Operating Plan 2020-21

We enter the first year of a new decade with optimism and hope. Levels of production across Ontario have never been higher. Stability of tax credits are attracting investments in studio and infrastructure growth. ACTRA's diverse membership is growing and engaged. Overall earnings are increasing. There is much to celebrate.

We also enter the first year of a new decade recognizing this is a time of challenge and change in the industry. The rise of streaming giants and the hunger for new content is disrupting traditional models. In this globally competitive entertainment market, funding, support and the regulation of Canadian content has never been more important and has never been more at risk.

Our vision of a strong and celebrated Canadian cultural industry in the world depends on our continued focus on working with our industry partners on political advocacy, on ensuring the best possible performances at work, on diversity and inclusion, on securing fair working terms and conditions at the bargaining table and on raising the standards of member service and engagement in our union.

Focus on Canada: our stories, our performers

It is thanks to coordinated and sustained lobbying that all political parties made commitments in their election platform documents to support the development of Canadian cultural content. The mandate for the new federal Minister of Heritage includes working to:

...modernize the Broadcasting Act and the Telecommunications Act, examining how best to support Canadian content in English and French and... to introduce legislation by the end of 2020 that will take appropriate measures to ensure that all content providers, including internet giants, offer meaningful levels of Canadian content in their catalogues, contribute to the creation of Canadian content in both Official Languages, promote this content and make it easily accessible on their platforms. (Minister of Canadian Heritage Mandate Letter)

In 2020, ACTRA Toronto will establish a Government Relations Committee to plan and guide the Executive and Council's political and lobby priorities including:

- Work with industry partners and participate with ACTRA National in a lobby of Ottawa MPs to ensure any new federal legislation provides the incentives and funding support for the creation and regulation of Canadian content on all our screens
- Continue to work with FilmOntario and the Ontario government on stability of tax credits and the streamlining and simplification of the paperwork required of performers and productions
- Work with government and industry partners to support investments in local infrastructure

- Continue work with municipalities and local film offices who are attracting production through workforce development programs and investments in studio infrastructure
- Support workforce development and incentives to advance gender and cultural equality in the industry
- Meet with appropriate levels of government to improve support to performers through, for example, income averaging
- Coordinate with industry and government partners the promotion and celebration of Canadian productions and leading Canadian performers to help create and sustain work opportunities in domestic and service productions through:
 - Media outreach
 - Meetings and events with Casting Directors
- Celebrate Performers and Award-winning performances at the *18th Annual ACTRA Awards* and year-round through *ACTRA Spotlight* podcasts and social media

Focus on Performance

From the audition process through to post-production, ACTRA performers are expected to bring their best to their work. But, it is hard to do your best when, for example, there are not enough hours to prepare for an audition, when the audition facility is inaccessible, when there is a lack of feedback on auditions because of the reliance on self-tapes, or when you are experiencing harassment in the workplace. It is all about respect.

In 2020, ACTRA Toronto will:

- Work with Producers, Agents and Casting Directors on standards for auditions
 - Meet with casting directors to implement the recommendations of the *Audition Facility Accessibility Audit*
 - Continue to promote the *HAVEN Helpline* and anti-harassment initiatives
 - Work with industry partners on education initiatives to prevent bullying and harassment and to promote consent-based interactions in the workplace
 - Promote the *Best Practices Guide for Scenes involving Nudity, Intimacy, Simulated Sexual Activity and Sexual Violence*
 - Encourage the engagement of ACTRA Intimacy Coordinators
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- Increase the presence of ACTRA Toronto OSLOs and Business Representatives on set with a focus on health, safety, working conditions and set etiquette
- Organize events and workshops for performers who work in the background
- Develop and promote on-line tools to empower performers to know their rights, track their hours and pay, and to keep up-to-date on ACTRA activities
- Work with the Stunt and Stunt Women's Committee to introduce an orientation course and mentorship opportunities for stunt performers
- Hold workshops for producers on working with ACTRA
- Continue to reach out to production and performer programs in post-secondary institutions on working with ACTRA performers and ACTRA agreements
- Invite graduating performance program students to ACTRA events and workshops.
- Illustrate the advantages and benefits of union membership to the health and safety of performers through the stories of new ACTRA members.

Focus on Bargaining

The current National Commercial Agreement will expire on June 30th, 2020. While commercial production has been steady, we continue to look at how we can reach out to agencies and advertisers who have not engaged ACTRA performers previously.

On the film and television front, the increasing presence of streaming giants is disrupting traditional models. We need to better understand the impact on performer residuals and compensation to prepare for future negotiations.

In 2020, ACTRA Toronto will:

- Hold focus groups and participate with ACTRA nationally in the renegotiation of the National Commercial Agreement with the goal of increasing competitiveness and work opportunities
- Work with ACTRA National to renegotiate the CBC and CTV agreements
- Establish a working group to guide the strategic planning, research and preparation for IPA negotiations including:
 - Review of the compensation and residual model
 - Provisions and incentives for hiring Canadian performers

- Build on the success of the Toronto Indie Production (TiP) program with new low budget guidelines for emerging filmmakers

Focus on Diversity and Inclusion

Diversity is our strength. Inclusion is our goal. As the *Ontario ACTRA Census* found, more than 50% of new ACTRA members are physically or culturally diverse. Work with industry partners to promote and celebrate diverse stories and talent is making a difference.

In 2020, ACTRA Toronto will:

- Support the work of the Council, Advocates and Committees to promote diversity and inclusivity in the union and in the industry through:
 - *Nell Shipman Awards*
 - Policy and advocacy work to advance gender equality including ongoing support of CUES (Canadian Unions for Equality on Screen)
 - *Sandi Ross Awards*
 - Support of BIPOC (Black Indigenous People of Colour) TV & FILM activities and workshops
 - Spotlight on diversity and areas that are underrepresented in the membership and on our screens through on-line performer database
 - Continued outreach and partnerships with cultural and community film festivals
 - Participation in Toronto's Pride Parade and activities
 - Joint committee work to help in achieving the goal of inclusion
 - Challenging ageism by promoting roles and work opportunities for 40+ year "seasoned" performers
 - Co-ordination of activities and communication methods
 - Outreach and collaboration with producers, writers, show runners and directors to encourage diversity and inclusion from the script to the screen

Focus on Member Engagement

Building our power and solidarity requires greater effort to engage our members. For over 75 years, ACTRA has led the way in organizing and supporting precarious workers. From the establishment of AFBS, a pooled benefit and retirement plan, to the opening of CASCUs, the credit union for artists and our member education program, ACTRA Toronto has helped to create a “community” for performers.

In 2020, ACTRA Toronto will:

- Survey ACTRA members on how they prefer to receive information and news from the Union
- Using survey results, develop and improve communication tools including use of video and leading “star” ambassadors
 - Explore “boosting” social media posts to better target communications
 - Work with ACTRA National and the Information Technology and Digital Services Department to implement a new membership system, easy digital tools and on-line database
 - Redesign and integrate the ACTRA Toronto website with the new membership system
 - Promote on-line courses
 - Increase activism through political “ACTRAvist” education, lobbying and days of action
 - Recognize and reward ACTRAvism through social media and member benefits
 - In addition to the two member conferences, sponsor “town hall” member meeting(s), and hold professional development workshops through the year at ACTRA Toronto and in Northern Ontario
 - Review Advocate, Caucus and Committee chair positions
 - Update the ACTRA Toronto By-laws to respond to recommendations from the ACTRA Toronto Election Committee 2019
 - Work with ACTRA National on the review of ACTRA’s Constitution including:
 - Governance
 - Membership criteria
 - Union finances
 - Gender neutral language



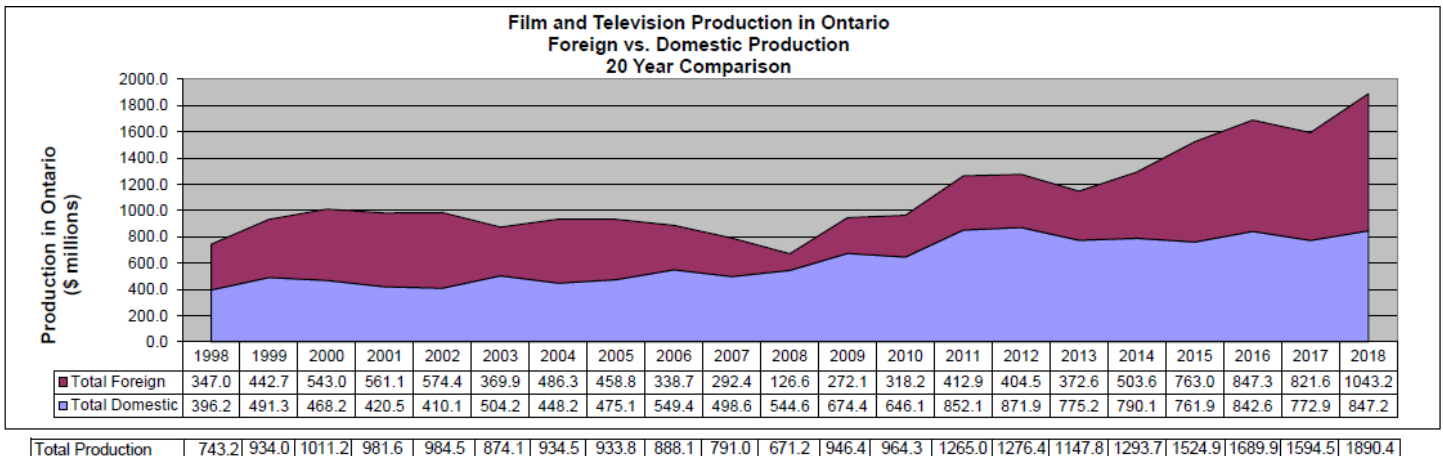
RESPECT at WORK

ACTRA Toronto Operating Plan 2019-20

The theme of ACTRA Toronto's Operating Plan 2019-20 is Respect at Work. Respect for the quality of performance and investment performers make in developing their skills; respect for the safety, health and protection of performers from harassment and discrimination; respect for artists and investment in Canada – Canadian content stories that can be shared on all our screens and across our airwaves here and around the world.

It was a busy year at ACTRA Toronto. Film and television production was at an all-time high. According to Ontario Creates, the film and television business contributed \$1.9 billion to Ontario's economy in 2018. The ecosystem, a balance of domestic and foreign production, supported over 37,000 full-time equivalent jobs across the province.

In Toronto alone, domestic and international screen-based production investments exceeded the \$1 billion mark for an eighth consecutive year. The number of projects shooting in Toronto achieved one of the highest levels ever with 1,412 projects shooting more than 6,322 days of production.



The chart above represents productions shot in Ontario which have received facilitation services and/or applied for tax credits from Ontario Creates

From Kingston to Cambridge, Hamilton to Sault Ste Marie, jobs are being created and award- winning series and films are being produced for audiences around the world.

Commercial production was steady. And, thanks to organizing and outreach efforts, we are seeing growth in the production of web-series, videogames and audiobooks.

The ACTRA Toronto Council, Committees, Caucuses and Advocates were very active organizing workshops, events and networking opportunities to develop and strengthen skills and share experiences.

As Gordon Pinsent says, "ACTRA is the house we built." Many thanks to all the members who through their activism and volunteer hours are keeping the "house" strong.

Respect at Work: Preventing and Dealing with Harassment



HAVENHelpline

With the guidance and support of the ACTRA Toronto Council and Ad hoc Committee on Preventing Sexual Harassment, ACTRA Toronto continues to play a leading role in helping to change the culture in the industry.

On June 1st, the Directors Guild of Canada (DGC) and ACTRA, launched HAVEN: The Harassment and Violence Emergency Network, an incident reporting line with 24/7 support provided through the human resources service company Morneau Shepell. The helpline allows DGC and ACTRA members to report



harassment and access immediate support by phone, online and chat through the LifeWorks app.

HAVEN calls are answered by trauma-informed professionals who provide confidential counselling, and incident reporting to their respective unions, where applicable. **To call HAVEN, dial: 1-855-201-7823**

Best Practices for Protecting Performers in Scenes Involving Nudity

Following the successful bargaining of improvements to prevent harassment in the Independent Production Agreement (IPA) ACTRA met with the Canadian Media Producers Association (CMPA) to identify and address issues when Performers are engaged in scenes involving nudity, intimacy, simulated sexual activity or sexual violence. Consultations with Performers, the Talent Agents and Managers Association of Canada (TAMAC), the Casting Directors Society of Canada (CDC) and other Unions and Guilds in the business, have led to the development of a Best Practices document for Performers, Producers, Crew members, Agents, Casting Directors, Stunt Coordinators, and Intimacy Coordinators.

What is an Intimacy Coordinator?



Lindsay Somers
Intimacy Coordinator

As the ACTRA Toronto Council learned in a moving and informative session with Lindsay Somers, Intimacy Coordinators Canada, more and more Productions are engaging Intimacy Coordinators when there are scenes involving nudity, intimacy, simulated sexual activity or sexual violence.

Intimacy Coordinators are trained to help prepare, coach and support Producers, Performers and crew members to ensure interactions are consent-based and that sets are safe and respectful. Intimacy Coordinators work closely with Performers from the early days of contracting through rehearsals and production days on closed sets. There should be no surprises.

Education & Consent-based interactions

In February on Valentine's Day, ACTRA Toronto sent out a bulletin on Consent-Based Interactions which was agreed to in bargaining with the CMPA, to remind everyone of the importance of ensuring that any physical contact with performers should be consent-based.

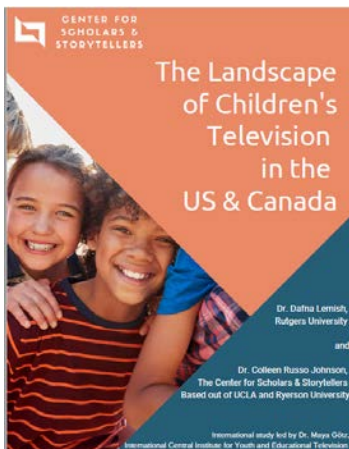
All new ACTRA members are required to attend the Respect on Set course. Updated content and retrained instructors guide classes of new members through discussions that help to define harassment and provide people with the skills and confidence to speak up and stop offensive behaviour – “be up-standers, not by-standers.” Changing the culture to better prevent harassment, bullying and violence is everyone’s responsibility.



ACTRA Toronto sponsored the ***Got Your Back: Acting Educators Conference***, an opportunity for instructors and acting coaches to learn how to establish a safe, respectful learning environment, and to support consent-based interactions in their classes.

Promoting Gender Equality and Cultural Diversity

The Canadian Creative Industries Code of Conduct recognizes that promoting and increasing gender equality and diversity is one way to stop and prevent harassment. ACTRA Toronto continues to work with Women in View and Telefilm on promoting gender equality in front of and behind the cameras and microphones.



And, following a release of a study this spring by Ryerson University, Rutgers and UCLA on the Landscape of Children’s Television in Canada and the US, ACTRA is working with Sinking Ship on issues of inclusion and representation of gender and cultural diversity in children’s programming.

The Nell Shipman Award

The Toronto ACTRA Women’s Committee (TAWC), presented this year’s Nell Shipman Award to screenwriter and filmmaker Sherry White. Sherry’s work includes series *Ten Days in the Valley*, *Little Dog*, *Rookie Blue*, *Saving Hope*, and her award-winning feature film *Maudie*. The Nell Shipman award is presented annually to honour a female-identifying producer, writer, showrunner, mentor or programmer who has advanced gender equality in the industry.

The award gala included the screening of *Shoegazer*, the latest film coming out of TAWC’s professional development program, the Short Film Creation Lab. The film is produced by **Rachel Cairns**, directed by **Isa Benn**, written by **Aisha Evelynna** and stars **Aisha Evelynna, Olunike Adeliyi, Ruth Goodwin, Cory Lipman, Nalini Ingrita, Sarah Afful** and **Brittany Robinson**.

This year marks 100 years since Nell Shipman’s film *Back to God’s Country*. Film historian **Alicia Fletcher** presented an overview of Shipman’s legacy.



The Sandi Ross Awards

This year's Sandi Ross Awards were presented to Floyd Kane, the writer-producer of *Diggstown* and to the production company Thunderbird Entertainment for *Kim's Convenience*. The awards are named for the late Sandi Ross, the first woman and person of colour to be President of ACTRA Toronto.



Enforcement of ACTRA's Collective Agreements

Independent Production Agreement (IPA) 2019-2021

In January, minimum rates in the IPA increased by 3%. In addition to securing annual increases that exceed average settlements in negotiated agreements across Canada, the IPA has improved language on harassment prevention and health and safety measures, increased use options for animation productions and substantial improvements for performers who work in the background.

Early this spring, ACTRA Toronto held workshops with Agents and Casting Directors on the new provisions in the IPA. The workshops were also an opportunity to field questions about the agreement and its enforcement.



ACTRA Toronto updated online courses on the IPA and NCA as well as using communication tools and the On-set Liaison officers (OSLOs) to raise awareness of new and improved provisions. There has been a lot of uptake on the new use provisions for animated productions.

ACTRAonline Commercials

In May, ACTRA launched **ACTRAonlineCommercials.ca** a new initiative created for agency and advertising partners to make it easier and faster to hire ACTRA members.

The new site features:

- **Estimator tool:** Engagers can quickly find out how much it will cost to hire a professional ACTRA performer for their television, radio or digital commercial
- **ACTRAonline Opportunity Pilot Project (AOPP):** Engagers can access the AOPP for lower budget digital ads and upload their casting breakdown to be shared through ACTRAonline's performer database. If you want to be considered for these work opportunities, make sure your profile is up-to-date on ACTRAonline.
- **US Use Bundles:** SAG-AFTRA completed renegotiation of their commercial agreement and rolled out new easy to understand "use" bundles. Industry Relations are promoting the new bundles with Engagers who are producing their commercial in Canada for use in the US. Simplified use options and payment in Canadian dollars may be worth the drive north of the 49th.

New Videogame Code & Web-series Guideline

ACTRA Toronto Council has supported outreach to new Videogame and Web-series producers. Offering flexibility for the first time and emerging producers in these areas, ACTRA members are accessing increased work opportunities in these growing sectors of the industry.

Removing the concrete steps – Audit of Casting Facilities

ACTRA Toronto with the support of the Casting Directors Society of Canada (CDC) conducted an audit of casting facilities for accessibility and compliance with the Independent Production Agreement (IPA) and the National Commercial Agreement (NCA). An online survey was sent out to Casting Directors and then ACTRA Toronto President, Theresa Tova, ACTRA National President David Sparrow and ACTRA member George Alevizos hit the road and did a tour of the facilities.

The good news is that many of the places visited by Theresa, David and George were accessible. George, who uses a wheelchair, was able to discuss with the Casting Directors the benefits of measures for all performers when efforts are made to increase accessibility.

ACTRA Toronto and the Casting Directors of Canada analyzed the results, agreed on a set of recommendations and are meeting with casting facilities to follow-up on improvements as needed. In addition, ACTRA Toronto is supporting the *Dear Everybody Campaign*, a Holland Bloorview initiative that is focused on challenging stigma and stereotypes. George is an active participant in the campaign which is urging advertisers and the media industry to be inclusive in their casting and include people with disabilities.



Bargaining calendar 2019-20

Focus groups and consultations with ACTRA Toronto members took place on the Ubisoft agreement. ACTRA met with Ubisoft several times in the fall and hopes to conclude the renegotiation early in 2020. Eligible voters on the tentative settlement will be members who have worked under the current Ubisoft agreement up to two months prior to the vote.

Bargaining continues with CTV. Members voted 95% in favour of a one-year extension to the CBC agreement and a 1.5 % increase retroactive to July 1, 2019.

And, prep for the renewal of the National Commercial Agreement (NCA) started. A bargaining survey will be sent to the members and focus groups scheduled in the spring of 2020.

Member Education

Knowledge is power. ACTRA Toronto has launched a suite of online courses in addition to the in-class mandatory sessions for new members on Set Etiquette and Respect on Set and the one-day full member course. Subscription to online courses is picking up. In-class sessions over the spring and summer for Respect on Set and Financial Literacy have been fully booked.



Online courses available through the ACTRA Toronto Member Education Portal:

- Apprentice member orientation
- ACTRA Additional Background Performer orientation
- IPA and NCA refresher courses
- Full Member AFBS Orientation
- and introducing the newly launched...
- Money Management 101 and 201



Master Classes and more...

Conference co-chairs Rebecca Applebaum and Jocelyne Zucco, together with a committee of volunteers, planned an exciting line-up of workshops for the Fall Conference. The Fall Conference had additional sessions for young performers and their parents and guardians. From master classes to panels and plenary sessions, there were skill-building and networking opportunities for all members. The 2019 Winter Conference and the Fall Conference were each attended by approximately 500 members who enjoyed many valuable workshops including a full-day TAWC session pictured below.



Mental Health First Aid

ACTRA Toronto held several sessions this spring to provide training for staff, Councillors and OSLOs in Mental Health First Aid. Provided by St John's Ambulance, the course helps to identify when people are in crisis and how to direct individuals for assistance.

Promoting the ACTRA Advantage

The 17th Annual ACTRA Awards

Over 1000 ACTRA Toronto members and our industry partners celebrated the 17th Annual ACTRA Awards at the Carlu in February. For the first time, there were two awards presented for Outstanding Performance Voice to a female performer: Bryn McAuley for *Top Wing* and Mark Little for *Cupcake and Dino*. Outstanding Performance Female went to Amybeth McNulty for *Anne with an E*; Outstanding Performance Male to Stephen McHattie for *Crown and Anchor*; *Schitt's Creek* received the Members' Choice Ensemble Award; Rick and Sue Parker received the Stunt Award and Jayne Eastwood received the ACTRA Award of Excellence.



ACTRA Spotlight

ACTRA Toronto vice-President, David Gale and ACTRA Councillor Jean Yoon, are the proud hosts of ACTRA Spotlight, a podcast from ACTRA Toronto about performers, by performers. We started the series with Jayne Eastwood, recipient of the 2019 Award of Excellence. Episodes include conversations with Wendy Crewson, Jayne Eastwood, Amy Jo Johnson, Peter Keleghan, Joey Klein, Mark Little, Bryn McAuley, Rick Mercer, Colin Mochrie, Eric Peterson, Jennifer, Tamara and Sarah Podemski, Julian Richings and Karen Robinson.



The ACTRA Toronto Archives – our Legacy

Over the years, ACTRA Toronto has conducted interviews with leading performers. A list of archival recordings is available on the ACTRA Toronto website.

Get Social

In the last year, ACTRA Toronto's reach, based on impressions across Facebook, Twitter and Instagram is just over 2.2 million, an approximate 10% growth over last year! While that is a big number, what is even better is the level of engagement we achieve with the content: likes, click-through, re-tweeting, etc. We are particularly pleased to report that Instagram impressions are up 245% and followers are up 81%

- Facebook engagement: **UP 16%**
- Twitter engagement: **UP 93%**
- Instagram engagement: **UP 197%**

As we set a goal of increasing engagement on Instagram, we are particularly pleased to report that impressions are up 101% and likes are up 70%.

Outreach to Performance and Production programs

Outreach to performance programs in Ontario encourages emerging performers to join ACTRA. When speaking to pre-members, we educate them about the history of ACTRA, how to join the union, and why it's important for performers to be protected by a collective agreement. In 2019, ACTRA Toronto spoke with 241 performance students from the following schools: Centre for Indigenous Theatre, Fanshawe College, George Brown College, Humber College, Niagara College, Randolph College, Seneca College, Sheridan College, Toronto Academy of Acting & York University. The number of performers joining ACTRA Toronto via the New Graduate Credit in 2019 is up 57% from 2018.

In 2019, ACTRA Toronto spoke with 507 production students to educate them about the union and importance of engaging professional talent.

Film Festival Partnerships

One of the recommendations made following the release of the ACTRA Ontario Census results was to have Industry Relations staff work more closely with ACTRA's Diversity Advocate and Committee in reaching out to cultural and community film festivals. ACTRA Toronto was proud to partner with the following festivals to-date in 2019 through promotion and participation in panels:

- The Pendants Film Festival
- The Toronto Black Film Festival
- The Canadian Film Festival
- TO Webfest
- The Mosaic International South Asian Film Festival
- The Farsi Cinema Centre event at TIFF for their 2020 Film Festival
- Forest City Film Fest
- Hamilton Film Festival
- imagineNATIVE
- ReelWorld
- Reel Asian
- Toronto Shorts International Film Festival
- Regent Park Film Festival

It is all about work opportunities: meetings, workshops and advertising



Organizing is about reaching out, myth-busting, and follow-up. From films to e-learning, web-series to commercials, videogames to animation productions, Industry Relations staff Taisa Dekker, is meeting with Producers and Performers about creating more work opportunities and speaking at meetings of organizations like Dames Making Games and WIFT-T, and the National Screen Institute.

Workshops in June were booked solid for sessions on Indie Film Production for member-producers and Auditioning for Videogames.

And, we are experimenting a bit with a paid search campaign to promote ACTRA performers for voice-over projects. So far, we've driven over 1,600 clicks to ACTRA. It is a beginning and very much a campaign effort in progress.

ACTRAvism

May 16th was Lobby day for ACTRA Toronto at Queen's Park. Over 30 performers and staff met with 20 Cabinet Ministers and MPPs representing ridings across the province. The meetings were opportunities to thank MPPs from all the political parties for their support of the industry and to ask for their commitment to maintaining stability of tax credits that have helped to attract productions to Ontario and investment in infrastructure. Performers also talked about the challenges of being the most precarious workers in the industry.

FilmOntario



MINISTER MACLEOD SPEAKS AT FILMONTARIO AGM



The Hon. Lisa MacLeod addresses the FilmOntario AGM

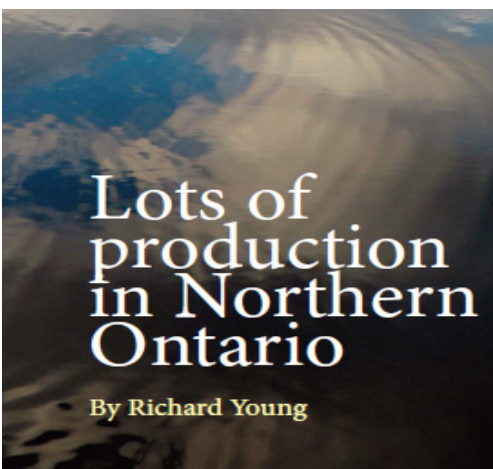
FilmOntario, a consortium of unions and private sector employers in the industry representing over 35,000 workers in Ontario, is Co-Chaired by Jennifer Jonas, New Real Films and Sue Milling, Executive Director, ACTRA Toronto. FilmOntario has been working closely with the government on the importance of public investments and the stability of tax credits to the growth of the industry in Ontario. That work was rewarded by the Ontario government's strong commitment to stability expressed by the Hon. Lisa MacLeod, Minister of Heritage, Sport, Tourism and Culture Industries, at the FilmOntario AGM. FilmOntario also helped promote Ontario as major production centre, helping to host an event with Production Executives from Los Angeles during a recent "fam tour" organized by Ontario Creates.

The Toronto Film, Television & Digital Media Board (Film Board)

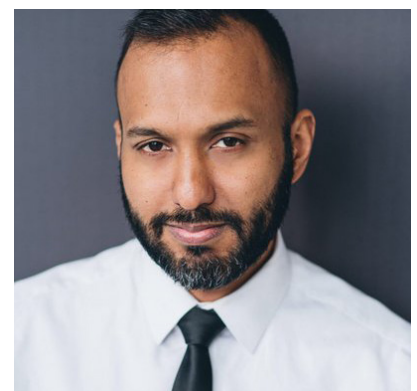
Alistair Hepburn, Director of the ACTRA Toronto Film, Television and Digital Media Department, has been reappointed to the Toronto Film Board. The Board was reconstituted following the municipal election in 2018 and plays a key role in providing advice to City Council and staff on ways to grow and strengthen the industry to ensure its competitiveness in the global entertainment market. Alistair also serves on the newly formed Durham Region Film Advisory Board.

The City of Toronto Film Office is behind the xoTO signs and events that help to raise awareness in City neighbourhoods of the economic benefits of the industry. ACTRA Toronto took part in the xoTO Give back, Clean-up days this spring, pitching in at Ashbridge's Bay. Thanks to those who are answering the call to join the union and industry partners in community events, at Labour Day and through xoTO that make visible the contributions of the industry.

Northern Ontario



As ACTRA Toronto Treasurer Richard Young noted in the Spring 2019 issue of *Performers*, production in the North continues to grow and, we continue to welcome new ACTRA members! Industry Relations staff Taisa Dekker and Clare Johnston, Senior Advisor in the Film, Television and Digital Media Department, did a swing through Northern Ontario in October visiting sets, leading workshops and hosting meet and greet sessions from Manitoulin Island to North Bay.



ACTRA Toronto Treasurer
Richard Young

ACTRA Toronto Votes – “Just Ask”



October 21st was Federal Election day. ACTRA teamed up with the DGC and IATSE to *Just Ask*, an initiative encouraging members to raise questions at all-candidate meetings on the issues that matter to us all: funding and regulation of Canadian Content. All political parties made statements in their platform documents to funding and promotion of Canadian content. We will be following up with all parties on their commitments



Dave Sparrow

ACTRA Council, Advocates, Committees and Caucuses

ACTRA Toronto Councillors, Committees, Caucuses and Advocates were very busy! Minutes of Council meetings are on the ACTRA Toronto website and include fulsome reports from the Chairs and Advocates.

ACTRA Toronto’s Advocates



Jani Lauzon

Jani Lauzon is ACTRA Toronto’s Diversity Advocate. Safiya Ricketts worked as Co-Advocate for the first part of this year. Together, Jani and Safiya negotiated the partnership agreements with film festivals; reached out to performance and community-based programs about mentoring and joint outreach initiatives; led the work with casting directors to use inclusive language in casting breakdowns; and participated in the development of the audit of casting facilities.



Safiya Ricketts

In July, ACTRA Toronto hosted a lunch for Los Angeles based studio and production executives as part of Ontario Creates Fam Tour. Joined by a group of leading culturally and physically diverse performers, ACTRA Toronto introduced the LA representatives to ACTRA’s on-line talent databases and the initiatives underway to increase membership diversity.



Christina Collins

Christina Collins is ACTRA Toronto’s Child Advocate. Christina has hosted sessions for parents and guardians about supporting their child performers through the audition process, on-set and on the internet.

Shereen Airth is ACTRA Toronto’s Background Advocate. In addition to being available to support and assist members working in the background, Shereen also worked with Child Advocate, Christina Collins, on resources and outreach to parents of children working in the background.



Shereen Airth



Tania Cardwell

Tania Cardwell is ACTRA Toronto’s Stunt Community Liaison and Advocate. Tania works closely with the Stunt Committee and Stunt Women’s Committee. This position is co-funded by ACTRA National and AFBS. Tania provides assistance with benefit, insurance and residual issues, liaising with the offices and staff and advocating on behalf of stunt performers.

ACTRA Toronto's Committees & Caucuses



Joe Doran

Apprentice Caucus – Joe Doran, Chair: The Caucus held professional development workshops and is planning more.

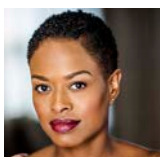


ACTRA Additional Background Caucus (AABP) – Mike Sheridan, Chair: membership is growing thanks to recognition of AABP members now in the IPA.

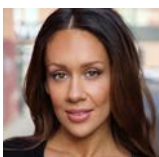


John McGrath

Act Your Age (AYA) – John McGrath, Chair: In addition to regular meetings and a workshop on Cold Reading Skills, AYA held their annual “4 Score Tea” to celebrate members 80 years young. ACTRA Toronto would like to thank Heather Dick and Jorie Morrow for Co-Chairing this Committee. They stepped down and recommended John McGrath take the Chair, which Council accepted.



Lisa Michelle Cornelius



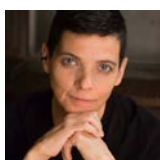
Samora Smallwood

Diversity Committee - Lisa Michelle Cornelius and Samora Smallwood, Co-Chairs: co-presented a Diggstown Panel with BIPOC Film & TV; co-hosted a *Working the Scene in Colour* (WTSC) script-reading event; sponsored the launch event, panel and screening of web-series, *Tokens*, written/produced/directed by Winnifred Jong & Produced by Trinni Franke .



Constantine Meglis

Full Member Background Committee - Constantine Meglis, Chair: The committee held two events; a professional development event with Casting Director Rita Bertucci and stunt performers Dan Iaboni and Jennifer Murray and a *Demystifying Voice Work* panel which included working ACTRA voice performers, a Casting Director and a Voice Director.



Joanne Vannicola

outACTRAto – Joanne Vannicola, Chair: The committee produced a short Public Service Announcement (PSA) to help promote casting of LGBTQ+ performers called, *Queer Your Stories*. The committee also sponsored a mixer at the Inside Out Film Festival, announcing a partnership with the festival for 2020 including a screenplay/filmmaking competition. And, the committee led a large contingent of loud and proud members in the Pride Parade.



Steve Shackleton

Stunt Committee – Steve Shackleton, Chair: This has been a busy year for stunt performers. Focused on health and safety issues, the committee plays a vital role in providing advice about safety guidelines and insurance protections. The Committee celebrated the announcement by the Academy of Canadian Film and Television of an award for Best Stunt Coordination. Thanks to Angelica Lisk-Hann and Tania Cardwell for their work in lobbying the Academy to recognize the contribution of Stunt Coordination here in Canada.

The **Stunt Women's Committee** held a very successful workshop on financial literacy. Meeting regularly, the committee is planning professional development workshops for the fall.



Joanna Swan

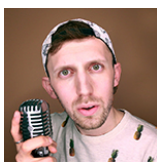


Tee Schneider

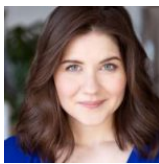
The **Toronto ACTRA Women's Committee (TAWC)** – Joanna Swan and Tee Schneider, Co-Chairs: TAWC's Content Development Sessions are in full swing. Last year's Short Film Creation Lab production, *Shoegazer*, screened at the Nell Shipman Awards. The gala night was a great celebration of Award recipient Sherry White and the efforts being taken by filmmakers on both sides of the camera toward gender equality and inclusivity.



Cory Doron



Scott Farley



Krystal Meadows

Voice Committee – Cory Doron, Chair; Scott Farley and Krystal Meadows, Vice-Chairs: The committee organized a workshop on Vocal Combat Technique to manage vocal stress in videogames, sponsored a workshop on auditioning for videogames and actively promotes voice performers through Voice.ACTRAonline.ca



Clara Pasieka



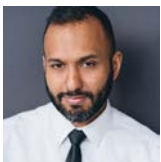
Ayla Lukic-Roman

Young Emerging Actors Assembly (YEAA) – Ayla Lukic-Roman and Clara Pasieka, Co-Chairs: YEAA Shorts were produced again for the Reelworld Film Festival, now a key event in the festival's run. YEAA Creates provided young performers with the opportunity to produce short scenes for demo reels, and the YEAA Gym held this summer was a chance for members to read, play and support each other through their practice.

ACTRA Toronto Election Committee 2019

Following the ACTRA Toronto Elections in 2017, a recommendation was made to establish an Election Committee in 2019 to work with the Chief Electoral Officer in communicating election rules and overseeing the election process. Created by Council in June, the Election Committee drafted an *Election Guide*, adopted by Council in August. A candidate's workshop was held during the Fall Conference. 48 members ran for the 24 Council positions and 8 ran for the Stunt Committee. During the campaign, e-blasts and social media posts encouraged members to attend two *meet-the-candidates* sessions and to vote. The new Council and Stunt Committee took their seats in January. See the ACTRA Toronto website for election results and a report and recommendations from the Election Committee.

Managing ACTRA's Resources



Richard Young

ACTRA Toronto's Finance Committee, Chaired by Treasurer Richard Young, is reviewing the financial model at the Branch and National levels. Revenue projections and expenses are on-track. The Union remains committed to updating and improving information technology systems and investing in innovative programs and resources to meet the needs of performers, producers and engagers.

CASCU – By Artists. For Artists

ACTRA Toronto continues to support the growth of Creative Arts Savings and Credit Union (CASCU), a financial institution founded for artists that understands the financial needs of artists. New members to CASCU's Board include institutional partners UBCP ACTRA, the Directors Guild Health and Welfare, the Directors Guild of Canada and the CWA.

Review of ACTRA's Constitution, By-laws and Policies

Following last year's review and updating of the discipline procedure to provide for a stand-alone process to deal with harassment complaints, ACTRA Toronto's ad hoc committee to review the Constitution and By-laws has been providing advice and input to the National Constitution and By-laws Committee on issues of governance. Work will continue into 2020 including discussions about membership criteria in the National Constitution and possible changes to the ACTRA Toronto By-laws for consideration in 2020.

In addition to ACTRA Toronto's policies on harassment prevention, Council has been raising awareness with members of the ACTRA Toronto Social Media Policy and the need for respectful online communication at all times.

Celebrating Life Members Jennifer Higgin and Spirit Synott



Jennifer Higgin

Jennifer Higgin took on the leadership of the Act Your Age Committee after now President Theresa Tova, ably steering it through the production of the PSA video, *Misconceptions*, carrying on the tradition of the holiday cabaret and organizing workshops for our well-seasoned members. ACTRA Toronto acknowledges her service with a Life Membership.

Spirit Synott brought the perspective of physically-diverse performers to the Diversity Committee, carrying on the good work of Leesa Levinson. She starred in a funny PSA, “The Audition,” made by ACTRA National’s Diversity Committee. Thanks to Spirit and Jani Lauzon, some progress was made to help the ODSP to recognize that performers’ income is inconsistent and they should not

take someone off ODSP just because they got one day’s work on a set. ACTRA Toronto acknowledges Spirit’s service to her fellow performers with physical differences with a Life Membership.



Spirit Synott

