

**ACTRA TORONTO
COUNCIL MEETING VIA ZOOM
TUESDAY, NOVEMBER 3, 2020**

PRESENT

Theresa Tova, President, in the Chair
Angelica Alejandro, Vice-President
Rebecca Applebaum, Vice-President
Angela Asher, Vice-President
David Gale, Vice-President
David Sparrow, Past President
Richard Young, Treasurer
Dalmar Abuzeid
Heather Allin
Lisa Michelle Cornelius
Paul de la Rosa
Deb McGrath
Aidan Devine
Shawn Doyle
Kevin Hanchard
Art Hindle
Leah Pinsent
Jack Newman
Gugun Deep Singh, alternate for Wendy Crewson
Samora Smallwood
Joy Tanner
Jocelyne Zucco

REGRETS

Shereen Airth
Maria del Mar

COMMITTEE & MEMBER CAUCUS CHAIRS, OMBUDSPERSON

Bree Ali, Chair, Apprentice Caucus
Karen Ivany, Ombudsperson

GUESTS

Bob Underwood, CEO, AFBS
Ron Zammit, CFO, AFBS

ALSO PRESENT

Sue Milling, Executive Director, ACTRA Toronto
Judy Barefoot, Director, Commercial Production, ACTRA Toronto
Alistair Hepburn, Director, Film, Television and Digital Media, ACTRA Toronto
Karl Pruner, Director, Director, Communications, ACTRA Toronto
Karen Ritson, Director, Finance and Administration, ACTRA Toronto
Nicole Valentin, Director, Member Services, ACTRA Toronto
Marie Kelly, National Executive Director, ACTRA
Tania Cardwell, Stunt Liaison, ACTRA Toronto
Taisa Dekker, Industry Relations, ACTRA Toronto
Cass Enright, Media Relations, ACTRA Toronto
Victoria Shen, Special Advisor, ACTRA Toronto
Karen Woolridge, Public Relations Officer, ACTRA Toronto
Freda Merritt-Gambrill, Recording Secretary, ACTRA Toronto

The meeting was called to order over Zoom at 10:01 a.m. with President, Theresa Tova, in the Chair.

Ms Tova introduced and welcomed all present, including guests Bob Underwood, CEO, and Ron Zammit, CFO of Actra Fraternal Benefit Society. This was followed by the reading of the Land Acknowledgement by Samora Smallwood and the Equality Statement by Rebecca Applebaum and Angelica Alejandro.

APPROVAL OF THE AGENDA

MOTION #1

Moved by David Gale, seconded by Jocelyne Zucco:

“That the Agenda for the ACTRA Toronto Council Meeting of November 3, 2020, be accepted.”

CARRIED

APPROVAL AND CORRECTION OF THE MINUTES

Page 1: Bree Ali, Acting Chair, Apprentice Caucus.

MOTION #2

Moved by Joy Tanner, seconded by Shawn Doyle:

“That the Minutes of the ACTRA Toronto Council Meeting of October 1, 2020, be accepted.”

CARRIED

MOTION #3

Moved by Jack Newman, seconded by Paul de la Rosa:

“That the Minutes of the ACTRA Toronto Extraordinary Council Meeting of August 19, 2020, be accepted.”

CARRIED UNANIMOUSLY

MOTION #4

Moved by David Gale, seconded by Jocelyne Zucco:

“That the Minutes of the ACTRA Toronto Extraordinary Council Meeting of September 23, 2020, be accepted.”

CARRIED UNANIMOUSLY

PRESIDENT’S REPORT

Theresa Tova reported:

- It has been eight months and COVID continues to challenge us. Nothing about this situation is easy but she encouraged everyone to remain positive. As production is returning and Members are busy auditioning, we are trying to remain hopeful that the strict protocols on sets will continue to keep everyone safe and that we can

weather this. There will not be a vaccine any time soon. Everyone is stressed, including Public Health. Members are confused by the ever-shifting landscape and the number of times that they have to be tested on some sets and the lack of testing on others. We have a gold standard on our sets and because of the strict protocols of mask wearing, distancing and washing of hands our sets have avoided the lockdowns when the province returned to targeted Stage 2. The only positive cases we have seen on our sets have come from community transmission and not from production sets. Yet, the stress is taking its toll on everyone. The demand for mental health resources has never been greater. This is going to get harder during the winter months. Tova thanked the Councillors for staying vigilant and helping each other by staying safe. HAVEN is available should anyone need it. The floor was opened to questions regarding return to work protocols.

A councillor spoke of three different experiences on the three projects they had worked on. One of them was like a military procedure with testing done three times a week. They are starting a fourth show where only one test is required at the beginning.

Alistair Hepburn said that testing is not mandatory in the Province of Ontario. Current testing is only a snapshot in time. Mr. Hepburn said although Members are asked to stay isolated between testing and shoot days, it is difficult to navigate when they are working on other projects.

A councillor mentioned that they worked at three different voice studios – two had very good protocols and one did not. Mr. Hepburn asked that Members email afterhours@actratoronto.com if there are problems to be addressed when they are on set or in studio.

Further to a query regarding mental health support, Victoria Shen said that crisis line contacts are on our website, along with a listing of community health services <https://www.actratoronto.com/mental-health-support/>.

The question was raised once again about why ACTRA cannot let Members know which sets have had positive tests and been shut down. Ms Tova reminded council that there is not one case of community spread on our sets. There have been no incidents of a person being tested positive and passing it to another person on set. If someone is tested positive, the set is deeply sanitized and everyone is instructed to go home to isolate until test results are known. And with no transmissions, no sets have been shut down by the authorities.

SPECIAL GUESTS: BOB UNDERWOOD, PRESIDENT & CEO, AFBS, AND RON ZAMMIT, CHIEF FINANCIAL OFFICER, AFBS

Bob Underwood thanked Tova and Sue Milling for inviting them to attend the Council meeting. Mr. Underwood said that listening to the experiences of Members on set is reassuring to him.

Ron Zammit said that he takes comfort of how committed ACTRA is and what they are doing to protect the Members. He said that it is all boils down to managing our risks and we all have to protect ourselves. We have seen some promising things happen in this industry and the good news is that the industry is working again. Mr. Zammit said that earnings in April, May, June and July were running at 20%, 25% in August and at 65% in September.

The Benefits Committee met three times since COVID struck and developed initiatives for the next year to benefit everyone and alleviate stress. AFBS will be not be making changes to the current plan and will be providing the same plan 2021. The plan will come up for review in 2022. There will be a premium subsidy next year for all members in 2021 subsidized by AFBS and the Guild. Details on relief measures for members to maintain their “class” of benefits will be released in December. AFBS will continue to waive the access fee for RRSPs in 2021. An expanded list of service providers covered by the insurance plan was recently sent to members.

Regarding investments, Mr. Zammit reported that the General Fund is down 1%, the Fixed Income and Bond Funds are doing very well. Going ethical has been good for the Members. The Investment Committee has met and is looking at how the General Fund is structured. Mr. Underwood provided a brief report on the Accident on Set (AOS) plan. There are no COVID exclusions in this plan.

Mr. Underwood and Mr. Zammit answered a number of questions from the Council. Ms Tova thanked Mr. Underwood and Mr. Zammit for listening to the Members.

PRESIDENT'S REPORT (Continued)

- Tuned into the Board of Trade event where they talked about policy priorities, focusing on affordable housing, trade barriers, skills exchange, climate policies, reimagining a successful recovery from COVID and contact tracing and privacy issues.
- ACTRA Toronto Virtual Town Hall on October 8th was well received and attended by over 200 Members.
- October 9th, Tova attended the National Executive Council meeting.
- Tova has received calls from Members who have been working over the years to make theatre schools and high school drama departments, that they attended, safer for the next generations. Following a meeting of the expanded ad hoc committee on sexual harassment, there is a meeting planned of a small working group to look at organizing an association for coaches and self-tape studios with a code of conduct.
- Tova has received calls from Members about COVID testing, agent issues and member-to-member complaints.
- The ACTRA Awards in Toronto were announced. The awards will be a virtual event this year and will be held, as usual, in late February. The deadline for submissions was October 31st and this year's submissions have been greater than we have ever had! Tova reported that Rebecca Applebaum raised the question of the possibility of a gender-neutral award. Tova explained that it is too late to implement this year as we are past the submission deadline. But the idea merits serious consideration and recommends further conversations by council and various committees to make a decision for next year. The Executive and staff will be meeting via Zoom next week to discuss how the Awards will roll out.
- Attended the National Anti-Black Racism Training with 45 participants from across the country. This work is invaluable.
- Tova floated the idea of filling the empty seat left by Clara Pasioka's on the Executive as work is returning. Our diversity, inclusion and equity work is of utmost importance. A few years ago, the Member-at-Large position was created on the Executive to have more women on the Executive. She asked Council to consider this idea. Executive will look at the finances and timing of filling the vacant Vice President seat.
- On October 21st Tova attended the ACTRA Toronto Women's Stunt Committee where AFBS share shared their new initiatives. The committee's focus includes mentoring women so they can advance and Tova was impressed by the diversity of women present.
- On October 30th Tova attended the Ministers Town Hall, a live webcast hosted by the Empire Club of Canada. The guest speaker was The Honourable Lisa MacLeod, Minister of Heritage, Sport, Tourism and Culture Industries. She noted that her 75-Billion-dollar portfolio of industries has been hit hard and although it will recover, recovery is still far off.

ROUNDTABLE: 2021 ACTRA TORONTO AWARD OF EXCELLENCE RECIPIENT (IN CAMERA)

An in-camera discussion ensued. Council voted and an announcement will be made by press release later.

EXECUTIVE DIRECTOR'S REPORT

Sue Milling reported. She said that the directors continue to manage their teams who are working remotely. It is not easy for the performers and challenging for the staff and directors.

ACTRA Toronto is proceeding with the second round of interviews for the Industry Relations Diversity & Inclusion position later this week.

Ms Milling announced that Freda Merritt-Gambrill and Tereza Olivero have celebrated their 35th and 20th work anniversaries, respectively. She thanked Tereza for assisting Alistair Hepburn with the COVID file during these difficult times. Ms Milling also announced that Barbara Larose will be retiring from ACTRA at the end of February 2021 after 22 years of service. Council joined her in wishing Ms Larose all the best in her retirement.

On the federal front, Minister Steven Guilbeault, Minister of Canadian Heritage in introducing changes to the Broadcasting Act later today in Bill C-10.

Marie Kelly said that ACTRA is very excited about the proposed changes.

Industry Report: Taisa Dekker submitted the following report:

- The Reelworld Film Festival took place October 14th – 19th, 2020 and the festival promoted 18 ACTRA members with productions showing at the fully-digital event. The branch shone the ACTRA Spotlight on the Toronto members in the festival via social media posts about the productions.
- One of the films in the festival, “An Uninvited Guest” was organized by ACTRA Toronto. The short film became signatory and went to camera in December 2018
 - Toronto member Richard Walters won a performance award at Reelworld Film Festival for his work in “An Uninvited Guest”.
- Industry Relations presented to the Emerging 20 group at Reelworld Film Festival to promote engaging union performers on productions of all budget levels. This was the first producer cohort to be informed of the newly published [ACTRA Toronto Low Budget Guideline](#).
- ACTRA Toronto promoted union productions at the [ImagineNATIVE Film Festival](#) and the [Toronto Jewish Film Festival](#) via the ACTRA Spotlight.
- Spoke with an ACTRA member who is producing their first feature film. We met earlier this year to discuss the project and how to engage professional performers on a micro-budget feature. The member reached out for further information on COVID19 safety protocols. This film will likely be contracted under the new Low Budget Guideline.
- Spoke with a producer interested in hiring ACTRA members on a short film.
- Work continues with the Diversity & Inclusion Committee on the Demo Reel project, as well as the joint initiative with the Voice Committee, “Diversity in Voice: Virtual Workshops to Empower the BIPOC Voice Performer”.
- Industry Relations spoke with the following post-secondary film production programs in October:
 - Humber College - Film & Media Production Program (Lakeshore Campus) – 50 students
 - Ryerson University - Senior Project Thesis Film Course – 40 students
 - Centennial College – Production program - 17 students

SPECIAL ADVISOR’S REPORT

Victoria Shen reported. Portions of Ms Shen’s report was in camera.

Ms Shen encouraged Members to participate in the National Survey on Harassment and Violence at Work in Canada jointly presented by Western University, University of Toronto and the Canadian Labour Congress.

<http://www.learningtoendabuse.ca/our-work/our-projects-resources/national-survey-on-harassment-and-violence-at-work-in-canada/index.html>. She looks forward to this data because it is intersectional.

Ms Shen is on a CHRC Roundtable looking at the impact of COVID on various arts disciplines and recovery. They have found that some smaller organizations do not have the capacity to go digital.

She also reported that SAG-AFTRA has released a document on how to conduct intimacy scenes, called *Sex, Nudity & You*. They are testing an app to report harassment which can track serial abusers.

OMBUDSPERSON’S REPORT (IN CAMERA)

Karen Ivany presented her report.

TREASURER’S REPORT

Richard Young reported. At the end of September we were at 58% of the year. Wage subsidy is helping but this will decline as staff is being recalled. In terms of revenue, we are at 40% of our overall budget. Our deficit is currently \$538,000 whereas this time last year we had a surplus of \$1.6 million.

ACTRA Awards in Toronto will be going virtual at a very limited budget.

Reporting on staff, Karen Ritson said that 65% are full time, 35% on reduced work, 10% on lay off or other leave.

Mr. Young thanked Ms Ritson and ACTRA staff for making wise choices and working long hours.

EXECUTIVE REPORTS

Vice-President – David Gale: Mr. Gale reported. The following are the reports under his portfolio.

Editorial: Joy Tanner submitted the following report.

The Editorial Committee continues to focus on the vlog this month.

Upcoming topic with host David Gale will focus on Background and Stand In performers. Please keep an eye out and share on your social media channels.

outACTRAto: The following report was submitted by Joanne Vannicola:

outACTRAto met over zoom and discussed how to push the, *Working with Queer Performers* guideline, to others in the industry, i.e. directors, producers, casting, etc. They would like to get the guide to other unions and advance the conversation about hiring practices, what inclusion means, what diversity means, and the importance of intersectional outreach and advocacy when it comes to LGBTQ actors and work. They often left on the sidelines of 'diversity' and they would like this to change. Hopefully, they will be able to raise more awareness and educate more people in the industry.

The Committee is also discussing working with other unions and branches in Montreal and Toronto and how they can work on a national strategy for LGBTQ actors.

The Inside Out Film Festival was a huge success, and their first year in collaboration with the festival was fantastic. The winner of the competition won the Emerging Artist award for their short, *Body So Fluorescent*.

They also played the Committee's PSA, *Queer Your Stories*, as part of the introduction to a few of the films.

AYA: John McGrath submitted the following report:

- AYA held a successful "first-person storytelling" Zoom session with actor/coach Collette Micks on Sunday, October 18th.
- They also prepared an e-blast for members alerting them of the November CSARN online conference for senior performers.
- AYA crafted a letter of support for Well Seasoned Performers (WSP) related to their funding application for the New Horizons for Seniors program. If it proceeds, they intend to use AYA members in their project.
- The Committee continues working on securing dialect coach John Nelles to do a session on accents, particularly the non-regional American accent.
- They are also working on a vocal session focusing on maintaining the voice as they age with vocal coach and ACTRA Toronto Member Katherine Thompson.

Vice-President – Rebecca Applebaum: Ms Applebaum reported.

Ontario Green Screen Advisory Committee: Ontario Green Screen will be holding its inaugural Community Meeting on November 26th from 1:00 p.m. to 2:30 p.m. Members can register at <https://ontariocreates.ca/film-commission-1/ontario-green-screen-community-meeting>.

This is an open community meeting where Ontario Green Screen invites anyone from the Film & TV industry to join

in the conversation. At this meeting, they will provide an overview of what Ontario Green Screen is working towards and how Ontario Green Screen can help assist in implementing sustainable practices into one's daily work. They will also be asking for input into key sustainability questions related to the film and TV industry.

TAWC: Joanna Swan submitted the following report:

- The Committee will be meeting next week.
- They are so excited to announce that *Shoegazer*, (last year's Creation Lab Film) was picked up by Omeleto, an online platform which serves over two million followers. Congratulations to Aisha, Isa and Rachel! Check it out here: <http://omeleto.com/254430/>.

Voice Committee: Scott Farley, Co-Vice Chair, submitted the following report:

In late August/early September the Voice Committee was happy to conduct a pilot program along with the Diversity Committee to help give a foundation in voiceover to a select few of their BIPOC members. It was well received, and after a team debrief of the Pilot, plans are in the works to continue this training in commercial VO with three more groups of ten participants – for a total of 30 members.

The workshops will be spread out from this fall into 2021 and will continue to be taught by Alicia Richardson and Tracey Hoyt.

Moving forward, the workshop will come at a nominal fee to participants, the entirety of which will be going to our instructors for their time.

Plans have also begun to launch the same format of training for Animation in 2021. Their next virtual Committee meeting will take place on November 9th.

Vice-President – Angelica Alejandro: Ms Alejandro submitted the following report.

- Completed in the ACTRA Toronto@Work vlog hosted by David Gale for Background Performers and Stand-Ins on October 22nd – discussed going back to work, productions and adjusting to the different health and safety protocols, issues, concerns and questions which are specific to Background Performance and Stand-In.
- Participated in the Return to Work Panel at the October 8th ACTRA Toronto 2020 Members Town Hall.
- Was not able to attend the Apprentice Caucus Meeting on October 15th, however, have incorporated some of the feedback from this meeting for what performers would like to see on a BG Page and will incorporate this into the draft and re-present to Staff. Initial draft was proposed in July to add to the FAQs and for the creation of a BG Page on the ACTRA Toronto website to help address specific areas and assist Members to find information they need more efficiently.
- Have continued to go out as an OSLO (On Set Liaison Officer) this month for the larger BG counts of adult and minor performers/parents. Submitting to testing as required for assignment.
- There continues to be an increase in number of Parents writing in and they continue to be assisted on an individual basis by our Child Advocate and staff. Due to new developments with Holland Bloor view Kids Rehabilitation Hospital ACTRA staff and Christina Collins (Child Advocate) have planned for a session in early December for their members and Alumni. The September Zoom Meeting for Parents was postponed, however, it is hoped that in the New Year this Zoom Session can finally take place. As previously noted in the prior months report, the focus continues to be on Parents supporting their child's return to work, as well as the younger performers to help with questions on their career. The Committee continues to welcome the wonderful ideas for topics from Council, therefore, suggestions can be forwarded to Ms Collins.
- Since April when the Respect on Set (ROS) sessions have been moved to Zoom and they are being offered monthly to Members. In September changes were made to the course material to include a new exercise on Diversity and Inclusion. Many thanks for the ongoing help of ACTRA Toronto staff for hosting the sessions and

helping to revise the ROS material. Mr. Young and Ms Alejandro facilitated this new material to a class in September and with great success they have now completed a second class with this new material, which Mr. Gale and Ms Alejandro presented on October 29th. The rollout of Member Education will continue on Zoom with amazing help and support of Nicole Valentin, Amanda Harkness and Victoria Shen. Other branches have expressed some interest and the material and Mr. Young has shared this with them for a possible Branch ROS offering.

- Very grateful to be learning from the ACTRA Toronto Diversity and Inclusion Committee Chairs and shadow Mr. Young. Ms Alejandro has had the pleasure to attend Joint ACTRA Diversity and Inclusion Committee and ACTRA Voice Committee Pilot Workshop Parts 1 and 2 – Empowering the BIPOC Voice but was unable to attend the debrief session. Very excited for the new workshop offerings for the members coming later this fall, as the facilitators are two very talented members whose passion is to help their fellow performers.
- Attended: ACTRA National Diversity, Equity and Inclusion Part 1 Session, Ontario Green Screen Climate and Production Certification, Reelworld Film Festival (Virtual), Women's Legal Education and Action Fund (LEAF) three-part panel Gender Justice Now Symposium, Ministry of Heritage, Sport, Tourism and Culture Industries Town Hall and subsequent Empire Club of Canada Talk, Empire Club of Canada UN Diplomacy in a COVID World.
- Member Assistance/Outreach – Members have been reaching out to ask about wellness and mental health assistance for themselves, some senior members have reconnected with Ms Alejandro (these are those that she has contacted from the Call Lists she was given when the campaign started in March for checks/assistance to members), continued member initiated one-on-one calls or emails: concerns with members not following protocols, Safety Training / COVID questions and payment clarification, applying for new CRB benefits as they transitioned from CERB, members interested in creating material for self-promotion, member questions on the Audio Code and creating their own work, member concerns about not having the training/how to use - new apps for set/Electronic Vouchers/Sign-in/Forms etc. and how to handle discrepancies, AFBS concerns with maintaining levels and the impact on their benefits, questions or calls from Set or after an OSLO and engaging the assistance of ACTRA staff to resolve the issue as needed.

Child Advocate: Christina Collins submitted the following report:

Ms Collins has had several email queries regarding minors' nighttime shoots, quarantine issues and general clarification of the IPA.

There have also been many emails regarding getting started in the business, photos, agents, etc., and some minors who reached out had to be reminded to only allow their parents contact industry members on their behalf. She is so proud that we have great information online at ACTRA Toronto to send these parents for support.

Ms Collins participated in a zoom session with Clare Johnston, Sue Milling, Alistair and the Christine Hill from Holland Bloorview Kids Rehabilitation hospital, on Wednesday. She is excited to report they plan on hosting an informative zoom session in early December for their members and alumni. Their goal is to have 1 in 5 actors on screen be actors with visible or invisible disabilities. They also plan to invite the attendees of this session, to a new year parent/minor Stage Parents Survival/Online Safety Seminar.

Ms Collins has also offered to have a short informative session on how to self-tape from home with the actors and their parents from Holland Bloorview.

She will soldier on getting information out to parents and minors.

Background Advocate: Shereen Airth submitted the following report:

- Directed a number of members to the Radius Map on the ACTRA Toronto website.
- Assisted a number of Members with information and/or direction to specific staff (primarily Business Representatives and Membership), as well to various information platforms including ACTRA Toronto, ACTRA National, AFBS, Canada.ca, Haven, and others.

- Continue to respond to many inquiries and posts regarding return to work and Section 21.
- Ms Airth has been in touch with many Background Performers for wellness checks, both as part of Nicole Valentin's 1,100-Member project and general outreach to Background performers. This is ongoing.
- As productions are slowly starting, Ms Airth has reinforced the necessity of updating members profiles on the ACTRA databases ensuring their availability calendars are current, as well as with Agents, and with casting. She has been asking all members to read the COVID protocols and any and all emails in depth.
- Discussed COVID-19 protocols with members.

Apprentice Caucus: Chair, Bree Ali, submitted the following report:

- Planning for the first Education Panel programming is underway by Bree Ali and Nicole Valentin. The panel will be solely focused on COVID-related issues in the industry. Their aim is to provide a summary of all of the info ACTRA has provided so far, but also come at it from a standpoint of members who are newer to the scene, what to expect from agents & auditions, to booking, to on-set. After the hour, it will be opened up to a half-hour of general ACTRA Q & A. It will be an extension after an abbreviated Caucus meeting: Thursday, November 12th. Meeting at 2:00 p.m. Panel at 2:30 p.m. to 4:00 p.m. Panellists: Ms Valentin, Ms Alejandro, , Shereen Airth and Tereza Olivero. Invites will go out on November 14th.
- Background Performers - Background Performers Page: The Caucus along with Ms Airth and Ms Alejandro will present to ACTRA staff some suggestions for updates to the current pages to help performers access information easily. A member noted that when returning to work, many particulars are required for filling out vouchers, conduct etc., and when they are not a background regular, this can seem daunting and every set can feel like it's different.

Discussion at the last caucus meeting brought up other information that is needed on an ongoing basis by Background Performers. As needs continue to be identified, the items will be drafted and then presented to ACTRA staff to review for inclusion. Any advice or info should be directed to the Chair, Bree Ali breeali47@gmail.com.

Vice-President – Angela Asher: Ms Asher submitted the following report:

YEAA: Exciting 8th year of YEAA shorts screenings for REELWORLD from November 5th to 8th. Here is the letter received from Tonya Lee Williams verbatim:

“ Hi There, next week we will be screening the YEAA short films on our Reelworld platform- from Nov. 5-8th the films will be avail- we are also shooting pre-recordings for the filmmakers and some of the team this Friday and those will play as a bonus with their films.

We are excited to be working on this program with Clara and Kira- Tickets will be on sale starting tomorrow- and we are hoping that ACTRA can promote this to their members- Toronto and Nationally.

Please let us know what info you need from us to make that happen- and what are your deadlines for us to get that info to you, Best Tonya “

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

Diversity and Inclusion: Lisa Michelle Cornelius and Samora Smallwood submitted the following report:

- The D&I Committee will be having a meeting after a few months of working on initiatives behind the scenes. The meeting will take place on Zoom on Friday, November 6th, 11:00 a.m. to 1:00 p.m.

- *Working the Scene in Colour* is back and the call for scene submissions has been posted on the D&I Committee's socials, please share. BIPOC writers are encouraged to submit their scenes to workingthescene@gmail.com by the deadline of November 13th. The event is happening on December 10th via Zoom, and casting will commence once the scenes have been selected.
- There was a debrief on the results of the Voice Workshop Pilot (*Empowering the BIPOC Voice Performer*) and the feedback was overwhelmingly positive from workshop attendees, facilitators and observers alike. Some discussion on streamlining the selection process will take place before the next sessions are rolled out. The Committee is aiming for December to begin those next sessions.

DISCUSSION: OPERATING PLAN 2021-22: RECOVERY AND RENEWAL

Councillors offered their priorities. Suggestions included:

- Bargaining.
- Increased resources for social media presence.
- Diversity, Equity and Inclusion training for members.
- Develop a video tutorial for how to sign up to actra.online and the microsites.
- Promote the low-budget guidelines.

NATIONAL REPORT

National President, Marie Kelly reported.

This has been a difficult time for all across the country but production is picking up in BC and Montreal.

She feels good about ACTRA's lobbying efforts and the industry has been successful in getting pre-insurance which, although not perfect was still a good result.

On the bargaining front, 2021 will be a busy year as we will be negotiating the NCA, IPA and BCMPA.

Regarding Diversity and Inclusion, she thanked Richard Young and the team for their work. ACTRA National is closer to hiring a Director of Diversity and Inclusion.

OTHER BUSINESS

- David Gale announced that he will be running for President of ACTRA Toronto.

THE MEETING ADJOURNED AT 1:41 P.M.