

**ACTRA TORONTO
COUNCIL MEETING VIA ZOOM
TUESDAY, JUNE 22, 2021**

PRESENT

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

REGRETS

Shawn Doyle

COMMITTEE & MEMBER CAUCUS CHAIRS, OMBUDSPERSON

Bree Ali, Chair, Apprentice Caucus
Karen Ivany, Ombudsperson

OBSERVERS

Liise Keeling, Women's Stunt Committee

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, 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
Jenn Paul, Industry Relations Specialist, 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 10:06 a.m. with President, David Gale, in the Chair. Mr. Gale thanked everyone for their attendance.

The reading of the Land Acknowledgement by Theresa Tova was followed by the reading of the Equality Statement by John McGrath, Deb McGrath, Dalmar Abuzeid, Martha Chaves, Paul de la Rosa, Shereen Airth and David Sparrow.

Mr. Gale welcomed Council, observers – Ombudsperson Karen Ivany, Tania Cardwell, Stunt Liaison, Liise Keeling, Women’s Stunt Committee, Bree Ali, Apprentice Caucus Chair, Alternates, and staff.

APPROVAL OF THE AGENDA

MOTION #1

Moved by Heather Allin, seconded by Lisa Michelle Cornelius:

“That the Agenda for the ACTRA Toronto Council Meeting of June 1, 2021, be accepted.”

CARRIED

APPROVAL AND CORRECTION OF THE MINUTES

Page 6: Ontario Green Screen: First sentence should read: “Ms Applebaum said that she is encouraged by everyone’s concerns about the ~~environmental concerns~~ **sustainability** on set.”

Second paragraph should read: “On Earth Day (April 22nd), Ontario Green Screen hosted a community meeting to launch its inaugural Strategic **Plan** (this document was distributed to Council)”

MOTION #2

Moved by Dalmar Abuzeid, seconded by Theresa Tova:

“That the Minutes of the ACTRA Toronto Council Meeting of May 4, 2021, as amended, be accepted.”

CARRIED

PRESIDENT’S REPORT

David Gale reported.

- NCA negotiations are ongoing. Sue Milling reported. This report was in-camera.
- An in-camera discussion was held regarding Life Memberships. Life Membership is bestowed on performers with a long history of working in the jurisdiction and who are active in union activities and initiatives. A number of names were put forward and a vote was taken. This year Council recommended that Life Membership be granted to three members instead of two.

MOTION #3

Moved by Angela Asher, seconded by Jocelyne Zucco:

“That Life Membership be granted to Ron Tough, Brenda Kamino and Patty Gail.”

CARRIED UNANIMOUSLY

- Life Member Paul Soles passed away recently. He did it all – radio, television, stage, film, animation, he was a presenter on television and also a journalist. He was also on the web series *My 90-year-old Roommate*.
- National Council will be meeting on June 11, 12 and 13 and Toronto National Councillors were reminded to inform Mr. Gale if they were not able to attend.
- Fairness for Arts Ontario campaign will be launched on May 31st by the Toronto Alliance for the Performing Arts.
- The Department of Canadian Heritage invited all artists and content creators to participate in the Canadian Artists and Content Creators Economic Survey. The purpose of the survey is to help create an updated portrait of the artistic and creative community in Canada. The survey is available online from May 10th to June 18th.
- Attended the ACTRA Toronto Women’s Stunt committee meeting re diversity.
- Attended *Working the Scene in Colour*. It was a great night for Lisa Michelle Cornelius and Samora Smallwood.
- Hosted the ACTRA Animal Wranglers Town Hall.
- Congrats to Shawn Doyle Canadian Screen Awards winner.
- Hosted AFBS/AOS Stunt Town Hall. Thanks to Tania Cardwell for keeping the stunt community well-educated and inclusive.

PRESENTATION FROM ONTARIO GREEN SCREEN AND BREAK-OUT GROUPS: Marcia Douglas, Co-Chair of the OGS Advisory Committee, Senior Director Business Affairs at the Canadian Media Producers Association

Marcia Douglas joined the meeting at 10:35 a.m. Councillors were divided into breakout rooms.

Suggestions were made that having proper signage for disposing of garbage and recycling would encourage performers and others to utilize the bins; ACTRA Members serving as ambassadors (using the OSLO model). It was noted that some OSLOs already do this on set.

There was discussion about the return of the food rescue program that was in place before COVID.

EXECUTIVE DIRECTOR’S REPORT

Fringe Festival Guidelines: Alistair Hepburn presented the Fringe Festival Guidelines. He said that this document will be familiar to anyone who has worked on an Equity contract. It is meant for only small indie productions. The members only get an honorarium and it is important that the Members know what they are getting into.

There is no insurance available through AFBS for anyone working on these productions. AFBS does not cover anyone who is not working on an ACTRA contract. The rehearsal process will have coverage in place by Equity as long as there are Equity and ACTRA Members on set. It is advisable that producers get an Equity agreement during the rehearsal period.

Council supported this recommendation. Shereen Airth abstained.

Industry Relations: Taisa Dekker reported.

- June is Audiobook Month, and ACTRA Toronto is hosting a panel about Audiobook Production, featuring publishers that engage ACTRA narrators. The panel is a lunch and learn, taking place on Tuesday, June 15th, 2021 @ 1 pm via Zoom. Registration info to come via eblast.
 - The ACTRA Spotlight will shine on audiobook titles featuring union narrators.
- Connected with a European video game studio interested in working with ACTRA performers. Discussions are ongoing, and it is hoped that they sign on to an agreement to engage voice performers on the game.
- The next Diversity in Voice workshop takes place June 5th & 6th, 2021, and covers Commercial VO & Vocal Health and features vocal instructors Alicia Richardson and Tracey Hoyt.

- Met with a producer about engaging union performers on a feature film. They have had multiple discussions and corresponded at length about the Low Budget Guideline and Canadian Independent Production Incentive Program and are optimistic the production will sign on with ACTRA.
- Connected with a producer and director of a short film who wanted information on the low budget contracts available, as ACTRA members want to work on the project.
- Met with a filmmaker interested in working with ACTRA performers on a feature film shooting in Northern Ontario.
- Presented to a group interested in learning about ACTRA's contracts, and how to become members.
- TO Webfest 2021 takes place July 16th to 23rd, 2021 and as part of ACTRA Toronto's sponsorship, the union will present a workshop how to work with ACTRA talent, as well as taking part in a panel about diversity in the industry: <https://www.towebfest.com/>
- A reminder to all Council Members –the ACTRA Online Commercial Talent Cost Estimator is a great tool that can assist with budgeting: <https://actraonlinecommercials.ca/costestimator>. Should a member or producer reach out wanting information about how to work with ACTRA on advertising content, please connect them with staff, and forward the interested party a link to the talent cost estimator.

Industry Relations - Anti-Black Racism, Diversity, Equity & Inclusion – Jenn Paul

- The demo reels have wrapped post-production! Planning continues for the release of the D&I committee demo reels – they have some exciting press secured and are in conversation with Reelworld film festival about a potential event to launch the reels.
- Planning continues for the Latinx performer showcase.
- Planning begins for the showcase for performers living with disabilities.
- Conversations continue for a strategy to increase diversity in stunts.
- Currently assisting the outACTRAto committee with various initiatives for Pride month including The Rainbow Zoom mixer (June 9) and Working the Scene in Rainbow (June 23).
- The Defund the Police statement will be released in June, along with an editorial in *Performers Magazine* that further explains the context and importance of supporting this movement.
- Spoke with students from the planning committee for the Ryerson University Film Festival about a potential partnership opportunity.
- Attended the REMC/BIPOC Film & TV Town Hall to discuss ongoing D&I initiatives.
- Serving as the temporary liaison for Ipsos and the ACTRA Census subcommittee as we plan for the ACTRA National Census.
- Met with Joan Jenkinson of the Black Screen Office.
- Attended the Unions Anti-Oppression Subcommittee meeting, organized through BIPOC TV & Film with the purpose of uniting the various unions to discuss a potential joint training initiative.
- Attended the Black Screen Office “Being Seen” consultation.
- Attended the Equity Bystander Intervention Training.
- Met with the Casting Director's Society of Canada regarding Audition Standards - planning for the Audition Standards initiative continues.
- Lisa Michelle and Samora have recommendations to put forward for their D&I Co-Chair replacements and will be seeking Council approval at the June Toronto Council meeting.

Diversity and Inclusion Committee: The Co-Chairs of the Diversity and Inclusion Committee are stepping down. Lisa Michelle Cornelius and Samora Smallwood submitted their recommendation for the new Co-Chairs to the Executive for approval.

MOTION #4

Moved by Lisa Michelle Cornelius, seconded by Samora Smallwood:

“That Chattrisse Dolabaille and Janet Rose Nguyen be appointed as the new Diversity and Inclusion Committee Co-Chairs.”

CARRIED

Mr. Gale thanked Ms Cornelius and Ms Smallwood for the tremendous work that they did. It has given us new ways to question what we are doing and respect for the work that they have done.

INTRODUCING CANDIDATES FOR ACTRA NATIONAL PRESIDENT

Keith Martin Gordey, UBCP, and Eleanor Noble, ACTRA Montreal, attended the meeting to introduce themselves to Council. They talked about the platforms that they are running on. Elections for National President will take place at the National Council meeting on the weekend of June 11th.

Mr. Gale thanked them for sharing their time and their vision.

TREASURER’S REPORT – AUDITED FINANCIAL STATEMENTS

Richard Young and Karen Ritson reported. They presented the Audited Financial Statements for the year ended February 28, 2021.

MOTION #5

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

“That ACTRA Toronto Council approve the Report of the Auditors – Audit Strategy and Results and the Consolidated Financial Statements for the year ended February 28, 2021.”

CARRIED UNANIMOUSLY

MOTION #6

Moved by David Sparrow, seconded by Joy Tanner:

“That ACTRA Toronto Council re-appoint Grant Thornton as our auditors for the next fiscal year.”

CARRIED UNANIMOUSLY

EXECUTIVE REPORTS

Vice-President, Jocelyne Zucco: The following is a report under Ms Zucco’s portfolio.

AYA: Chair, John McGrath submitted the following report:

AYA held a Zoom workshop on Demystifying the Technology of Self-tapes with Glenn Hall of Casting Workbook. Twenty-three participants were asked to download the Actors App beforehand so they could follow along with the presentation.

Treasurer, Richard Young: Following is the reports under Mr. Young’s portfolio:

Diversity and Inclusion: Lisa Michelle Cornelius, Committee Co-Chair, submitted the following report:

The Committee held their 13th “Working the Scene in Colour” on May 13th to what may have been their highest attendance to date: 88 folks tuned in. This marked the last event hosted by Ms Cornelius and Ms Smallwood as D&I Co-Chairs.

Vice-President, Rebecca Applebaum: The following are the reports under Ms Applebaum’s portfolio:

TAWC: Chair, Joanna Swan, submitted the following report:

- The Committee will be meeting next in June (date TBD).
- Dominique Brownes has been officially announced as TAWC Vice-Chair to the TAWC members via email, and everyone is very excited and immensely supportive of her joining Ms Swan at the helm.
- Exciting News! TAWC 2020 Short Film Creation Lab film, *Rainbow Baby* is having its first advanced private online screening on Saturday, May 29 at 7:00pm. It will be held via zoom for the crowdfunding donors, contributors, sponsors, mentors, script jury, cast & crew, TAWC Members and the ACTRA folks who were involved in the initiative. It will be followed by a short Q&A and hosted by Dominique Brownes. Please note that TAWC will be hosting a formal ACTRA affiliated event at a later date, akin to the Nell Shipman Awards.
- TAWC has been asked to partner with Breakthroughs Film Festival for the second year in a row to co-present a film in their 10th annual edition held online June 16-20. TAWC will be co-presenting the film *Parkdale* directed by Lisa Jackson.
- The Masterclass Pass is still popular though the number of requests and inquiries has decreased a bit. TAWC members who wish to register for access simply have to email Ms Brownes directly as she manages the list and sends log-in credentials on a bi-weekly basis.
- The TAWC WhatsApp Self Tape group is still very much on fire!! TAWC members are always there to help and assist one another with self-tapes, rehearsals and auditions. Everyone is supportive and motivating and it is always lovely to read the positive words of encouragement every time someone gets an audition request. There was also a special moment this past month when both Cait Alexander and Tonjha Richardson found themselves on set together. They are glad to see members of the Self Tape Group thriving and doing what they love. Another massive thank you to Ms Alexander for spearheading this, and to the fierce women in the group who are always lifting each other up!

Ontario Green Screen: Ms Applebaum submitted the following report:

- Update: Lidia Ragusa, Senior Facility Manager at Pinewood followed up to let me know that as of April they are properly recycling on the property. Our phone call about this issue was in mid-March, so it was great to hear that action was taken so swiftly.
- On Wednesday, June 2nd, the OGS Advisory Committee will be meeting to discuss how we’ll be moving forward with our Implementation Roadmap.

Voice Committee Report – Submitted by Cory Doran, Krystal Meadows and Scott Farley

- The Diversity in Voice Commercial joint program will be continuing with a new cohort next weekend.
- There will be a focus group/small panel created to discuss the needed rewrite of the Audio Code. They hope is to tackle this in July.
- Met with D’Arcy Smith to discuss the potential creation of Vocal Combat consultants to help video games and actors stay healthy without missing recording dates. Still in the early phase. Another meeting will be set for June.
- No meeting set for the committee for the next month.

Vice-President, Angela Asher: Ms Asher had nothing to report.

Vice-President, Angelica Alejandro: The following are reports under her portfolio:

Child Advocate: Christina Collins submitted the following report:

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

She is happy to report that she has had phone chats with producers who are very keen to make sure they are respecting the minor's rights as per the IPA. Some queries from producers in the USA and as far as the United Kingdom.

Ms Collins is thrilled that more people are reaching out to the Child Advocate, and that she has Clare Johnston and Alistair Hepburn to back her up.

She attended via zoom the amazing community meeting of Acting Coaches and Educators. She is excited to incorporate this in the information we share with parent's and minors.

I soldier on getting information out to parents and minors.

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

- Background Resources Webpage is currently under edits by the caucus.
- Last meeting was a generation of ideas for upcoming webinars and panels relevant specifically to Apprentice members. Most popular revolve around technical aspects of self-tapes and auditions (video editing and submissions, virtual wardrobe fittings, intimacy scenes, etc.), as Apprentice Members have had less of a chance to gain experience in these during this past year of changes. And by now, casting directors are expecting a certain level of quality.
- Other ideas include collaborations with other committees. Finalized idea to come after their next meeting: Wednesday, June 9th, 2:00 p.m.

Background Advocate: Shereen Airth submitted the following report:

- Provided information and clarification regarding the new Green Vouchers to members and social media pages. There is great concern that the primary reason for the new vouchers is to circumvent Preference of Engagement.
- Responded to several inquiries regarding the increase in testing, costing members multiple work days to facilitate testing days. 2-hour rate (\$58 or \$29 LESS Commissions!) is insufficient to accommodate travel to distant testing centres, as well as including education platforms and/or wardrobe in those same 2 hours. Background specifically are feeling very "short changed".
- Provided outreach/link(s) to members to the RABS webinar, town hall and educational platforms.
- Directed members to the downloadable Radius Map on the AT website.
- Assisted performers with information and/or direction to specific staff (primarily Business Representatives and Membership), as well as to various information platforms including ACTRA Toronto, ACTRA National, AFBS, Canada.ca, HAVEN, and others.
- Reminded performers that things posted on social media are there forever and are accessible to anyone at any time.
- Continue to respond to many inquiries and posts regarding the current Lockdown, Section 21 and performer numbers on set.
- Provide online responses to questions from members and non-members on various FB pages.
- In touch with members in isolation.
- Continued to be in touch with many Background Performers and other Members for wellness checks, both as part of Nicole Valentin's 1100-member project and general outreach to Background performers. This is ongoing.
- Asking all members she has contact with to read the COVID protocols, and any and all e-blasts in depth.
- Reposting ACTRA e-blasts on my page, and on various Background specific pages.
- Discussed COVID-19 protocols with members.

- Directed members to ACTRA Educational platforms.
- Next stage of outreach to AABP members.

President, David Gale: Mr. Gale submitted the following report on behalf of Joanne Vannicola, outACTRAto Chair:

We are moving into Pride month and the queer committee has been incredibly active. The Inside Out Festival is starting and their winner's short film is premiering on May 27th (which will be after the report is read). The Committee is doing some great work and this is part of their efforts, i.e. showcasing LGBTQ2S talent and finding pathways for their community of artists.

The Committee's first online social mixer The Rainbow Zoom is happening June 9th for queer people in the industry to network, have some fun together, and connect.

Their first Working the Scene in Rainbow is also happening in a few weeks, on June 23rd. Over 30 queer screenwriters submitted their work, and many queer actors signed up to audition/participate in the readings. It is going really well and they have had an amazing response to the workshop.

The social media team kicked into gear and outACTRAto subcommittee members have been doing an excellent job with the social media.

There might be a few things that Ms Vannicola might be leaving out, but all this to say that outACTRAto seems to have found its stride as a committee and is humming along. While the work is sometimes difficult, navigating the waters of language and representation, they have done their best so far, and have done some great work. She is very proud of the queer committee.

Editorial Committee: Joy Tanner submitted the following report:

The Editorial Committee has been busy since their last meeting on April 29th. They are currently looking for a new @Work Podcast host, as President David Gale is understandably preoccupied with the overall health and leadership of the Union. They are also putting out feelers for the next Celebrity Spotlight. They have a number of Canadian Stars that they are approaching, in attempts to build the celebrity system. As well, they hope to have Julie Lemieux join them on a podcast. For those who are unaware, she is our most celebrated talent having won the most ACTRA Awards in our history. However, her guest appearance has not yet been confirmed.

On the page, the Committee is working on stories that feature theatre producers joining forces with ACTRA, a black performer showcase, their response to support ACTRA Toronto's letter for Defunding the Police, and a piece on the Ryerson Report regarding their findings on data of character gender disparity.

Please look out for the feature on Jani Lauzon and the usual monthly themes the Committee highlights. And a reminder, if you have a pitch, please let them know!

Past President – Theresa Tova: Ms Tova submitted the following report:

They had almost 60 attendees at their first **Association of Acting Coaches and Educators** community meeting. They had invited representatives join them from Second City, Young People's Theatre, Ryerson University, The National Theatre School. We had coaches from Armstrong Studios, LB Studios, Singers Playground, Brad Milne Studios, Singers Playground, Get-Cast, Bongo Productions, Lighthouse, and dozens more single proprietor coaches. The launch was a huge success! After bringing folks up to speed on their history with the Creative Industries Coalition, HAVEN, and other anti-bullying, discrimination, harassment and Sexual Violence initiatives Jennifer Wigmore and Ms Tova presented the code. Representatives of TAMAC, CDC, Got Your Back, Keep Actors Safe and Acting in Good Company each spoke to the importance of this work and their commitment to working with the community to create trusted, effective, and respectful standards.

They have positive momentum. The response to their efforts was positive and the next morning her inbox was full. They have started to receive applications. They've had three of the larger schools write to thank them for the work, commit to staying involved and wanting to set up meetings to talk. They also have offers to help create specific courses for coaches and educators.

"I am buoyed".

The **By-Laws Committee** finished its second look at the amendments on which they could find consensus. Staff is working on a document to bring to Council for comment and hopeful approval to send out as a referendum this summer.

NATIONAL REPORT

Mr. Gale reported:

- National Council meeting on June 11th, 12th and 13th.
- AFBS Annual General meeting is on June 14th.

OTHER BUSINESS

There was no other business.

ADJOURNMENT

Paul de la Rosa moved to adjourn the meeting.

THE MEETING ADJOURNED AT 2:31 P.M.