

**ACTRA TORONTO
COUNCIL MEETING VIA ZOOM
TUESDAY, MAY 4, 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 Jack Newman
Lisa Michelle Cornelius
Wendy Crewson
Paul de la Rosa
Maria del Mar
Aidan Devine
Cory Doran, alternate for David Sparrow
Kevin Hanchard
Art Hindle
Deb McGrath
Leah Pinsent
Tonjha Richardson, alternate for Samora Smallwood
Gugun Deep Singh, alternate for Shawn Doyle
Joy Tanner
Jocelyne Zucco

REGRETS

COMMITTEE & MEMBER CAUCUS CHAIRS, OMBUDSPERSON

Bree Ali, Chair, Apprentice Caucus
Karen Ivany, Ombudsperson

OBSERVERS

Em McCourt
Amy Szoke, 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
Karen Ritson, Director, Finance and Administration, ACTRA Toronto
Nicole Valentin, Director, Member Services, ACTRA Toronto
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
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 Wendy Crewson was followed by the reading of the Equality Statement by Cory Doran, Martha Chaves, Tonjha Richardson and Dalmar Abuzeid.

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

APPROVAL OF THE AGENDA

MOTION #1

Moved by Theresa Tova, seconded by Deb McGrath:

“That the Agenda for the ACTRA Toronto Council Meeting of May 4, 2021, be accepted.”

CARRIED

APPROVAL AND CORRECTION OF THE MINUTES

Page 6: Under TAWC: First sentence should read: Ms. Applebaum ~~recommended~~ **announced** that Ms Zucco ~~be is~~ the Co-Executive liaison for TAWC and recommended that Dominique Brownes be appointed TAWC’s new Vice-Chair. Council was in agreement with ~~both~~ **this** recommendation.

Under Chair, Joanna Swan’s report – first bullet point should be deleted.

- ~~The Committee welcomed Jocelyne Zucco as TAWC Co-Executive Liaison, and Dominique Brownes who will be stepping into a new role as TAWC Vice Chair.~~

Defunding the Police Statement: A revised statement was submitted to Council for approval.

MOTION #2

Moved by Heather Allin, seconded by Shereen Airth:

“That the Minutes of the ACTRA Toronto Council Meeting of April 6, 2021, as amended, be accepted.”

CARRIED

WORD FROM THE SET, AUDITION AND ZOOM ROOMS: WHAT ARE YOU HEARING FROM MEMBERS

- A Councillor raised concerns from a member that although the film industry is treated as an essential industry, people in the industry are not being treated as essential workers. ***(Note: the industry and its workers are not deemed essential by the government but are permitted to work dues to the high standard of health and safety protocols including testing.)***
- The number of tests for one day of work can be excessive. ***(Councillors are asked to call ACTRA Toronto where there are questions or concerns about protocols.)***
- Green vouchers – there has been a lot of discussion on set because of this in relation to Preference of Engagement. Alistair Hepburn said that the digital green voucher replaces the yellow, blue and pink and minimizes paperwork, saving money and arguments on set. This is the first step to digitizing the vouchers. It does not replace the white voucher.
- A Councillor reported having a great experience on set recently. Visors were provided.

- Concerns were raised about the lack of recycling on set. It was noted that this issue will be raised at the Ontario Green Screen meeting. It was suggested that members take their own utensils to set. It was noted that productions in the North were handling recycling better.
- A Councillor noted that COVID protocols on set are being followed but they said that there are sometimes issues with COVID testing not being done before the first day of work. *(See note above re calling ACTRA Toronto.)*
- Problems regarding hair and makeup for BIPOC performers were discussed. Most times, these performers do their own hair and makeup as the makeup crew do not know how to handle Black hair and this costs the performers time and money. Sue Milling said that this issue has been raised with the CMPA and they are working on a proposed strategy. In addition, she said that IATSE and NABET are looking at training programs to ensure that they have the skills in their membership.
- Members are required to bring their own wardrobe to set. Productions also hold a person's wardrobe and sometimes clothes are damaged. It was felt that fees for use of personal wardrobe in the IPA should be increased.
- It was noted that in Quebec that testing is not mandatory – it depends on the zone. The only time testing is done if there are SAG-AFTRA members on set.
- It was pointed out that sometimes stunt performers are tested nine to twelve times per week and because testing is not centralized, they have to travel long distances to get these done. Alistair Hepburn said that ACTRA is talking to the producers about centralized, shared and off-hours testing. Producers are concerned about privacy and legal liability so prefer not to allow sharing of test results.
- It was mentioned that the commercial sector is handling testing well through centralized testing locations. This is an option that has been raised with Ontario Creates and the CMPA for Film and Television production.

PRESIDENT'S REPORT

Review of Members Insurance Program: Council members shared suggestions and recommendations for improvements to the AFBS Members Insurance Program. A submission including these recommendations will be sent to the Benefit Review Committee by the end of May for their consideration.

David Gale's Report: Mr. Gale on the multiple Zoom meetings and workshops that he attended this past month.

- RABS webinar – the presentation on the digital voucher system that is being used by a few larger studios was very informative and well received.
- The work to review the ACTRA Toronto By-Laws is on-going.
- National Constitution and By-Laws Committee has struck two Sub-Committees - one to look at the union's finances and the other to look at membership criteria.
- At the National Executive meeting there was a presentation by IPSOS. They will be conducting a census of ACTRA Members across the country.
- Attended the TAMAC meeting.
- Attended, with Tova, a well-attend Actors' Equity Zoom meeting.
- Attended the FIANA meeting.
- Celebrated Daintry Dalton, ACTRA Regional Director's retirement after 41 years, via Zoom.
- The ACTRA Toronto Executive met. Reports were included with the Minutes for the meeting.
- April 21st was National Canadian Film Day.
- *outACTRAto* has established its social media presence with the help of Cass Enright and Jenn Paul.
- Attended the Empire Club's *Representation of People with Disability on Screen: A Work in Progress* seminar via Zoom. ACTRA was well-represented by George Alevizos. It was a positive and optimistic panel for diverse people.
- Holland Bloorview has a dedicated casting room to assist with fully accessible auditions.
- NCA negotiations are on-going.
- Editorial board met to look ahead at communication ideas for the next few months.
- Attended a PRS/RACS meeting with a member. Michael Murray, the new Director, explained the workings of the two units in a clear and understandable way. PRS is following up with a number of productions about their reports. Sue Milling added that the research for a possible changes to the residual model in the IPA have started.

- FIA's World Congress starts today, May 4th. Past ACTRA National President, Ferne Downey, will be stepping down as President of FIA, President. She has contributed a great deal to elevate their status. Gabrielle Carteris, President of SAG-AFTRA is expected to be her successor. Marie Kelly is running for Vice-President of FIA.
- Attended the incredibly active Voice Committee meeting.

EXECUTIVE DIRECTOR'S REPORT

- The Labour reps on the Minister's Advisory Committee are now permanent members of the Committee.
- FilmOntario will be working on its submission on the Fall Economic Statement. There are a number of possible improvements and steps to be taken to help domestic production that has been impacted by the pandemic.
- Ontario Creates has released the 2020 production numbers (commercials is not included in these figures). Production spending was down to \$1.5B in 2020 from \$2.1B in 2019. 85 fewer domestic productions. Animated production remained stable – home studios allowed us to continue.
- NCA bargaining has commenced and we have a great team.
- Respect on Set training will be offered to TAMAC and EIC members.
- Tania Cardwell has been working with Animal Wranglers and Coordinators who are interested in what is involved in becoming ACTRA members. ACTRA is hoping to organize Intimacy Coordinators as well.
- Staff met in April and a survey was done about the needs and options once it is safe to return to the office. We are looking at a hybrid option. The future of our physical location will depend on our needs and budget.

Report from Cass Enright:

Mr. Enright said that COVID and safety are the key issues. The last posts were about COVID lockdown issues. These were the top four performing posts which demonstrates how concerned members are about COVID safety.

The Canadian Screen Awards are on Thursday, May 20th. A number of our members have been nominated for CSAs.

Industry Relations: Taisa Dekker reported.

- Met with an industry contact who engages with emerging content creators on behalf of their organization to discuss outreach to indie producers, COVID-19 safety and industry event sponsorship.
- Met with an organizer of a new film festival to discuss potential programming, partnership opportunities and support of the Canadian Star System. They are interested in having ACTRA Toronto's input about the event, and further meetings will be taking place in June.
- The Diversity in Voice Animation workshop took place April 16th - 18th, 2021 and 17 members of took part. Thanks to instructors Alicia Richardson, Bryn McAuley, Carlos Diaz, Deven Mack and Stephany Seki for sharing their expertise with the participants.
- The next Diversity in Voice workshop is in Commercial VO & Vocal Health, and takes place June 5th & 6th, 2021.
- Spoke with HWDSB Programs of the Arts at Glendale about ACTRA and the benefits for performers who join the union.
- Presented to Centennial College production students about how to work with ACTRA talent via the student agreement, IPA and low budget contracts.
- Presented to Niagara College performance students about the New Graduate Credit, ACTRA agreements and importance of joining the union to ensure proper wages and working conditions for performers.
- Attended the CMF webinar about changes to the 2021 – 2022 programs.
- Attended the Interactive Ontario Town Hall, where they discussed the "Foundations for Success" initiative, where feedback from over 100 interactive digital media stakeholders provided information on priorities for growth of the IDM/video game sector in the province.
- The Canadian National Institute for the Blind is looking for volunteers with home studios to read material for the charity. ACTRA Toronto members can volunteer to narrate content for the CNIB via a Letter of Understanding the union has with the charity. Members with home studios who are interested in applying to

volunteer should contact David Stinson, Supervisor – Audio Publishing, CNIB at david.stinson@cnib.ca and put “ACTRA Volunteer” in the subject line.

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

- Launched the Black Performer Showcase on www.diversityshowcase.ca.
 - The website is nearing 2000 views, with over 700 individual sessions.
 - The trailer promoting the website has over 200 views on YouTube, over 800 views on Twitter, and over 9500 views on Instagram.
 - The individual self-tapes of the performers have reached nearly 1400 views, combined.
 - The Showcase was shared by the CDC, DGC and CMPA with their respective memberships, and will continue to be shared with industry partners through direct outreach.
- Planning begins for the Latinx performer showcase.
- Met again with the commercial directors of *Higher Higher* to discuss challenges in casting diversity in the commercial world.
- Attended the REMC/BIPOC Film & TV Town Hall to discuss ongoing D&I initiatives.
- Presented a plan for mapping all of the various DEIB initiatives throughout the creative industry at the DEI Leads meeting for the Canadian Creative Industries Coalition. The result will be a crowd-sourced database that lists what all of the CCIC organizations are doing to advance diversity, equity, and inclusion in our industry.
- Met with one of the local leaders from SURJ (Standing up for Racial Justice) to discuss the release strategy for the statement in support of Defunding the Police.
- Met internally to discuss diversity in Stunts and strategize next steps to increase representation in this area of our membership.
- The Demo Reels are wrapping post-production by mid-May, and we will be releasing them after that. There is some exciting interest from the press to cover this initiative.
- 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.
- Currently working on a strategy to set Audition Standards – and looking for feedback at this Council meeting.

TREASURER’S REPORT – 2020-21 END OF YEAR FINANCIAL STATEMENTS

Karen Ritson and Richard Young reported on the unaudited Year-End Statement of Income and Expenses – February 28, 2021. The audited Financial Statements will be presented at the June Council meeting.

AUDITION STANDARDS: Recovery & Renewal, the 2021-22 ACTRA Toronto Operating Plan includes a commitment to developing Audition Standards. What are the key issues that should be addressed?

Council was divided into breakout rooms and each group was asked to report their key points. Ms Paul will compile the results which will be presented to Council following further consultations.

EXECUTIVE REPORTS

Vice-President, Jocelyne Zucco: Ms Zucco presented the reports under her 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 are the reports under Mr. Young’s portfolio:

Diversity and Inclusion: Lisa Michelle Cornelius, Committee Co-Chair, reported.

- The D&I Committee has casting underway for the next WTSC happening May 13th. Actors wishing to submit as readers should email their headshots and resumes to wtsccasting@gmail.com.
- Another successful round of Diversity in Voice workshops has been completed. This time for animation. Feedback was positive and this initiative will continue, next round possibly June.
- Submissions for new D&I co-chair applicants were due on Friday, April 30th.

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

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

- The Zoom Auditioning Masterclass Workshop spearheaded by Dominique Brownes and Alicia Payne took place on April 7th at 7:00 p.m. Tonjha Richardson, Krystle Ferdinand, Victoria Kucher and Jillian Rees-Brown were the pre-selected four participants who each individually worked with casting director Larissa Mair. They got the chance to present their audition twice and receive feedback from Ms Mair. Questions were answered throughout the session and there was a short live Q&A at the end.
- TAWC members love to take advantage of the Masterclass Pass. Anyone who wishes to register for access should email Dominique Brownes directly as she manages the list and sends log-in credentials on a bi-weekly basis.
- The TAWC WhatsApp Self Tape group is on fire! They have been seeing the most incredible community of support with their TAWC members stepping up at all times of the day and night, and at a moment's notice to read/rehearse/audition with one another – not to mention the positive and encouraging messages sent to those auditioning. A massive thank you to Cait Alexander for spearheading this, and to the fierce women in the group who are lifting each other up.

Ontario Green Screen: Ms Applebaum said that she is encouraged by everyone's concerns about sustainability on set. OGS is rolling out an Ambassador program. She asked Councillors to consider being an Ambassador.

On Earth Day (April 22nd), Ontario Green Screen hosted a community meeting to launch its inaugural Strategic Plan (this document was distributed to Council) and to introduce the Program Manager, The Circular Innovation Council. This plan lays out specific, measurable and timely goals for the initiative, based on four key pillars:

One – Develop an engaged, diverse and inclusive community that advances and enables sustainable production practices.

Two – Inform and educate Ontario's film and television production workers and companies, production clients and government partners on sustainable best practices.

Three – Deliver resources, tools and initiatives to empower the industry to carry out sustainable implementation strategies and protocols that will help reduce greenhouse gas emissions on sets across Ontario.

Four – Create a framework to effectively measure and report on environmental impacts and industry-wide progress.

The community meeting was very well attended, and they are very excited to move forward with the plan. There are also new dates available for Climate & Sustainable Production Training sessions. Anyone who is interested can register here:

<https://digitallibrary.ontariocreates.ca/DigitalLibrary/OGS/CarbonLiteracyTraining.aspx>.

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

- Voice Committee and Diversity Committee successfully ran the pilot program for Diversity in Animation for 17 BIPOC Members. It was facilitated by Cory Doran with instruction from Bryn McAuley, Carlos Diaz, Stephany Seki and Deven Mack, with Alicia Richardson teaching a Vocal Health component. It went great, with lots of positive feedback from both participants and instructors. Awaiting further feedback from participants for more specifics.
- Both committees will be launching the 4th Session for Diversity and Commercial Voice Training headed again by Tracey Hoyt and Alicia Richardson. Submissions are due soon.

- From the last committee meeting it became apparent that there is a need to review and overhaul the Audio Code as it is quite out of date and does not cover current relevant projects. Focus groups and discussions are needed.

Vice-President, Angela Asher: Ms Asher reported:

YEAA: They are sending out a survey to its members.

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

Child Advocate: Christina Collins reported that she had the usual email queries regarding minors' nighttime shoots, quarantine issues and general clarification of the IPA. She soldiers on getting information out to parents and minors.

Apprentice Caucus: Bree Ali, Caucus Chair, had nothing to report.

Background Advocate: Shereen Airth submitted the following report:

- Responded to several enquiries regarding some productions requiring multiple tests costing members days of work in order to facilitate testing days.
- Responded to a number of Preference of Engagement calls, particular to a production utilizing non-member stand ins.
- Provided outreach to members to ensure notice of the RABS webinar.
- Directed a number of members to the downloadable Radius Map and other resources on the new AT website.
- Assisted a number of Members 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.
- Responded to enquiries regarding the now officially used Green Vouchers.
- 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, one member for the second time as the result of exposure on set.
- Continued to be in touch with many Background Performers and other Members for wellness checks, both as part of Nicole Valentin's 1,100-member project and general outreach to Background performers. This is ongoing.
- Next stage of outreach to AABP members.

President, David Gale: Mr. Gale presented the following report from Joanne Vannicola, Chair of *outACTRAto*:

Lots on the go with *outACTRAto*, including Working the Scene in Rainbow, designed to give writers and actors as well as other industry partners, a chance to read, listen, perform and focus queer content. They are also working on new social media accounts for the committee and new members are joining. There is a zoom event being organized as well for both social and industry connections and celebrations.

The Inside Out Festival is also going to screen their second annual film selected from the competition, and it has all gone exceptionally well.

Editorial Committee: On April 29th, the Editorial Committee held a long-awaited meeting. Included was President David Gale, former Madam President Theresa Tova, Karen Woolridge, Sue Milling, Karl Pruner, Taisa Dekker, Cass Enright and Jenn Paul.

They had a fulsome discussion regarding potential stories for both #Actraspotlight At Home and ActraToronto@work. In production for June are stories featuring our Indigenous performers for both podcast and

written sections. As well as a story on the Sandi Ross Awards, an important piece clarifying our stance on ACTRA's upcoming letter regarding Defunding the Police are in the works. In addition, is an article highlighting the voice gender imbalance in the animation world. With observations and the data provided by a recent voice meeting, the Committee hopes to further engage discussion and activate change in this arena under the ACTRA umbrella. In the meantime, please look out for Theresa Tova's delightful and relaxed interview with none other than David Alan Nathan Gale!

OTHER BUSINESS

It was announced that Member Diane Fabian (wife of Pat Patterson) passed away recently.

THE MEETING ADJOURNED AT 2:20 P.M.