

<p>Goal:</p> <p>ACTRA Toronto in 2021 will continue to develop its anti-Black racism plan including:</p>	<p>Status:</p>
<p>Promotion of ACTRA Toronto’s diverse members through <i>diversity.ACTRAonline</i>, the <i>ACTRA Toronto Spotlight</i> feature on social media and showcases that spotlight specific groups of underrepresented performers in the industry. The first Showcase, featuring Black Performers, was made possible through a grant from Ontario Creates and a partnership with the Casting Directors Society of Canada.</p>	<p>We launched the ACTRA Toronto Diversity Showcase, beginning with the Black Performer Showcase with the support of Ontario Creates. This is the first showcase to spotlight underrepresented performers in the industry. Selected by Casting Directors from an outstanding group of submissions, the on-line showcase is a tease of the talent ACTRA Toronto has to offer. Next up: Latinx Showcase</p>
<p><i>A Different Lens</i>, a project to support the development of demo reels for diverse performers, produced in conjunction with industry partners.</p>	<p>A Different Lens – thanks to the tenacity and determination of Samora and Lisa Michelle with the help of Jenn and Taisa, we invested in a project to create demo reel scenes that gave a group of diverse performers the opportunity to work with diverse writers on scenes that demonstrated the depth of their talent</p>
<p>Ongoing support of Voice Committee mentorship of performers who are Black, Indigenous and people of colour interested in voice work on commercials, animation and video game productions.</p>	<p>Our Voice Committee has partnered with the Diversity & Inclusion Committee to hold professional development sessions to give diverse members coaching in animation and commercial voice work</p>
<p>Collaboration of Diversity & Inclusion Committee, the Women’s Stunt Committee and the ACTRA Toronto Stunt Committee to identify and mentor stunt performers who are Black, Indigenous and people of colour.</p>	<p>The committees are working on a schedule of joint meetings this fall to talk about identifying and mentoring diverse members to get into stunt work.</p>
<p>Continue to support and build on the work of <i>Working the Scene in Colour</i> by connecting Writers Guild of Canada (WGC) writers and diverse performers.</p>	<p>Working the Scene in Colour continues on-line, bringing diverse performers and writers together to read through scenes and scripts, and we launched the first ever “Working the Scene in</p>

	Rainbow” with the outACTRAto committee. The next session will be in November.
Celebrate the <i>Sandi Ross Awards</i> to recognize industry professionals and production companies who have demonstrated a commitment to diversity and inclusion.	We held the Sandi Ross Awards on-line celebrating Working the Scene in Colour founders Louis Taylor and Jessica Meya, and Filmmaker, Winnifred Jong.
Work together with ACTRA National and industry partners on collective efforts to address anti-Black racism including outreach, training and mentoring of performers and crew.	ACTRA Toronto is working with the Creative Industries on collective strategies.
Develop an anti-racism education course for members.	We are working on the development of an anti-oppression course for workers in the industry.
Explore on-line respectful workplace training for members of ACTRA Toronto together with members of other unions and guilds.	Respect on Set on-line sessions are now offered more frequently. ACTRA Toronto held a special session for Agents and is planning a session for Acting Coaches and Educators.
Continue to develop and grow partnerships with community and cultural film festivals including Reelworld, imagineNATIVE, ReelAsian and the Regent Park Film Festival.	We continue to partner with film festivals that have pivoted on-line with programming and workshops.
In addition to work challenging anti-Black racism, the ACTRA Toronto Council and Committees will continue to advance gender equality, diversity, equity and inclusion through:	
Continued work to prevent sexual harassment, including working with industry partners to develop best practices and oversight for educators, coaches and teachers.	Working with Agents, Casting Directors, Candian Actor’s Equity, Got Your Back and Keep Actors Safe, we have developed Guidelines and a Code of Conduct for acting coaches and educators. A website will be launched this fall by the volunteer association that will include a list of the coaches and educators who have signed the Code and

	made a commitment to education spaces and practices that are free from harassment.
Calling on agencies and government funders to require productions in receipt of tax credits and public monies to collect and report demographic information to measure and track the industry’s commitment to gender equality and diversity.	ACTRA Toronto and FilmOntario have lobbied for data collection and reporting to track the industry’s progress on commitments to gender equality and diversity.
Exploring options to update the ACTRA Toronto census.	We promoted the recent ACTRA National census that will allow us to compare and track our progress on reflecting the diversity of our population in our membership with our previous census results.
The promotion and celebration of women who are “walking the talk” through the Nell Shipman Award, presented by the Toronto ACTRA Women’s Committee (TAWC) that recognizes a female-identifying producer, writer, showrunner, mentor or programmer who has advanced gender equality in the industry.	The Nell Shipman Awards are to be scheduled later this year or in the spring of 2022. The collaborative effort in the spring was the creation of a video for International Women’s Day. https://youtu.be/GJAPr-tL9Ps
Continued support of mentorship programs like the Tool Kit sessions and Film Creation Lab that are connecting women identifying filmmakers to develop their skills on both sides of the camera.	The 2020 Short Film Creation Lab film, <i>Rainbow Baby</i> , was screened by committee members and has now been submitted to festivals.
The promotion of Working with Queer Performers, a best practices guide produced by outACTRAto, ACTRA Toronto’s Queer Committee.	The Guide was promoted again through Town Hall sessions and in a meeting to develop Audition Standards with the Casting Directors Society of Canada.
Participation in the Pride events, including marching in the Pride Parade.	ACTRA Toronto members participated in Pride events on-line. outACTRAto organized a “ Rainbow Zoom Mixer ” dance party for ACTRA members.
Bringing together writers and ACTRA Toronto’s	outACTRAto organized a very successful first

LGBTQ+ performers in script readings following the successful model of Working the Scene in Colour.	Working the Scene in Rainbow event modelled on Working the Scene in Colour .
Supporting Act Your Age (AYA) on-line skill building and networking sessions for senior performers.	AYA – the Act Your Age Committee has met several times this year on-line, hosting workshops on the art of auditioning, auditioning on-line, Audiobooks and vocal support while aging.
Challenging ageism by promoting work and work opportunities for AYA performers.	ACTRA Toronto continues to advocate for programming to reflect the diversity of our population, including senior performers.
Partnership with Holland Bloorview to identify and support child performers living with disabilities.	Holland Bloorview now has an accessible space for auditions. ACTRA Toronto continues to support the Dear Everybody campaign.
Continued support of the Young Emerging Actors Assembly including the development of YEAA Shorts and partnership with ReelWorld.	YEAA surveyed the needs and interests of young ACTRA members and will be developing plans for 2022.

ACTRA Toronto in 2021 will:	
Work with ACTRA National and Branches to renegotiate the National Commercial Agreement (NCA), the Independent Production Agreement (IPA), the CBC Agreements and continue bargaining the CTV agreement.	National Commercial negotiations continue. The current terms and conditions of the agreement stay in place. Preparation for IPA bargaining is in high gear following completion of focus groups and a survey.
Promote the new Low Budget Production Guidelines for first time and emerging producers and the Web independent Production Guideline (WiP) for low budget web-series.	Industry Relations promotes guidelines to emerging producers through presentations at film festivals and post-secondary classes.
Continue to work with producers in the live entertainment sector to “pivot” their programming to reach audiences through recorded on-line media	The Film, Television and Digital Media Department have helped over 120 live performance companies bring their stage productions to the screen and a global

	audience.
Work with Casting Directors to develop audition standards	We are working on developing Audition Standards with the Casting Directors Society of Canada. A member survey and consultations have just been completed with Council, Committees and Agents.
Promote guidelines: <i>Working with Queer Performers, Best Practices for Scenes involving Nudity, Intimacy, Simulated Sex and Sexual Violence, Best Practices for Acting Coaches and Educators</i> (in development), and the recommendations of the <i>Audition Facility Accessibility Audit</i> .	Through meetings with Casting Directors and Agents as well as through meetings with Producers and Engagers, ACTRA Toronto promotes resources and guides.

ACTRA Toronto in 2021 will:	
Participate in the consultation process on Bill C-10 and support its early passage into law.	ACTRA members participated in the consultation process surrounding C-10. The Bill was not passed into law before an election was called. ACTRA will be lobbying the new government on updating the Broadcast Act. I
Lobby the CRTC to move forward with changes as provided in Bill C-10.	See above.
Support the recovery of the industry and the promotion of Ontario as a safe, healthy and stable production centre with the Ontario Creates <i>Ready to Roll</i> campaign. Continue to support the work of FilmOntario, the industry coalition that ACTRA Toronto helped to establish, in its work to ensure competitive, stable and streamlined tax credits that attract and build production capacity. And work with FilmOntario to explore additional incentives to help increase gender equality and diversity in work opportunities for Ontario's performers and culturally diverse content creators.	ACTRA Toronto continues to work with FilmOntario, Ontario Creates and through the Minister's Advisory Committee to support the stability of tax credits and enhancements to incentives to increase equality and diversity in work opportunities.
Ensure that the recovery encourages	Vice President, Rebecca Applebaum,

<p>sustainable production practices to lower carbon emissions and reduce waste through our support of the <i>Ontario Green Screen</i> initiative.</p>	<p>represents ACTRA Toronto on the Ontario Green Screen Initiative. The mission of the OGS is to develop tools and resources that will empower Ontario’s film and television industry to adopt environmentally sustainable best practices and business models to reduce the environmental impact.</p>
<p>Promote and celebrate Canadian performers through the <i>19th Annual ACTRA Awards</i>, <i>ACTRA Spotlight</i> podcasts and vlogs, on-line showcases and panels.</p>	<p>The ACTRA Awards, held on-line, celebrated Award of Excellence recipient Jani Lauzon and an outstanding group of nominees and winners for on-camera, voice, ensemble and stunt awards. Panels, articles and interviews spotlighting ACTRA performers at work can be found on Performers online.</p> <p>We topped 10,000 followers on Instagram: a 107% increase in reach and a 220% increase in engagement. On Facebook: we increased reach by 121% and engagement by 342%. And on Twitter: we are up 65% in terms of visits to our profile and by 48% in mentions.</p> <p>One of our most engaging and shared social spotlights is on commercials, helping to show the difference professional performers make in advertising.</p>
<p>Expand outreach to communities, schools and acting programs through enhanced industry relations, to help raise awareness of the opportunities here in Canada for performers.</p>	<p>Our Industry Relations staff Taisa Dekker attended 20 post-secondary classes to talk about the ACTRA Advantage, connecting with over 420 students.</p>
<p>Work with the ACTRA Toronto Stunt Community to identify training and mentoring opportunities and to showcase the depth of talent and experience in the community to producers nationally and internationally.</p>	<p>Plans are underway this fall to identify training and mentoring opportunities. And, the ACTRA Spotlight will be on the Stunt community later this autumn.</p>
<p>Increase outreach to producers and engagers who have not previously worked with ACTRA</p>	<p>Taisa Dekker, Industry Relations and Jenn Paul, Industry Relations Specialist Diversity &</p>

members promoting the new Low Budget Production Guideline, the Web independent Production Guideline (WiP) and the ACTRAonline Opportunity Pilot Project (AOPP).	Inclusion, engaged in meetings with community groups, film festivals, filmmakers, advocacy groups and pre-members, answering questions and assisting new Producers to find ways of working ACTRA.
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ACTRA Toronto in 2021 will:	
Promote the new ACTRA Toronto website. Clearer, cleaner and streamlined. it is easier to find current information as well as links to ACTRA Toronto’s on-line publications, committees, resources, guidelines and agreements.	The new website continues to grow and improve with recordings of workshops and Town Halls, frequently asked questions and answers on COVID-19 protocols, tips, resources and guides.
Continue to hear from members returning to work through ACTRA Toronto@Work vlogs.	Interviews with members have continued this year. Check out the ACTRA Toronto YouTube channel.
Hold regular Town Hall sessions for members.	Recordings of the ACTRA Toronto Town Halls can be found here: https://www.actratoronto.com/online-town-halls/
Support performers working in the background category through on-line education sessions and outreach to Background Agents.	A new page of resources and best practices for performers working in the background will be launched soon.
Support committees to hold meetings and educational workshops on-line.	ACTRA Toronto committees have held workshops on-line throughout the pandemic. Check out the Council and Committee reports and recordings of workshops.
Continue to develop and offer on-line member education and <i>Respect on Set</i> sessions.	Enrolment for on-line member education sessions is up. The <i>Respect on Set</i> course is now offered twice a month.
Integrate content, resources and guest speakers to talk about the role of Unions historically and currently in advancing worker rights, equality and fairness.	The ACTRA Toronto Women’s Committee hosted a workshop on women’s history in the labour movement with strategic alliance partner, the USW.
Hold on-line sessions for stage parents,	In July, ACTRA Toronto sponsored a session

<p>guardians, agents and minors about getting started in the business, internet safety and rights and protections under ACTRA’s agreements and the law.</p>	<p>with Child Advocate Christina Collins for Stage Parents and Guardians.</p>
<p>Work with ACTRA National to develop and implement the new membership system.</p>	<p>Implementation of the new membership system is underway.</p>
<p>Continue work with Producers and Engagers to go paperless: digitizing vouchers and the safe storage of personal information.</p>	<p>The pandemic has resulted in many productions going paperless. The move to digital vouchers and forms is helping to reduce paper, points of contact, and has increased the security of personal information.</p>
<p>Together with FirstOntario, promote Creative Arts Financial (a division created with the merger of CASCU and FirstOntario in October 2020). Creative Arts Financial will be able to provide greater financial services to ACTRA members including financial planning.</p>	<p>The merger of CASCU with FirstOntario is completed. Creative Arts Financial, a division of FirstOntario will now build on the work of CASCU to assist and support the arts community with financial services and planning that is tailored to the needs of artists.</p>
<p>Better promote the services of the HAVEN Helpline including access to mental health supports and the LifeWorks app.</p>	<p>Through social media, public service announcements and e-blasts, members are provided with information and links to the HAVEN Helpline.</p>
<p>Conduct a review of the ACTRA Toronto By-laws. Recommendations for changes will be presented to the ACTRA Toronto membership by referendum no later than May 2021 to implement any adopted changes in advance of elections to be held in the autumn of 2021.</p>	<p>In July, ACTRA Toronto members ratified recommended changes to the By-laws including gender-neutral language, and the addition of a clear and streamlined election process.</p>