

**ACTRA TORONTO
COUNCIL MEETING VIA ZOOM
THURSDAY, SEPTEMBER 9, 2021**

PRESENT

REGRETS

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

COMMITTEE & MEMBER CAUCUS CHAIRS, OMBUDSPERSON

Karen Ivany, Ombudsperson
Victoria Murdoch, Chair, Apprentice Caucus

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, Executive Director, ACTRA National
Tania Cardwell, Stunt Liaison, ACTRA Toronto
Cass Enright, Media Relations, ACTRA Toronto
Maxine Bower, Special Advisor, ACTRA Toronto
Taisa Dekker, Industry 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 10:01 a.m. with President, David Gale, in the Chair. Mr. Gale welcomed and thanked everyone for their attendance.

The reading of the Land Acknowledgement by Nicola Correia-Damude, Victoria Murdoch and John McGrath was followed by reading of the Equality Statement by Lisa Michelle Cornelius, David Sparrow, Avaah Blackwell, Thom Allison, Martha Chaves, Maria del Mar and Paul de la Rosa.

APPROVAL OF THE AGENDA

The following changes were made to the Agenda:

Move Item 8 to after the Executive Director's Report.

Item 10 – Correction: David Sparrow is the Past President.

MOTION #1

Moved by Joy Tanner, seconded Theresa Tova:

“That the Agenda for the ACTRA Toronto Council Meeting of August 3, 2021, as amended, be accepted.”

CARRIED

APPROVAL AND CORRECTION OF THE MINUTES

The following corrections were made to the Minutes:

Page 2: The ACTRA Awards should read:

Outstanding Performance ~~On-Camera~~ – Gender non-conforming or Male
Outstanding Performance ~~On-Camera~~ – Gender non-conforming or Female
Outstanding Performance ~~On-Camera~~ – Gender non-conforming or Male Voice
Outstanding Performance ~~On-Camera~~ – Gender non-conforming or Female Voice

Page 5: Under Past President's report: Second sentence should read: “This group has received 38 applications from ~~organizations~~ **individual coaches and three organizations** wanting to sign on to the Association of Acting Educators and Coaches code of conduct.”

MOTION #2

Moved by Richard Young, seconded by Angela Asher:

“That the Minutes of the ACTRA Toronto Council Meeting September 9, 2021, as amended, be accepted.”

CARRIED

ROUNDTABLE: WORD FROM THE SET AND AUDITION ZOOM ROOMS

- Councillors shared feedback from members including concerns about COVID protocols, challenges with self-tapes and the need for audition standards, make-up artists, and privacy issues.

PRESIDENT'S REPORT

David Gale gave a brief report:

- The Executive has recommended the following to Members to represent ACTRA Toronto on the IPA Negotiating Committee: David Gale, Grace Lynn Kung, Nicola Correia-Damude, Kevin Hanchard, Catherine Disher and Shawn Doyle.

MOTION # 3

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

“That Council accept the recommendation of the Executive that David Gale, Grace Lynn Kung, Nicola Correia-Damude, Kevin Hanchard, Catherine Disher and Shawn Doyle represent ACTRA Toronto on the IPA Negotiating Committee.”

CARRIED UNANIMOUSLY

- Since the last Council meeting, attended eleven IPA focus groups. Working on proposals for the Wages and Working Committee.
- Executive meeting is on September 21st.
- Award of Excellence recommendations will be discussed at the October Council meeting.
- Met with Jenn Paul and the members of PAL regarding how they can work toward greater diversity of PAL residents. This is a long-term discussion. PAL has a 7 to 9 year waiting list.
- Met with the stunt committees about criteria for the Stunt Awards in 2021-22.
- *outACTRA*to is thrilled about the Gender Non-conforming Awards.

EXECUTIVE DIRECTOR'S REPORT

Sue Milling reported:

- Production volume is up so staff are very busy.
- Dealing with questions regarding vaccine policies. She referred to the social media post regarding the protest that is to take place on September 16th at ACTRA offices. Action is being taken for the unauthorized use of the ACTRA logo.
- It is important that people adhere to the COVID safety protocols. The safety guidelines continue to be required by Regulation in Ontario.
- On the IPA front, we have been busy with focus groups. We will be meeting with our counterparts, across the country, in Wages and Working committee meetings.
- The DGC has just ratified a one-year extension to their agreement with a 3% increase.
- On the NCA front, one day of bargaining is scheduled for October and a couple of days in December.
- ACTRA Toronto Council elections will take place in the fall. The Election Committee has looked at the Election Guide. October 6th is the launch of the campaign. Nominations close on October 19th. The Election Guide and By-laws will be sent out to members with the election launch and will be available on the website.

Industry Relations – Taisa Dekker

- After connecting with producers earlier this summer, two short films became signatory: *Unborn*, and *Something Mental*.
- Throughout the month of August, she met with 10 producers about how to work with ACTRA talent. These projects included a short film, proof of concept sizzle reels, a series pilot, a documentary series, a feature film shooting abroad, a 60 second commercial and a talk show broadcasting on digital platforms.
- The union will shine the ACTRA Spotlight on productions at TIFF featuring Toronto members, such as [All My Puny Sorrows](#), [DEFUND](#), [Kicking Blood](#), [Learn to Swim](#), [Little Bird](#), [Night Raiders](#), [Sort of](#) and [The Middleman](#).
- ACTRA Toronto continues to Spotlight advertising productions and the ACTRA members featured in commercial work. See the posts on social media @ACTRAToronto.

- Work continues on the Audition Standards initiative. The member survey closed on August 31st, 2021, and the union received close to 300 responses.
- She attended the Ontario Creates session “The Future of the Creative Workforce.” Ontario Creates partnered with VICE Media Group on this report which outlines various roles available within the Canadian creative industries and the engagement of Gen Z and Gen Y within the workforce. The research is available [here](#).
- The Ontario Screen Creators Conference takes place in October as part of the Forest City Film Festival in London. They approached the union about being involved in a few industry sessions, and ACTRA Toronto is partnering with OSCC and DGC Ontario to present an information session about working as a Background Performer. On October 16th, 2021, Angelica Alejandro will present (via Zoom) about the benefits of becoming an ACTRA member and important information for BG performers.
- The next Diversity in Voice – Commercial VO & Vocal Health Workshop will take place on Saturday, October 23rd and Sunday, October 24th, 2021.
- Planning has begun for the ACTRA Awards 2022. Members can submit their nominations [here](#).

Social Media – Cass Enright

TIFF is back! There are 12 films featured with ACTRA Toronto Members. We will be promoting these on social media every day.

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

- Met with PAL Toronto to discuss a strategy to increase diversity amongst their residents.
- Assisted ACTRA National in the roll out and promotion of the national census.
- Discussed a problematic breakdown with a background casting director.
- Met with multiple members regarding hair and makeup and other issues relating to harassment and respect on set.
- Attended multiple IPA Focus groups as an observer.
- Submitted a research grant proposal to Ontario Creates to better understand an emerging creative sector that includes diverse performers.
- Attended the first D&I Committee picnic.
- Distributed and promoted member surveys for audition standards and hair and makeup. Analysis has started.
- Finalized this year’s partnership with Reel Asian film festival, which will include a collaboration with *Working the Scene in Rainbow*.
- Work continues on the development of the anti-oppression training outline.

Special Advisor – Maxine Bower

- Assisting with responses to harassment complaints.
 - Supporting members with understanding workplace harassment reporting process.
 - Supporting member with drafting formal complaint of harassment.
 - Supporting member with an unsatisfactory harassment investigation.
 - Offering emotional support and counsel with concerns about discrimination, biases, and harassment.
- Supporting members with personal and professional challenges.
 - Counsel and support regarding concerns about hidden, marginalized identities and work in the industry.
 - Counsel, support, and referrals after historical sexual violence disclosure.
 - Counsel, support, and referrals for complex mental health needs.
 - Supporting members with difficulties with communication, interpersonal conflict.
- Responding to push-back and resistance from members.
 - Drafting responses to members concerned about cultural shifts at ACTRA and in Canada.
 - Supporting members fearful of measures that are being implemented to increase equity.
 - Researching Ontario Human Rights Code to help educate members on equity, harassment, and discrimination.
- Research, review, and recommendations for member resources listed on the ACTRA website.

- Compiled a list of recommendations of specialized community resources for members (e.g., senior and Indigenous support services, primary care for survivors of sexual violence, etc.)
- Attended all IPA focus groups.
- Attended Respect on Set workshops.
 - Drafted ideas on amendments for future sessions.
 - Connected with members in need of further support or education after attending ROS workshops.
- Research and outreach to community organizations (such as Possibility Seeds and Metrac) for potential collaboration and consultation on issues related to systemic violence and assault.
 - 'Possibility Seeds' has been contacted for consultation on if or how they could be a collaborating partner for various initiatives or projects.
- Outreach to committee chair members for introductions and brainstorming on how the Special Advisor role could tend each committee's concerns and/or ideas.

SUCCESSION PLANNING

Ms Milling's speech follows:

So, it is time. Part of being in a position of management is thinking about succession; making sure there are opportunities, training and support for the people within the organization to grow; mentoring and then "planning" for the succession; where possible and when it is right to make the change.

This is a job that is very easy to continue to do – many people who work at ACTRA have been with ACTRA for more than 10, 20 and some 30 years. These are good jobs - because of you – working with performers, helping Producers and Engagers to, in turn, hire you – treat you with respect and dignity.

Every day is different. And, while we don't get a lot of calls when things are going well – when we are able to make things right, win a grievance, help someone get paid, be supportive through a harassment claim, help a producer find a way to budget to afford professional talent, we know we are making a difference and we carry on.

The team at ACTRA Toronto is strong and has weathered the ups and downs of production cycles, bargaining, calls for action and accountability around sexual harassment and systemic discrimination in the industry, establishment of a 24/7 Helpline and afterhours service, sustaining the little credit union that could, and now a pandemic.

I am very grateful to all the Directors, staff, COPE and USW reps who I have worked together with to solve problems, celebrate our achievements, cry over disappointments and then pick ourselves up to fight the good fight again.

I have worked with four Presidents since starting with ACTRA Toronto: Heather Allin, David Sparrow, Theresa Tova and David Gale. Worked alongside Past President Karl Pruner, served six Councils as Director of the Film and Television Department and Executive Director. With our Presidents, and our ACTRA Toronto bargaining committees and the national bargaining team, we have renegotiated (a number of times) the IPA, NCA, Ubisoft and CBC agreements and kept bargaining with CTV and BellMedia alive. Worked with an outstanding team of managers: Nicole Valentin, Judy Barefoot, Karen Ritson, Alistair Hepburn and Karl Pruner who in turn lead and support an outstanding team of staff. Thank you to Marie Kelly and the National staff – a new team to lead the union in facing the challenges ahead, and my little hallway of awesome and wise women: Cynthia Lynch, Taisa Dekker, Jenn Paul, Michelle Nagel and Frank Manzo... You have kept me going – particularly in this past year!

So many reflections and things I could say but, in the interest of time and the fact that I am not disappearing, let me focus on 3 areas:

1. Advancing the ACTRA Advantage – It is much more fun being part of a growing movement but that means thinking outside of the box; "being there" at events, picking up the phone; talking to classes; working out partnerships with film festivals.
 - a. Thank you, Taisa, Directors, and staff who I would challenge to find ways to say... "yes" you can work with ACTRA performers within your budget. And we did:

- i. Audiobooks: with much thanks to a tenacious voice committee who you have heard me say is an organizing force.
 - ii. Videogames.
 - iii. Web series.
 - iv. Looking ahead to the next frontier of TikTok and Influencers.
- 2. Relationships matter.
 - a. Working with Producers, we worked on non-citable, without prejudice projects that became the basis of Guidelines and language in our collective agreements
 - i. New Media rates and successes in bargaining for web series.
 - ii. AOPP and bundles to come in the NCA.
 - iii. Live to Broadcast deals with Soulpepper and Stratford and now Live Event Digital Guidelines.
 - b. And, outside of bargaining, those relationships brought the Creative Industries together to challenge sexual harassment and in the past year, anti-Black racism and systemic discrimination – creating cultural change in our industry.
 - c. Working with our sibling unions and guilds: building a financial institution to support artists and our creative communities; And
 - d. Looking ahead – working together to set Audition Standards and making sure there is expertise and resources to look after the hair, make-up and wardrobe for all performers.
- 3. Activism works.
 - What we bargain for ourselves is what we can achieve for all through political action. So proud of the Child Performer Protection Act. What a gift to listen to the stories told by Tova, Tabby Johnson, Shirley Douglas and Clara Pasieka – who helped to make political action fun – tricking ACTRA members into being activists.
 - Your vote is your voice – federal election on September 20th – make a plan to vote early!
 - A few examples...
 - More Canada on our Screens – David Sparrow leaping into the fray with Netflix as his first Act as National President, following four years as ACTRA Toronto President leading days of action and speaking with government about Canadian content regulations and legislation to protect precarious workers; Theresa Tova advocating for legislative and regulatory changes to better protect performers from harassment; David Gale on a Canadian star system and breaking down barriers for Queer performers.
 - Tax credit stability and investments with FilmOntario – with much thanks to Cynthia Lynch - growing Ontario to a centre of production – meeting the Premier’s goal of a \$5 billion industry.
 - We nurture activism:
 - Education is power – we built an on-line education system to help performers learn and know their rights, and their responsibilities as ACTRA members to ensure Respect on Set and promote our industry – shout out to Richard Young and our instructors.
 - And then there are our committees:
 - ACTRA Toronto’s Committees have provided the connection and support that has been fundamental to the Union’s growth.
 - What young performer doesn’t want to be a member of YEAA? Thank you, David Gale for the support and confidence you provided to YEAA in those early days and, your determination to build a network of Queer performers through our outACTRAto Committee
 - We can’t be what we can’t see – shout out to Heather Allin and TAWC members who have helped to mentor/femtor women in filmmaking through toolkit sessions and celebrate those walking the talk through the Nell Shipman Awards.
 - AYA challenging ageism – look forward to the seasonal event at PAL.

- Diversity is Our Strength – putting words into action working with Jani Lauzon, Sedina Fiati, Farah Merani, Lisa Michelle Cornelius, Samora Smallwood and now Chattrisse Dolabaille and Janet Rose Nguyen making our talent visible; demanding to see diversity on our screens –reaching out to cultural communities; working with Ontario Creates and the City of Toronto; databases, showcases, demo reels, accessibility audits, professional development; Sandi Ross Awards; and the support of this Council to bring on Jenn Paul – energy, ideas, creativity and determination.
- Our Stunt Committees and Tania Cardwell’s tireless efforts to build solidarity in the community, keep performers safe, make sure AoS the pick of insurance programs; and make sure that when an ACTRA member needs that extra care through AFBS, they get it.
- Spotlight and member communications – David Gale hosting podcasts, building a star system, one podcast at a time; the comms team producing Performers On-set, in the north, in magazine form and now online. Cass Enright driving our social media channels, filming and editing President and Council video messages; moving the ACTRA Awards – the best party in town online – best online awards show now reaching a global audience; and our venture into ACTRA beer making to toast CanCon in Canada’s 150th, 475 in ACTRA’s 75th and Solidarity in 2019 with Respect, Dignity, Fairness and Inclusion.

Organizing. Bargaining. Activism. Three main tenets of what unions are all about.

Couldn't have done any of this without Council, Committees growing and engaging and a team of staff. I also could not have managed without the unwavering support of my family who have always understood that for me to put family first means to put work first – working for a better world for all of us.

Activism and our work for progressive change cannot happen without engaging our heart. Performers are natural activists not only because it is through stories that we connect but also because of the heart and passion that you bring to the storytelling. And, that passion for fighting the good fight for performers, more diverse Canada on our screens, and an equitable, respectful industry is inspiring. When you lead with heart, you can always reach a little bit further. And when you do, nothing is impossible.

Thank you.

So, to succession – you will now go into an in-camera session to consider a recommendation for the next Executive Director.

I had a chance to speak with many of you to let you know that the candidate has my full confidence and the support of the ACTRA management and staff. This is a person who has proven their leadership, particularly over the last year in fighting for gold standard COVID safety protocols; keeping the live performance sector alive and connected online (thinking outside the box and finding creative ways to work within COVID budgets); has established relationships with the unions, guilds, agents, Producers, studios and film offices; has successfully fought grievances, advocated successfully for improvements in bargaining; welcomes technological and digital change; sees the status quo as a red flag; and will keep reaching that little bit further for ACTRA performers and our industry. Onward.

Staff left the meeting at 11:37 a.m. while Council met in-camera until 12:07 p.m.

After the in-camera session, David Gale announced that Alistair Hepburn was approved as ACTRA Toronto’s next Executive Director. Congratulations Alistair!

DISCUSSION ON FRAMEWORK FOR ANTI-OPPRESSION TRAINING LED BY MAXINE BOWER, SPECIAL ADVISOR, AND JENN PAUL, INDUSTRY RELATIONS DEI

Ms Paul said that the sibling unions got together to discuss Anti-oppression Training. A sub-committee has been meeting regularly over the last couple of weeks. ACTRA Toronto took it upon ourselves to put together an outline. The challenge was to come up with something that is specific to our industry.

Council was divided into breakout rooms. The groups shared their suggestions.

Ms Paul thanked everyone for their input. She will compile these suggestions and bring it to a future meeting of Council.

EXECUTIVE REPORTS

Vice-President, Jocelyne Zucco: Following are reports under Ms Zucco's portfolio:

Conference Committee: Ms Zucco reported that the Conference is back and the committee is in full swing. A virtual conference will be held on September 23rd and will offer up 3 sessions and the plenary. The first session looks at virtual auditions and will include Casting Director Jesse Griffiths, Member George Alevizos and Jenn Paul to update the members on the Auditions Standards initiative. Next up will be a panel on "allyship and representation", where we still need to go (details and panelists to be confirmed). The third session will be a panel composed of the key players (cast, creators, directors – to be finalized) from the upcoming CBC/CBC Gem, HBO max series *Sort Of*.

Act Your Age: John McGrath submitted the following report:

- Jocelyne Zucco and John McGrath had an informal meeting with ACTRA Manitoba VP Kalyn Bombback to exchange ideas and thoughts on the issue of ageism in the industry. They agreed to stay in touch, share resources where appropriate in efforts to address ageism and work opportunities for senior members.
- AYA is also exploring ways to re-purpose existing Act Your Age videos currently featured on the AYA ACTRA page.

Vice-President, Angelica Alejandro: Ms Alejandro thanked Nicole Valentin and Karl Pruner for a great Background page on the ACTRA Toronto website.

The following are reports under Ms Alejandro's portfolio:

Apprentice Caucus – Victoria Murdoch: Ms Murdoch reported that their previous meeting was held on August 11th which confirmed her as the Acting Chair going forward for the remainder of this term. New member, Mladen Obradović, was confirmed as Secretary, and they are still without a Vice-Chair due to lack of interest. They are doing their best to push forward with the help of staff liaison Nicole Valentin and executive liaison Angelica Alejandro as well as Council, staff, and caucus members at large. Their members at large are growing due to outreach by Ms Valentin and Ms Alejandro. They had 13 people in attendance at this meeting; a new high!

Focus Groups & Census:

- Encouraged members to attend focus groups and fill out their census.

Background Resources Page (Website):

- In final edits after passing through Ms Alejandro, herself, and now back to Ms Valentin and ACTRA staff.

Conference:

- Generated ideas of what topics would interest Apprentice members and pitched them to the conference committee. Ideas such as casting director talks, self-tape and Zoom audition tips, new members getting the most out of ACTRA, and how to continue to find work opportunities after becoming a member, were top of mind.
- The conference committee has asked me to act as point person for the conference session on Virtual Auditions, and I am in planning for the various elements including a mock audition and Q & A with Casting Director Jesse Griffiths, and a presentation on audition standards as a work in progress by Jenn Paul.
- Planning to host a post-conference Zoom happy hour with interested Apprentice members.

Concerns from members:

- Productions could further limit paperwork by utilizing electronic solutions for collecting and storing our documents and personal information.
- Casting breakdowns being seen requesting fully vaccinated actors.

The next meeting is scheduled for September 15th at 3:30 p.m. on Zoom.

Background Advocate Report – Shereen Airth: Ms Airth reported:

- Attended Background Round Table session.
- Green voucher discussions continue.
- 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, particularly during negotiation years.
- Reminded Members that this is an ACTRA election year.
- Continue to respond to many inquiries and posts regarding the COVID inquires, sharing vaccine FAQs.
- 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
- Asking all Members, she has contact with, to read the COVID protocols, COVID FAQs and any and all eblasts in depth.
- Members are generally experiencing email fatigue.

Child Advocate – Christina Collins: Submitted the following report:

She has had the usual email queries regarding minors’ nighttime shoots, quarantine issues and general clarification of the IPA. Recently more people are confused as to what we do. She has to explain that ACTRA is not an agency but a union of professional performers and what ACTRA does.

There seemed to be, more than usual, emails asking for representation, how to get an agent, where to look etc. She has directed them to the ACTRA Toronto website and stated while ACTRA does not endorse any one agent, she highly urges them to seek representation with agencies that are affiliated with TAMAC and EIC, for obvious reasons. The website itself, looks easier to navigate and that has been helpful too.

Conference Committee – Co-Chairs, Jocelyne Zucco and Rebecca Applebaum: Ms Zucco submitted the following report:

The Conference is back and the committee is in full swing. ACTRA Toronto’s virtual conference will be held on September 23rd and will offer up three sessions and the plenary. The first session looks at virtual auditions and will include Casting director Jesse Griffiths, Member George Alevizos and Jenn Paul to update the members on the Auditions Standards initiative. Next up will be a panel on “allyship and representation”, where we still need to go. The third session will be a panel composed of the key players (cast, creators, directors – to be finalized) from the upcoming CBC/CBC Gem, HBO max series *Sort Of*.

President, David Gale: The following reports are under Mr. Gale’s portfolio:

Editorial Committee – Joy Tanner: Ms Tanner report that the Dog Days of summer hit the Editorial Committee like the mid-month heatwave we experienced. Things slowed down but are gearing up again for September. There will be lots to report in the coming month, including a Federal election, Labour Day, IPA, Theatre crossover into WIP contracting and much more. Councillors are encouraged to check out the following links. These are good reminders for the membership regarding health and safety protocols and IPA reminders regarding per diems, as discussed at the last meeting.

<https://www.actratorontoperformers.com/per-diems-and-sides-2-ipa-reminders-for-members-and-producers/>
<https://www.actratorontoperformers.com/actra-torontowork-health-protocols-set-safety-vaccinations/>

outACTRAto – Joanne Vannicola: Ms Vannicola submitted the following report:

The committee is working on Inside Out partnership for screenplay competition, *Working the Scene in Rainbow*, prepping for elections for council, social media outreach for outACTRAto, raising the profile of their committee, they have written a letter to IMDB about pronouns, sexism and homophobia re language and options for people who do not identify in the binary. The committee has a few other things brewing.

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

Voice Committee – Krystal Meadows

- The Voice Committee connected with the new Diversity and Inclusion Chairs, Janet Rose Nguyen and Chattrisse Dolabaille and they are excited to collaborate with them.
- The August Commercial VO training weekend for BIPOC performers has been postponed to October to give Voice + D&I Committee time to brainstormed how to reach more people within ACTRA to expand interest and applications. The spring session only had 6 applicants for 10 spots. This was the first time they had less people apply than spots available. They were able to fill another 2 spots from actors who had applied for previous rounds of training and were accepted but had to withdraw due to other work/life commitments.
- The Committee is going to reach out to outACTRAto about opening the Commercial VO workshop to members of that committee.
- Taisa Dekker informed them that an upcoming e-blast to Members will include a note to members about joining committees, especially since professional development opportunities are available. Hopefully, this will encourage more folks to join committees, and therefore more members interested in commercial voice work will apply to take part in the autumn Commercial VO & Vocal Health workshop.
- ACTRA has commissioned D'Arcy Smith to create a Voice in Video Games best practices and the Voice Committee is assisting with reviewing this document.
- A message was sent to Karen Ritson and the planning committee for the Fall Members Conference. Cory Doran, Scott Farley and Krystal Meadows connected and all three of them have very full schedules this fall and as such they are not able to take the lead on anything Voice Committee related for the Fall Conference.

TAWC – Joanna Swan and Dominique Brownes: Ms Swann and Ms Brownes submitted the following report:

- TAWC is planning a meeting this month but have not confirmed the date.
- TAWC 2020 Short Film Creation Lab film, *Rainbow Baby* is still in full film festival mode, it has been submitted across Canada and the US, from TIFF to Whistler to St John's, to Sundance. More updates to come regarding upcoming official selections and awards.
- The Masterclass Pass is still popular. TAWC members who wish to register for access simply have to email Dominique Brownes directly as she manages the list. Log-in credentials are normally sent on a bi-weekly basis but rounds have been a bit longer lately.
- The IPA Focus Group took place on August 31st and was led by ACTRA staff and president David Gale. Vice-Chair Dominique Brownes attended the session and it was great to see some familiar faces and hear from various TAWC members on the important issues and concerns they have in regards to their position as performers as it relates to the IPA. Everyone had a chance to share their perspective and opinion on various topics.
- The TAWC WhatsApp Self Tape group continues to be on fire! TAWC members are always there to help one another with self-tapes, rehearsals and auditions. It has also been a way to check in during good and sometimes hard times. Words of encouragement are being shared and the moral support exchanged with one another is incredible. They truly hope this leads to more bookings. Another massive thank you to Cait for spearheading this, and to the fierce women in the group who are always lifting each other up.
- The committee looks forward to revisiting the TAWC childcare initiative to work to ensure members have support with childcare as things are getting busier and demand is increasing from actors and individuals in the film/TV industry. They have been in touch with Allie Dunbar (Founder and CEO of the babysitting agency The Summerhill Club) and Freya Ravensbergen (former co-chair and spear-header of the Childcare Subcommittee) and will schedule a meeting soon. Anyone wishing to be a part of the Childcare Subcommittee and would like to revisit this should email tawc@actra.ca.

TREASURER'S REPORT

Richard Young and Karen Ritson reported. We are at 42% of our fiscal year ending July 31, 2021. He compared three years of earnings from 2019 to 2021. Our earnings this year is a little bit lower than 2019.

Ms Ritson said that a budget restatement will be brought to the next Council meeting for the current year.

Vice-President, Angela Asher: The following are the reports under Ms Asher's portfolio:

YEAA: Ms Asher, David Gale and Karl Pruner had a meeting with Keira, Clara Pasieka. The two of them have stepped down as Chairs. She is hopeful that someone will step up.

Past President, Theresa Tova: Ms Tova reported.

Acting Educators and Coaches: They have received 40 applications; 30 have been approved. The rest of them were incomplete. The Communications Department is working on a website. They are working with the Intimacy Coordinators re providing classes to the Acting Coaches.

OTHER BUSINESS

- Deb McGrath suggested that ACTRA should consider moving away from using the term "brother and sister" to something else. Mr. Gale said that the word is "siblings".
- Cass Enright has TIFF tickets to distribute to Council.

Theresa Tova moved to Adjourn the meeting.

THE MEETING ADJOURNED AT 2:29 P.M.