

**ACTRA TORONTO
COUNCIL MEETING VIA ZOOM
TUESDAY, APRIL 5, 2022**

PRESENT

David Gale, President, in the Chair
Theresa Tova, Past President
Gugun Deep Singh, Treasurer
Lisa Michelle Cornelius, Vice-President
Debra McGrath, Vice-President
Joy Tanner, Vice-President
Louisa Zhu, Vice-President
Jocelyne Zucco, Vice-President
Dalmar Abuzeid
Fuad Ahmed
Angelica Alejandro, alternate for Thom Allison
Heather Allin
Sandra Beckles
Avaah Blackwell, alternate for Anand Rajaram
Wendy Crewson (1/2 day)
Nicola Correia-Damude
Jamaal Grant, alternate for Samora Smallwood
Ruby Joy
Linda Kash
John McGrath, alternate for Tony Nappo
Jane-Rose Nguyen
Brooke Palsson, alternate for George Alevizos
Alicia Turner, newly elected Councillor

REGRETS

Martha Chaves

COMMITTEE & MEMBER CAUCUS CHAIRS, OMBUDSPERSON

Shereen Airth, Background Advocate
Karen Ivany, Ombudsperson
Michelle Roy, Vice-Chair, Apprentice Caucus

OBSERVERS

Christine Topjian
Anand Rajaram, Councillor

ALSO PRESENT

Alistair Hepburn, Executive Director, ACTRA Toronto
Sue Milling, Advisor, ACTRA Toronto
Judy Barefoot, Director, Commercial Production, ACTRA Toronto
August Lew, Director, Finance and Administration, ACTRA Toronto
Karl Pruner, Director, Communications, ACTRA Toronto
Nicole Valentin, Director, Member Services, ACTRA Toronto
Gail Hauptert, Manager, Film, Television and Digital Media, ACTRA Toronto
Marie Kelly, National Executive Director, ACTRA
Maxine Bower, Special Advisor, ACTRA Toronto
Tania Cardwell, Stunt Liaison, ACTRA Toronto
Cass Enright, Media Relations, 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 10:00 a.m. with President, David Gale, in the Chair. Mr. Gale welcomed and thanked everyone for their attendance. He said that he is appalled by the news from around the world, especially Ukraine and Yemen. He said that there is a lot of media surrounding the war in Ukraine but not the other places. Council observed a moment of silence in reverence.

The reading of the Land Acknowledgement by Sandra Beckles was followed by reading of the Equality Statement by Nicola Correia-Damude, Fuad Ahmed, Louisa Zhu, Jamaal Grant, Jocelyne Zucco, Angelica Alejandro and Brooke Palsson.

Mr. Gale introduced the alternates, observers and staff.

APPROVAL OF THE AGENDA

MOTION #1

Moved by Fuad Ahmed, seconded by Theresa Tova:

“That the Agenda for the ACTRA Toronto Council Meeting of April 5, 2022, be accepted.”

CARRIED

APPROVAL OF MINUTES

March 1, 2022

MOTION #2

Moved by Louisa Zhu, seconded by Fuad Ahmed:

“That the Minutes of the ACTRA Toronto Council Meeting of March 1, 2022, be accepted.”

CARRIED

March 22, 2022

MOTION #3

Moved by Debra McGrath, seconded by Fuad Ahmed:

“That the Minutes of the ACTRA Toronto Council Meeting of March 22, 2022, be accepted.”

CARRIED UNANIMOUSLY

COUNCIL BY-ELECTION

Mr. Gale said that sadly, Maria del Mar, for health reasons, had to step down from Council.

Alistair Hepburn assumed the Chair at 10:18 a.m. He said that per the ACTRA Toronto By-Laws, the election notice was posted on the ACTRA Toronto carousel and website on March 1st announcing the Council by-election and the process to apply. There was one nomination form submitted prior to the published deadline of March 22nd.

Alicia Turner was by nominated Amy Szoke and acclaimed for the vacated seat. In her acceptance speech, Ms Turner thanked the NCA Negotiating Committee. She explained her involvement in the Stunt Women’s Committee and how it started. She said that she is working towards amalgamating the Stunt Committee and the Stunt Women’s

Committee into a Stunt Community. She also spoke about her efforts to work with the Diversity and Inclusion Committee to mentor BIPOC performers with an athletic skill to get involved in stunts.

Per Theresa Tova's request, Mr. Hepburn explained the election and by-election procedures as per the ACTRA Toronto By-Laws.

NCA UPDATE – SUE MILLING (IN-CAMERA)

Shereen Airth, Karen Ivany and Michelle Roy, left the meeting during the in-camera session.

Sue Milling and Marie Kelly reported on Commercial negotiations and the results of the Strike Mandate Vote. There was overwhelming support from the members in favour of the Strike Mandate.

PRESIDENT'S REPORT

David Gale report.

- He attended the Stunt community meeting. There were 58 people in attendance. At this meeting put together by Tania Cardwell, training, mentorship and safety was discussed. There was a group of people at this meeting who felt that they are not supported by the union. Mr. Hepburn explained that in 99 per cent of the cases that were heard, the Ontario Human Rights Tribunal ruled in favour of the employers' right to require vaccines.
- On the same day Mr. Gale attended the 20th Annual ACTRA Awards in Toronto. Congrats to Cass Enright who directed and produced the show and Jocelyne Zucco who led the jury and their teams.
- Attended the National Council meeting re: the By-Law change.
- TAWC meeting – very well done.
- Apprentice Caucus meeting – Chair, Victoria Murdoch, runs her meeting like a Council meeting.
- ACTRA Toronto Women's Stunt (ATWSC) Committee meeting – this is not chaired in the official sense but it is orderly. They have great plans for the community and the hope is that both stunt committees will merge into one.
- ACTRA Toronto Emergency Council meeting on March 22nd regarding NCA.
- Three NCA Town Halls – two were for members (DANG attended) and one for agents.
- How to present reports – Chairs, Advocates and Staff are asked to keep their reports to highlights and a maximum of 250 words. Only actioned items and not plans. If needed, Chairs or Liaisons can elaborate verbally in the meeting.
- Advocate and Ombudsperson positions – six years is the maximum that the Ombudsperson and Advocates can serve. This year the Child Advocate and Ombudspersons positions will need to be filled. He thanked Christina Collins and Karen Ivany for what they have brought to these positions. Shereen Airth, the Background Advocate, has two years left. The Executive reviews these positions.

WORD FROM SET

- A Councillor pointed out that on a set that they were on only the actors were tested and not the crew. There were 12 COVID cases on set in Ottawa. Mr. Hepburn said that it's ACTRA Toronto's position that our members must be tested. Both NABET and IATSE test their crew. They could have been a non-union crew. Mr. Hepburn said that a performer might be a Toronto member but the jurisdiction does not travel with the member. He said that cases are caught before going to set. There have been no mass shut downs.
- A Councillor reported that they received less than 24-hours notice for an audition but did not use the reporting form. Another Councillor said that they used the form and has had good results.
- A Councillor felt more unsafe now because of the secrecy on set and lack of disclosure and close contact information.
- There is a new Agent Authorization Form – members now have the option for their agent to receive emails from ACTRA about their dues. Shereen Airth pointed out that in the background community people have multiple agents and wondered whether each agent would receive this notification.
- Avaah Blackwell suggested that eblasts sent to member have "Action Required" in the subject line. This might increase participation.

- The question was asked whether fully vaccinated meant two or three vaccines. The Return-to-Work agreement Canadian performers requires three vaccinations. As per the Ontario Government, it means the full course of available vaccines. American studios now require three vaccines. Since ACTRA Toronto is not signatory to the Return-to-Work agreement, it is not posted on the website.

EXECUTIVE & COMMITTEE REPORTS – HIGHLIGHTS & NEW ITEMS

Liaison – Past President, Theresa Tova:

Association of Acting Coaches and Educators – Theresa Tova

Ms Tova reported that the work on AACE, the Association of Acting Coaches and Educators, continues to build momentum with outreach to individual coaches, studios, industry partners and government.

- *Coaches:* They have over 90 coaches in the application pipeline with more applications arriving weekly. AACE continue to offer educational opportunities with two new courses this month with NSIP and the ICC.
- *Studios:* Jennifer Wigmore and Tova met with Andy Toth of Arts Umbrella in Vancouver. They have offered their facilities to AACE for a coaches and educators conference next year and will help with outreach to BC based coaches.
- *Industry Partners:*
 - The steering committee is meeting April 26th for an update on their efforts and for a sneak peek before the launch of the new AACE website. The work of editing and fine tuning continues. Thank you to Luca De Franco and Karl Pruner for their support.
 - AACE met twice with UBCP ACTRA leadership and heads of their Guardians for Minors Committee and Education Committee. AACE has opened two spaces on the steering committee for BC based leaders to help ensure AACE builds as a national Association.
 - Met with CAEA who continue to support AACE. Arden Ryshpan will be reporting to the Equity Council appointed Donna Fletcher (Winnipeg as their new AACE representative).
- *Government:* AACE met with seven members of Canadian Heritage who were interested in hearing about AACE and looking for opportunities to support their initiatives.

ACTRA National: As an officer of National Tova continues to join the NCA bargaining team.

On behalf of ACTRA National President Eleanor Noble, Ms Tova attended a round table with Minister of Heritage Pablo Rodriguez and was able to present four major concerns on behalf of performers. The minister's staff asked Tova to follow her effective presentation with a report to committee. ACTRA is committed to being there.

David Gale and Tova met with MP Julie Dabrusin. Although she is no longer Parliamentary Secretary to Heritage, she still is very interested in ACTRA's files including Bill C-11 and had several insights.

****Liaison: Vice-President, Debra McGrath***

outACTRAto – Co-Chairs, Thalia Gonzalez Kane and Matt Lemche

Inside Out—Queer Your Stories 3

- QYS3 Winning team, "Save the Date", is officially in post and will have a rough cut by March 21. It is going well so far.

Social Media

- Successful live tweeting of ACTRA Awards garnered new followers and above average traction.
- Developing plan for more regular content to grow followers and attract new members who may not be aware of outACTRAto.

Working The Scene in Rainbow

- Suggested to plan for a Working the Scene in Rainbow event during the first few weeks of June to coincide with Pride month. Aiming to attract folks from the community at large.

Pride Party Planning Committee

- Proceeding with caution depending on public health notices. But ideally it will line up with our other pride events maybe in conjunction with WSIR.

Development of New Subcommittees

- *IPA Negotiations Subcommittee*: Convene to track and compile issues and ideas from ongoing committee meetings and discussions to bring to IPA Negotiations.
- *POP (Passing Outing and Power)*: Examine these elements within our community and among performers with the goal of better representation of community within outACTRAto committee.
- *Workshops for Queer ACTRA Committee*: Dedicated to creating practical workshops for queer members who want to learn, grow, and get involved.

Liaisons: Past President, Theresa Tova and Vice-Presidents – Jocelyne Zucco and Debra McGrath

TAWC – Co-Chairs, Joanna Swan and Dominique Brownes

- They will be able to schedule our next TAWC meeting when/if our Co-Chair positions are confirmed as they are still awaiting final and formal approval, ideally sometime in April.
- The TAWC Childcare Initiative spearheaded by the TAWC Childcare Initiative sub-committee has been pulling great numbers. A promo video featuring Freya Ravensbergen was posted on social media on March 21st 45.5 hours were logged in February and they seem to be on their way to double that number for the month of March. Members can register here: <https://www.actratoronto.com/flexible-child-care-program/>
- *Rainbow Baby* (TAWC's 2019/20 Short Film Creation Lab film; *Director/Co-Producer* - Monica Mustelier, *Writer/Co-Producer* - Kate Fenton, *Producer* - Lisa Michelle Cornelius) is still being submitted to film festivals, Council will be the first to know of any new official selection and award.
- TAWC held a meeting on March 10, 2022. The two new Executive Liaisons Debra McGrath and Theresa Tova were introduced to the committee. Both Ms Swan and Brownes have been unanimously voted to be reinstated and reaffirmed as Co-Chairs by the members of the committee in attendance. Sub-Committees and future activities were shared, committee members will have the opportunity to be involved in upcoming events and can email tawc@actratoronto.com for more information or join specific groups in the future (i.e., Nell Shipman Award, Movie Night/Film Festival, New Member Meetings).
- Ms Swan and Brownes have touched base with the new ACTRA National Women's Committee (ANWC) Chair Jen Viens and are hoping to connect for future collaborations.
- The TAWC Self-Tape group (formerly known as the TAWC WhatsApp Self-Tape Group) continues to connect TAWC members with one another when they need assistance with rehearsing lines and finding readers for self-tape auditions. Cait Alexander is administering the group, TAWC members can email her directly at info@caitalexander.com or Ms Brownes and Ms Swan at tawc@actratoronto.com to be added to the group.
- The Masterclass Pass is still going on with two accounts and access is available to TAWC members on a first-come first-serve basis. Login credentials are being securely provided to members who also have the opportunity to sign up for approximately two-week to one-month periods (based on availability and demand) multiple times throughout the year. TAWC members simply have to email Dominique at dominiquebrownes@gmail.com to be added to the list.

MOTION #3

Moved by Debra McGrath, seconded by Theresa Tova:

“That ACTRA Toronto Council confirm the appointment of Joanna Swan and Dominique Brownes as Co-Chairs of TAWC.”

CARRIED UNANIMOUSLY

Liaisons: Jocelyne Zucco, Louisa Zhu and Debra McGrath

Conference – Chair, Jocelyne Zucco

- They held their debrief and celebrated the success of the conference and the hard work of the committee members and always look forward on how to make it better.
- They will regroup again in a few months to organize the September conference. The Committee are hoping to go with a one-day conference. Unless....
- Councillors should let Ms Zucco know if they have any session ideas they want to see participate in or be the point person for.
- Rebecca Applebaum has stepped down as co-chair. Ms Zucco hopes to announce soon who will join her in that position.

Liaisons: President, David Gale and Vice-President, Jocelyne Zucco

Awards Jury – Co-Chairs, Pierre Simpson and Jocelyne Zucco

- The Co-Chairs had a debrief with Karen Woolridge and Taisa Dekker to review the process and start thinking of what they can do better and more efficiently next year.
- They also joined in the Awards committee debrief and it was decided that next year’s juries will continue to meet on Zoom.

Liaisons: Vice-Presidents, Jocelyne Zucco and Debra McGrath

Act Your Age (AYA) – Chair, John McGrath

- It was a busy month for AYA.
- Jocelyne Zucco, Deb McGrath and John McGrath held a planning session March 14th with ACTRA Toronto member Tracy Hoyt about an initiative to promote “well-seasoned” performers for voice work. They would create mock commercial demos with AYA members and send to creative directors, production houses, casting directors, agents, copywriters and marketing folk. A formal proposal is in the works.
- AYA also conducted a Table Read with members on March 25th. Members were assigned various roles and they read an episode of the comedy *Hot in Cleveland*. Ms Zucco also briefed the group on the upcoming strike mandate vote.

Liaisons: Treasurer, Gugun Deep Singh and Vice-President, Joy Tanner

Finance – Treasurer, Gugun Deep Singh

Gugun Deep Singh reported that Full Member dues notices were sent out. We are at the end of the fiscal year.

Mr. Hepburn said that the reason August Lew was not present at the Council meeting was because she was busy with year-end. She is working with the auditors to close the file. This has been our most successful year.

Liaisons: Vice-President – Lisa Michelle Cornelius, Gugun Deep Singh and Louisa Zhu

Diversity and Inclusion – Co, Chairs, Chattrisse Dolabaille and Janet-Rose Nguyen

In the past month . . .

- The 20th ACTRA Awards, featuring the Diversity & Inclusion Committee co-hosts, aired on March 6th.
- They had our first D&I Committee meeting of the year.
- Set their next D&I meeting (via Zoom) for 10:00 a.m. on Thursday, April 28th.
- Continued to encourage members to submit their headshots and resumés for this month's *Working the Scene in Colour*.

- Hosted the very successful 15th edition of *Working the Scene in Colour*, with hopes that the next edition might be a hybrid of online and in-person.
- Discussed plans for upcoming Mindfulness Meditation workshop (TBA), a Spring Social (late May), and low-cost headshot event (TBA).
- Met with Tonya Lee Williams of Reelword and other BIPOC women to discuss a town hall this spring (perhaps in April).

Liaison: Treasurer, Gugun Deep Singh

Apprentice Caucus – Chair, Victoria Murdoch

Members reported that the current IPA Audition Guidelines are hard to find. They have informed them that the Audition Standard document is not yet available, but the IPA guidelines are available, and shared the link for the audition report form.

Confusion over whether they need three doses for set, or a “full dose” which for some newer does not include a booster. They let members know that as long as their QR code is up to date, and valid, they can work in Ontario. *ACTRA Toronto note – please ensure you check with the production in advance to determine what their Covid vaccine policy is. Some sets require 3 doses as of April 1st, 2022.*

Members have concerns about not knowing whether others on set are fully vaxed now that there is no proof required. They let them know that as of this date, all sets are still requiring fully vaxed performers with a valid QR code. *ACTRA Toronto note – not all sets have a vaccine mandate. There are sets that do not require proof of vaccination to work. Please check with your agent and consult the What’s Shooting page at actratoronto.com.*

Members reported that OSLO’s not easy to identify on set, and certain members have never seen one. They let them know that OSLO’s will always try to identify themselves, using a badge and mixing and mingling into large groups of BG to let their presence be known.

Liaisons : Vice-Presidents – Louisa Zhu, Jocelyne Zucco and Lisa Michelle Cornelius

Voice Committee – Chair, Cory Doran, Co-Vice Chairs, Krystal Meadows and Scott Farley – Submitted by Krystal Meadows

Nothing to report for the Voice Committee other than they had a committee meeting on Monday, February 28th which fell after sending in our February report.

Ms Zhu said that the Committee had their meeting on February 28th where they confirmed their Vice-Chairs.

Re animation residuals, Michael Murray from PRS gave a presentation to the committee.

Liaison: President, David Gale and Vice-President, Louisa Zhu

Stunts – Ms Zhu reported that the Stunt Committee and the Diversity and Inclusion Committee would like to have a joint meeting.

Alicia Turner said that the committee is looking for diversity/inclusion in their membership. Submissions can be sent to Ms Turner. She said that she will find out who on the Women’s Stunt Committee will be the contact person.

Tania Cardwell said that the website can take this work on. Resumés can be uploaded there.

Liaison: Vice-President, Joy Tanner and Treasurer, Gugun Deep Singh

Editorial – Chair, Joy Tanner

The Editorial Committee met on April 1st to discuss twenty-five plus pitches for upcoming stories. As this report is being written prior to the actual meeting, all that Ms Tanner can actually inform Council is that there will be an Op-Ed by Jenn Paul around the issue of systemic racism within the commercial casting realm and the fallout from the Winter Conference workshop. The staff is shopping the article around to other publications first to gain traction. The Op-Ed will finally find its home on the *Performers Online* platform. The committee is grateful for the insight Ms Paul will bring to this story before she moves on to her new position at National.

In addition, there is an informative article on IPA Exclusions 101. She suggested that Council take a look at the link for more information. This will be helpful to the membership in understanding, for example, that any signatory who asks a member to be interviewed in a documentary, that they “must go to ACTRA.”
<https://www.actratorontoperformers.com/ipa-exclusions-101/>

There will be much more to report in May, when they have nailed down the twenty-five plus pitches that will have been discussed on April 1st, including introducing some new faces to the Editorial Committee.

Liaisons: David Gale and Joy Tanner

YEAA – Co-Chair, Joy Tanner

YEAA’s first official meeting will take place on April 14th, with David Gale, Joy Tanner, Oscar Moreno and Karl Pruner. Ms Tanner reached out to Bryn McAuley on March 28th to gain a better understanding of how things were run in the past. She is awaiting a response and looking forward to catching up with Ms McAuley regarding the file. If she is unable to connect with her, Ms Tanner will reach out to Clara Pasioka before the April 14th meeting. She looks forward to giving a more fulsome report for at the May Council meeting.

Mr. Gale said that both Ms McAuley and Ms Pasioka have both agreed to be mentors.

Liaison: Not assigned

Background Advocate – Shereen Airth

- A good deal of confusion regarding the strike vote. Redirected members to the Townhall.
- Attended the Apprentice Caucus Meeting.
- Attended the Apprentice Caucus Election.
- Requested links to Advocates and Ombudsperson be included on the Contact page, and that the names of the Advocates as well as the word Advocate be searchable on the website.
- Members are still confused that it is not ACTRA imposing workplace restrictions with regard to COVID particularly given current provincial changes. A lot of discussion online. Still pointing folks to the ACTRA FAQs and Best Practices and encouraging members to ensure they read all their ACTRA emails and notices.
- Liaising with Nicole Valentin regarding AABP Caucus.
- Provided links to Working Background page and Forms, particularly the Request for Upgrade, and the Agent Complaint Forms.
- Still ongoing issues regarding BG agents. Directed many performers to the ACTRA Agent complaint form and Ministry Agent complaint form. Unfortunately, most performers are reluctant to submit said forms for fear of repercussions.
- Members are concerned regarding late payment and fees (lack of), and the policy requiring members to go through their agent for late payments. BG Agents are responding it is ACTRA’s responsibility to ensure members are paid. These same agents are still demanding commissions on funds not received and withholding bookings until paid.

- 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.
- Members are generally experiencing email fatigue. Many chose not to even open ACTRA emails or have banished them to other files.
- Provided some wellness calls to several members.

Liaison: Not assigned

Child Advocate – Christina Collins

The YCAA WORKSHOP, by Emma Ryan, Youth Talent Agent, Theatrical & Episodic | YCAA | Toronto, talent representation agency for the modern-day artist went very well on March 2nd over Zoom for approximately two hours. Clare Johnston provided a fantastic power point that explained how ACTRA works in a very good layman’s terms. The group was ecstatic with their presence and had great questions, which they were able to answer.

Ms Collins has broached the subject of scheduling a parent/minor session and will follow up with her support team.

She has had the usual email queries regarding minors’ issues and general questions on the IPA. She has clarified to some queries what ACTRA is and provides. Also, some phone conversations on how to join ACTRA, get started, get an agent, etc.

She soldiers on getting information out to parents and minors.

OMBUDSPERSON’S REPORT – IN CAMERA

Karen Ivany reported. This report was in camera.

This is Ms Ivany’s last report as her term as Ombudsperson has ended. Mr. Gale and Council thanked her for her gentleness, thoughtfulness and insight that she has brought to this position.

EXECUTIVE DIRECTOR’S REPORT

Alistair Hepburn reported that he has the joy of sitting on the FilmOntario Board and see what is happening in the industry. They are reporting that \$2.88B was spent on production in 2021. The City of Toronto calculates differently – they report that \$2.58 was spent. Mr. Hepburn said that Ontario is the only province that has the provincial government interested in partnering with the industry. The parties will be coming out with their political platforms and ACTRA will ensure that this is on the forefront of their platforms.

Mr. Hepburn also sits on the Toronto Film Board. He said that Magali Simard is leaving TFB and she is not sure where she is going.

Mayor John Tory has announced that he will be going to LA from May 24th to 25th. ACTRA Toronto will part of this contingent. It is important to have face-to-face meetings with the US studios. Gail Hauptert & I will be representing ACTRA Toronto.

Dues invoices have now gone out to 2,600 Full Members and 120 Apprentice Members. The extended deadline for Full Members is May 31st.

The casting director session that was a workshop at our last Members Conference is now on our website with trigger and content warnings, a statement of condemnation from Council and additional resources.

40 applicants applied for Jenn Paul’s position at ACTRA Toronto. The successful candidate will start work on April 25th.

Industry Relations – Taisa Dekker

- Met with filmmakers who received funding via the International Film Festival of South Asia Talent Fund to produce their short film. The filmmakers decided to become signatory and produce the short film under the ACTRA Toronto Low Budget Guideline to access diverse union performers.
 - Three of the five films who received funding via the IFFSA Talent Fund have become signatory and will engage ACTRA Toronto performers.
- Spoke on a panel at the Canadian Film Festival titled, “Levelling Up: Working with Canadian Organizations in Indie Film,” featuring representatives from ACTRA Toronto, CAVCO, Ontario Creates, Telefilm, and Whites. Ms Dekker presented the benefits of engaging ACTRA performers and explained the various collective agreements and low budget contracts available to indie filmmakers across Canada.
- FTDM Senior Advisor Clare Johnston and Ms Dekker met with a producer and writer who are developing a television series with a diverse cast. They are interested in producing a short demo for the series and we explained contract options for both the demo and TV series.
- FTDM Director Gail Hauptert and Ms Dekker met with the board of the Durham Region International Film Festival about DRIFF’s Shifting the Narrative: Emerging Filmmaker Incubator. The winner will receive \$30,000 to make their short film, and ACTRA Toronto is partnering with the initiative to promote engagement of union performers. They also discussed sponsorship of DRIFF, which takes place in September 2022.
- Met with a representative at POV Films, as ACTRA Toronto is invited to present to their upcoming performance workshops about the benefits of union membership.
- Met with a representative at Reelworld Screen Institute about the Black Entrepreneurship program. ACTRA Toronto will host two workshops for the program: one for producers, and one for casting directors/talent agents/managers.
- Attended the Interactive Ontario webinar Trends in Video Game Financing. IO’s report, “An International Review of Financing for Video Game Companies” was released in March and can be read [here](#).
- Corresponded with a branded content production company about NCA and IPA signatory status.
- Attended multiple NCA Bargaining Strategy meetings.
- Reached out to the federal government about a non-union project. While the production didn’t go union, the government department assured ACTRA they usually hire union performers on their advertising campaigns. Work on this file continues.
- ACTRA Toronto hosted a webinar about the Public Lending Right Program for audiobook narrators. The webinar is now available on the Voice Committee page on the website under [Resources](#).
- ACTRA Toronto is now a member of the [Audio Publishers Association](#).
- Met with the Executive Director of the Audio Publishers Association.
- Attended the APA Webinar: Learning and Processing What We Have Learned About AI.
- Met with the CEO of Pozotron to learn more about this AI tool that assists audiobook producers and narrators.
- Planning continues for the creation of the ACTRA Toronto Green Committee.
- Jenn Paul and Ms Dekker are organizing a member education workshop on content creation that will take place in May. Stay tuned for an eblast about this session in the coming weeks.

Ontario Green Screen – Taisa Dekker

- ACTRA Toronto has renewed its partnership with Ontario Green Screen for April 1st, 2022, to March 31st, 2023.
- On March 3rd, Taisa Dekker met with Chris Dunn, Ontario Creates, and Marcia Douglas, OGS Co-Chair, about ACTRA Toronto’s partnership with Ontario Green Screen. They discussed how the partnership is working so far, and goals for the future.
- OGS offered to host a training session specifically for the new ACTRA Toronto Green Committee once the group is up and running.
- ACTRA Toronto members can be involved in Ontario Green Screen Committee Working Groups if they are interested. The OGS working groups are:
 - Strategic Planning
 - Communications
 - Circularity in Production
 - Clean Energy & Transportation

- Reducing Emissions in Craft & Catering
- Baseline Metrics & Training
- Partnerships & Alliances
- Attended the OGS Advisory Committee Meeting on March 23rd, 2022.

OGS Links:

- [OGS resource list](#)
- [OGS Ambassador Page](#)
- [CBC](#) – Carbon footprint tracking requirements for all productions

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

- Following up on the ACTRA Toronto “30 Second Audition Commercial Casting” Conference Session, worked with Communications and Maxine Bower to add educational resources and content warnings to the [ACTRA Toronto website](#).
- Met with ACTRA National staff about a strategy to continue to push for equitable hair and makeup services
- Worked to ensure that the hair and makeup issue continues to stay top of mind in the industry and community at large through various press and panels:
 - Assisted [MPP Jill Andrew](#) in the creation of a panel discussion called “Protecting our Crowns – BIPOC Performers, Hair & Industry” featuring ACTRA Toronto members Dalmar Abuzeid, Alicia Richardson and Alicia Payne on International Women’s Day.
 - MPP Jill Andrew presented a motion at the legislature to have the curriculum at hair schools amended to include textured hair.
 - Here is [her presenting](#) it at the legislative meeting (with a nice shout out to ACTRA).
 - Here is the [excerpt from Hansard](#) when she tables the petition.
 - Here is the [petition](#) for those who wish to print and sign it.
 - [Playback Magazine article](#) about the Grievance, featuring interviews with ACTRA Montreal’s Mariah Inger and ACTRA National President Eleanor Noble.
 - [Playback op ed](#) from the Executive Director of the Black Screen Office about the need for equitable hair and makeup services for Black performers (ACTRA had no involvement in the op ed, but the op ed was the reason that Playback reached out about writing the first article about the Grievance).
 - [Allure Magazine Article](#) featuring UBCP’s Angela Moore, ACTRA Montreal’s Mariah Inger and ACTRA National President Eleanor Noble.
- Currently developing a web form for ACTRA members to report problematic hair and makeup incidents as they occur, online.
- Attended [POCAM’s Visible and Vocal: The Canadian BIPOC Advertising & Marketing Study 2021 Presentation](#) and connected with them afterwards to see how we might be able to collaborate on advancing principles of DEIB in marketing and advertising.
- Met with Tonya Williams from Reelworld about a potential collaboration with ACTRA on an upcoming event.
- Demo’d two Anti-Racism in the Workplace courses as well as an Anti-Harassment in the Workplace online course.
- Attended the outACTRAto meeting.
- Attended the ACTRA Toronto D&I meeting where we discussed the key DEIB related priorities of the group.
- Met with representatives from other branches to share learnings and feedback from the AAVE Amani Dorn workshop that was held last year.
- Met with representatives from Bell Media to discuss the directives of the Being Seen Report and adapting them for broadcast.
- Attended the Canadian Film Festival’s “Action on Women in Film Day” where I shared a few helpful resources that ACTRA has made available for working with performers (such as the Guide for Intimacy and Working with

Queer Performers), prior to ACTRA Toronto members Sedina Fiati and Farah Merani facilitating an Anti-Racism Workshop for the group.

- Held the 15th edition of Working the Scene in Colour on Zoom. We had several Casting Directors in attendance and look forward to holding the next edition in the coming months.
- Conducted interviews for the incoming ACTRA Toronto Manager: Diversity, Equity, Inclusion and Belonging.
- Worked with Taisa to continue planning for an upcoming Content Creation workshop that will be made available to ACTRA Toronto members in May.
- Met with representatives from SAG/AFTRA to discuss approaching IMDb about amending the gender options available for users of their website.
- Attended several meetings regarding NCA negotiations.
- Continued to work on the Audition Standards document – note that this document will be released *after* the NCA has been ratified.
- The next D&I Committee meeting will take place on Thursday, March 28th from 10:00 a.m. – 12:00 noon.

Special Advisor – Maxine Bower

- Membership Support
 - Ongoing emotional support for members with mental health and workplace challenges.
 - Attended outACTRAto committee meetings as a staff liaison/support.
 - Attended TAWC committee meeting as a staff liaison/support.
- Addressing Harassment and Discrimination
 - Reviewed and updated workplace violence and workplace harassment policies.
 - Met to discuss and address discriminatory remarks at the latest conference and reviewed/supported with the response.
 - Conducted research and offered educational resources to include in the response regarding discriminatory remarks at the conference.
- Membership Education
 - Meeting with colleagues to plan for updates to the Respect on Set sessions.
 - Conducted research and created an outline for new and updated Respect on Set course.
 - Completed the first draft of an updated Respect on Set manual.
 - Attended and supported both facilitators and members during Respect on Set sessions.
- HAVEN Helpline
 - Attended meeting with LifeWorks to discuss updates on some of the issues with the HAVEN service (mis-filing reports, wait times for telephone counselling, updates to the reporting tree and improvements to call triaging). Most issues have been resolved.
 - Detailed review of HAVEN Helpline reports as an ongoing effort to ensure that the Helpline is meeting ACTRA's needs.
- Planning for Future Initiatives and collaboration with other organizations
 - Attended an Aftermetoo Focus group to offer feedback on the anti-harassment webinar.
 - Met with Canadian Film Centre to discuss ways to resolve issues of harassment and discrimination in the industry.

NATIONAL REPORT – MARIE KELLY, NED

Marie Kelly reported that National is looking forward to working full time with Jenn Paul.

PRS is in dispute with Re-Sound.

DGC-BC has taken a strike mandate vote as they have not landed with a deal with the AMPTP.

FIA is talking about making support available for Ukrainian performers.

Re the Hair and Makeup grievance – both sides have an agreement with Arbitrator Caplan. Dates are not available until 2023.

OTHER BUSINESS

- Nicola Correia-Damude is pleased the way that the Casting Director video was handled.
- Deb McGrath said that everyone should ensure that they are using the gender inclusive terminology and if they are unsure, they should ask.

ADJOURNMENT

The meeting adjourned at 3:16 p.m.