

**ACTRA TORONTO
COUNCIL MEETING – VIA ZOOM
TUESDAY, DECEMBER 6, 2022**

PRESENT

David Gale, President, in the Chair
Gugun Deep Singh, Treasurer
Lisa Michelle Cornelius, Vice-President
Debra McGrath, Vice-President (half day)
Joy Tanner, Vice-President
Louisa Zhu, Vice-President
Jocelyne Zucco, Vice-President
Dalmar Abuzeid (half day)
George Alevizos
Fuad Ahmed
Thom Allison
Sandra Beckles
Nicola Correia-Damude
Tess Degenstein, alternate for Anand Rajaram
Maria del Mar, alternate for Martha Chaves
Thalia Gonzalez Kane
Janet-Rose Nguyen
Tavia Pereira, alternate for Wendy Crewson
Mary Pitt, alternate for Linda Kash
Anett Rumanoczky, alternate for Tony Nappo
Samora Smallwood (half day)
Alicia Turner
Oshi Wanigasekera, alternate for Heather Allin

REGRETS

Theresa Tova, Past President

COMMITTEE & MEMBER CAUCUS CHAIRS, OMBUDSPERSON

Larry Robertson, Vice-Chair, Apprentice Caucus

OBSERVERS

Victoria Brooks, Chair, Apprentice Caucus

ALSO PRESENT

Alistair Hepburn, Executive Director, ACTRA Toronto.
Judy Barefoot, Director, Commercial Production, ACTRA Toronto
Gail Hauptert, Director, Film, Television and Digital Media, ACTRA Toronto
August Lew, Director, Finance and Administration, ACTRA Toronto
Karl Pruner, Director, Communications, ACTRA Toronto
Nicole Valentin, Director, Member Services, ACTRA Toronto
Maxine Bower, Special Advisor, ACTRA Toronto
Tania Cardwell, Stunt Liaison, ACTRA Toronto
Luca de Franco, Public Relations Officer, ACTRA Toronto
Taisa Dekker, Manager, Industry Initiatives and Outreach, ACTRA Toronto
Cass Enright, Media Relations, ACTRA Toronto
Jennifer McGibbon, Public Relations Officer, ACTRA Toronto
Freda Merritt-Gambrill, Recording Secretary, ACTRA Toronto

The meeting was called to order 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 Lisa Michelle Cornelius and Dalmar Abuzeid was followed by the reading of the Equality Statement by Fuad Ahmed, Mary Pitt, George Alevizos and Tavia Pereira.

Mr. Gale called for a moment of silence to remember those who died in the December 6, 1989 massacre at Montreal's École Polytechnique when fourteen young women were murdered, and another ten women and four men were injured. Sadly, the control and abuse of women is still alive around the world.

APPROVAL OF THE AGENDA

MOTION #1

Moved by Joy Tanner, seconded by Deb McGrath:

“That the Agenda for the ACTRA Toronto Council Meeting of December 6, 2022, be accepted.”

Discussion:

Item 7 was moved to after Item 8 – Break and Item 9 was moved to before the break. After the discussion the following was moved:

MOTION #1 - AMENDED

Moved by Joy Tanner, seconded by Deb McGrath:

“That the Agenda for the ACTRA Toronto Council Meeting of December 6, 2022, as amended by accepted.”

CARRIED UNANIMOUSLY

APPROVAL OF MINUTES

There being no corrections to the Minutes, the following was moved:

MOTION #2

Moved by Gugun Deep Singh, seconded by Joy Tanner:

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

CARRIED UNANIMOUSLY

TABLING OF OTHER BUSINESS TO BE INCLUDED PER #11

- Missing important communications to membership.

- IT issues – Stunt Committee would like an explanation what the hold-back is.
- Late pay cheques – what to do besides emailing ACTRA.

PRESIDENT’S REPORT

- Mr. Gale reported on the following appointments and sought Council’s agreement. Unanimously agreed to:

- *Ombudsperson:* John McGrath

Mr. McGrath is the current Chair of Act Your Age (AYA) Committee. He knows the industry very well and is well-liked and knowledgeable.

Mr. Gale explained the duties of the Ombudsperson. He said that if ACTRA members have an issue with the union and feel like they are not being heard, they can go to the Ombudsperson.

Alistair Hepburn said that they are a bridge between ACTRA staff and the members. The Ombudsperson also a bridge between AFBS and the members. Tania Cardwell also works with AFBS on behalf of members. He said that the Ombudsperson is not there to tell staff how to work but to ensure that the process is being followed.

The Ombudsperson is appointed for two years, which can be renewed every two years after a review is conducted for a total of six years.

- *Child Advocate:* Angelica Alejandro

Ms. Alejandro was the sole applicant for this position. She sat on the Executive and works as a Principal and Background Performer. Her husband and child are also ACTRA Members.

- *Background Advocate:* Shereen Airth

Ms. Airth is completing her second two-year term in this position and is interested in continuing in this position for another two years. During this time, she will be mentoring a new Background Advocate. Ms. Airth was the first person at ACTRA Toronto to hold the title of BG Advocate.

- Mr. Gale and Mr. Hepburn attended the Canadian Media Awards (CMA). QR code cards, directing the recipient to information about the NCA, were printed out and placed on tables. This was well-received.

COMPASS & NCA UPDATES

NCA: Taisa Dekker thanked everyone who was involved in the information pickets. She reported on the rallies held across the country. We were initially focusing on Agencies but now we are targeting Advertisers who are working with the ICA. The purpose is to hand out pamphlets with a link to the LabourStart petition.

Toronto Star and the Globe and Mail have refused to carry out ACTRA’s full page advertising as it would put them in an awkward position.

The old commercials are being revived as the new ones aren’t good, however, this pool is going to dry out.

Met with a journalist and had an enlightening conversation. They now need a performer that is willing to put their name in front and go on record as they want a human element for their article.

Compass: Lots of press and work is being done on Compass. RBC, the bank that Compass deals with, has given us a form for members, who are owed money, to submit. ACTRA is doing the intake of these forms and will hand these over to the productions affected and they will submit them to their banks.

ACTRA Toronto met with other unions, guilds and associations about talking to the government regarding regulating and licensing of talent agencies.

Mr. Gale has spoken to government Ministers about the plight of actors and has made it clear to them that we need this protection, similar to what they have in BC.

Mr. Hepburn said that an internal ACTRA committee needs to be formed to deal with this issue.

A fulsome discussion ensued.

Council is in favour of the formation of a committee to approach the government regarding the regulating and licensing of talent agents.

OP PLAN 2023 BRAINSTORM BREAKOUT

Mr. Hepburn said that the 2022/23 OP Plan was presented at the Fall Conference. Council was divided into breakout rooms.

When all groups returned to the main Zoom room there was a brief discussion about accents and the lack of respect for French Canadian accents in English Canada.

ACTRA AWARDS IN TORONTO – A OF E (IN CAMERA)

Mr. Gale said that for a number of years COVID has prevented us from meeting in large numbers. The Awards Committee is looking at changing up the ACTRA Awards in 2023 for a number of reasons. Details will be provided once there are more concrete plans.

Council put forward their selection(s) for the 2023 Award of Excellence recipient. Council, alternates and observers were reminded that this discussion is in camera. The recipient of the Award of Excellence will not be announced until a few weeks prior to the 2023 ACTRA Awards in Toronto. This date has yet to be determined.

WORD FROM SET

- A Councillor raised concerns about background police checks and online social media checks. Mr. Hepburn said that credit checks is not on the list. Police checks is for major crimes, i.e., crimes specifically involving minors and charges or sexual misconduct. Regarding social media world for kids TV, employers are looking for content, i.e., vaping at clubs, etc. In government ads it is mandated that background checks are done. Councillor Louisa Zhu pointed out that there are specific (misconduct) parameters that are in these checks.

- It was mentioned that a particular producer has not paid a performer for over a month. Mr. Hepburn reported that ACTRA has reached out the producer and payments would be forthcoming today and will include late fees. If late fees are not included in the payment Judy Barefoot will be following up with the producer.
- Nicola Correia-Damude pointed out that Favoured Nations contracts is not a real thing. It does not exist. She said that young actors do not know that it is a real thing and asked what ACTRA is doing about it. Mr. Hepburn said that it is not in the IPA that Favourite Nations is not allowed. Members have a right to negotiate every contract. Ms Correia-Damude advised that members should make sure that they get everything in writing and that they do not do anything if they do not get anything in writing.
- Anett Rumanoczky said that since COVID late payment as become the new norm and asked what can be done instead of emailing ACTRA. Gail Hauptert suggested members email the Business Representative and loop her in.
- Fuad Ahmed had concerns of fake auditions taking place where, in one instance, BIPOC actors are auditioned but a non-BIPOC actor from LA was given the part. Ms. Hauptert suggested that Members call the office so that staff can follow up and do a check to ensure that production is following the requirements of Canadian casting. Mr. Hepburn said that the office does not get the audition sheets until the casting is done. It is not stated in the Agreement how many Canadians they should audition. If we do this, then they will keep to that number.
- Thalia Gonzalez Kane said that she is getting a lot of dubbing auditions asking for on-camera self-tapes. Mr. Hepburn said, “Welcome to the world of AI as it applies to dubbing”. They want to see how the performer’s mouth moves. They are not only auditioning a performer’s voice but also how their mouth moves.
- Janet-Rose Nguyen talked about the star system and what ACTRA can do as a union to advocate and address this. Councillors were encouraged to email Mr. Gale regarding this topic.

EXECUTIVE & COMMITTEE REPORTS – HIGHLIGHTS & NEW ITEMS

Liaison: Treasurer, Gugun Deep Singh

Apprentice Caucus – Chair, Victoria Brooks Vice-Chair, Larry Robertson

The apprentice caucus met November 8th for 90 min on Zoom.

Questions about how ACTRA can help with agents. Shared Agent Trouble webpage.

Gave information that the negotiations for the NCA are ongoing, and still going strong.

BG Concerns:

- For those out of the 40km Zone, working BG, is there a way that the COVID testing can be further outside of the downtown core? GTA hubs, or approved sites, where they could test? Advised that this has been discussed, but privacy/disclosure is an issue.
- Perhaps there could be a larger day rate negotiated for COVID testing dates? As Members are effectively ‘losing’ that day to what would be a larger rate if booked for the day.
- Discrepancy between different departments, as to how long talent has to quarantine before coming back to work, and inconsistent communication. Advised that the COVID team on a set is the final word, regardless of what else you may have been told.

The Apprentice Caucus will meet next on Wednesday, January 11th at 11:00 a.m. on Zoom, and continue on Zoom until they can secure a regular monthly slot to meet at the ACTRA offices.

Liaisons: Vice-Presidents, Jocelyne Zucco and Debra McGrath

Act Your Age (AYA) – Chair, John McGrath

- AYA recorded four promotional audio spots as part of AYA’s special “This is what ___(age)___ Sounds Like” project on Saturday, November 26, 2022, at Toast and Jam studio in Toronto.
- Thirteen AYA members went to the studio to record the spots, which will be used to promote “well-seasoned” senior actors to casting directors, producers and creative directors.
- Spots were recorded under a Union Advocacy Project Initiative.
- A separate budget was approved for this project and so far, we have come in under budget. A full budgetary report to follow when project complete.
- Rough edits have been made and we are in the process of finalizing the fully produced spots.
- Each performer will get a copy of the spot they can use on their demos.
- Next steps after spots are finalized is to promote them via the ACTRA AYA page as well as other social media with input from ACTRA Communications. We will also develop a strategy to reach out to casting directors, producers and creative directors. Timing is early 2023.

Liaison: Not assigned

Background Advocate – Shereen Airth

- Met with David Gale to discuss Advocacy term and fulfillment, and succession training.
- Staff interaction regarding onset situations, and member inquiries.
- Continue to direct performers to staff (Business Reps, Membership).
- Continue to direct performers to various support platforms including ACTRA, AFBS, HAVEN, CRA and others.
- Responding to online questions.
- Responding to emails, texts and phone calls.
- Much discourse with regard to ongoing NCA lockout.
- Members feel they have email fatigue.
- Wellness calls.

Liaisons: Vice-Presidents Jocelyne Zucco, Louisa Zhu and Deb McGrath

Conference Committee – Jocelyne Zucco, Chair Vice-Chairs: Pierre Simpson and Victoria Brooks

- The conference will be held on Zoom on February 15th.
- The theme is “Taking Care of Business”.
- At present the Committee has secured 3 short films that registered attendees will have 48 hours to watch.
- They have confirmed Jessie Collins for the self-tape session (casting director to join him to be confirmed).
- Glenn Hall has been confirmed for the Casting workbook session (casting director to join him to be confirmed).
- Asks are out for both the “You and Your Agent” session and the show to be highlighted for the “In conversation” session.
- Helping the Committee in putting the pieces of the puzzle together are Matt Lemche, Thalia Gonzalez, Elle A and Louisa Zhu.

Liaisons: Lisa Michelle Cornelius, Gugun Deep Singh and Louisa Zhu

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

- Sent out newsletter encouraging engagement and reminding members of upcoming events.
- Various planning meetings for Sandi Ross Awards and Picture Day initiative.
- Attended November 4th rally for workers' rights at Queen's Park.
- Held a very successful first-ever Picture Day headshot initiative on November 12th and a post-mortem meeting to debrief on November 29th.
- Still considering future semi-regular social events such as a Raptors game.
- Plans for a mindfulness session (or two) are ongoing.
- *Wakanda Forever* screening postponed indefinitely.
- Supported Reel Asian through the community partnership for STAY THE NIGHT screening, November 11th.
- Continued regular catch-up calls/meetings.

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

Editorial – Chair, Joy Tanner

The Editorial Committee met on November 17th, 2022. Attendance included: David Gale, Joy Tanner, Cass Enright, Karl Pruner, Alistair Hepburn and the new publisher, Jennifer McGibbon who has joined ACTRA Toronto from National. Discussion included a deep dive into the efficiency of the current formats and how to better reach other members. The following conclusions were made:

- The need for quarterly meetings.
- Articles based on calendar events including; operating plans, events, themes (animation, LGBTQ+, TIFF etc.).
- More nimbleness for articles that require immediate attention to the membership.
- Many of the pitches over the third quarter were deemed latent and are no longer relevant.
- Outstanding articles in the 2022 calendar are to be evaluated at the 2023 Q1 meeting.
- Committed articles for the immediate future include; Art Hindle Award of Excellence, NCA dispute and an Agent-Performer trouble series – including a component on the importance of engaging in the public policy process.
- Accessibility of Performers by integrating articles into the carousel of www.actratoronto.com.
- Integration and linkage of articles across all social media platforms to better format material into the wider communications plan.
- Reimagine *Performers on Set* in a digital format to create a further reach to the Background performers.
- Pulling data to see who is reading what material.
- Reorganization of staff resources for Performers Online. Essentially, a leaner, tighter online magazine. Keep your eyes peeled!

Liaison: Vice-President, Debra McGrath

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

General

- Last meeting was held on November 14th.
- InsideOut Festival—Queer Your Stories Contest
- Queer Your Stories Short Film Competition 4th edition was officially launched on **
 - Submissions closed on November 20th.
 - Adjudications will take place mid-December and successful applicant will be announced **
- Mixer Subcommittee

- The Mixer Subcommittee has announced a late-autumn event happening December 11th.
- Community dinner followed by karaoke.

Liaisons: Vice-Presidents, Louisa Zhu and Jocelyne Zucco

Voice Committee: Chair, Cory Doran; Vice-Chairs, Krystal Meadows and Scott Farley.

- Cory Doran will be stepping down as Chair in the New Year. Scott Farley and Krystal Meadows will be continuing on, and they would love to invite someone else from the Voice Committee to join them in a leadership role. Sharing the responsibilities three ways has been working well.
- First steps have been taken to start a new initiative to potentially involve up to 250 members by partnering with the Artist2Artist showcase for voice-over.
- The Voice Committee is excited to be partnering with the Diversity & Inclusion Committee and outACTRAto Committee to launch another installment of Diversity in Voice training. This round of training is focused on Animation VO and will be happening the last weekend in January.
- Alicia Richardson is back to lead the Vocal Health portion.
- They are thrilled to have Steph Seki and Carlos Diaz back again as instructors/mentore, and they are joining Ana Sani, Julius Cho and Thalia Gonzales Kane.

Liaisons: President, David Gale and Vice-President, Joy Tanner

YEAA – Young Emerging Actors Assembly: Co-Chairs, Joy Tanner and Oscar Moreno

David Gale and Joy Tanner have had ongoing phone conversations regarding the state of the YEAA file.

- Oscar Moreno has expressed that he does not have the time to continue to commit as YEAA Co-Chair due to work issues. YEAA thanked him for stepping forward at the beginning of the year.
- The Committee has made some progress and although it has not been discussed at the Executive level, (they expect to finalize this at the December 20th meeting), they think they have an amazing and enthusiastic candidate.
- As of December 4th, we are delighted and incredibly excited to offer Tavia Pereira as the new Co-Chair (contingent on the Executive approval).
- The Committee hopes to have a second name to offer the Council at the January meeting.
- Working the Scene with Gen Z will be on the table for discussion at the committee.
- Finding ways to help integrate new, young members who have committed to ACTRA, yet do not have the depth of experience to snag that second permit or the ability to afford conservatory/expensive and ongoing training will also be up for discussion. They believe this will help close the non-union gap and create stronger ACTRAvists.

Things are moving in a positive and exciting manner on the YEAA file. 2023 looks to be a great year for the committee.

Oshi Wanigasekera along with Tavia Pereira has agreed to help bring back YEAA as Co-Chairs. Council agreed to this appointment.

Liaison: Joy Tanner and Lisa Michelle Cornelius

TAWC – Toronto ACTRA Women’s Committee: Acting Co-Chairs Heather Allin and Tonjha Richardson

The Co-Chairs are drafting a letter to the members to reinvigorate the Committee. They are also drafting an agenda for the next Committee meeting.

EXECUTIVE DIRECTOR'S REPORT

The majority of the report has been addressed throughout the meeting. Mr. Hepburn reported that he will be attending the FilmOntario's Lobby Day tomorrow, December 7th. This is ACTRA Toronto's chance to be at Queen's Park and meet with the MPPs.

Finance Report

Gugun Deep Singh reported that the IPA figures are trending better than expected, closing the gap of the projected deficit. Staff is preparing for the audit. ACTRA Toronto is in a good place to start 2023 strong.

The following are the reports under the Executive Director's portfolio:

Diversity, Equity, Inclusion & Belonging

Luisa Alvarez Restrepo, Manager, Diversity, Equity, Inclusion & Belonging

- Attended the Working the Scene in Colour 16 postmortem. They discussed the creation of how-to documents to ensure new staff and members joining the initiative can refer to these for support and resources. A partnership with the DGC was discussed to incorporate their Diversity Committee's Script of the month into one of the editions. This will likely work like the Reel Asian script partnership. After meeting with the DGC to talk about the partnership, they also expressed a desire to connect with Working the Scene in Rainbow to do something similar.
- Through the D&I Committee newsletter, put out a call for anyone interested in learning more about the Disability Alliance sub-committee. The meeting will be happening in the new year, and if you'd like to learn more, **send me an email!**
- Attended various events for the Reel Asian film festival including the Pitch Competition which we support. There she connected with all participants to encourage them to make their productions ACTRA. She has already set up one meeting with a pitch participant. As part of our partnership, we were also able to provide two festival passes to ACTRA Toronto members. Lastly, she supported the D&I Committee's partnership with the festival by running two separate contests which provided two ACTRA Toronto members with a pair of passes to the in-person screening of STAY THE NIGHT.
- Supported the D&I Committee with the planning of the Sandi Ross Awards which included liaising with recipients and planning virtual and in-person components for the event.
- Attended the BIPOC International Film Festival; Melody Shang an ACTRA member is the Festival Director. This is a new partnership and as part of our partnership we were able to provide 10 ACTRA Toronto members with a special code to redeem complimentary passes to the festival.
- Supported the D&I Committee with its first ever Picture Day. Support included budget planning, social media, logistics, and member communications. I was on site for the event itself which took place on November 12. It was a full house, members had extremely positive feedback on the day of, and several more members reached out asking if a second edition would be held. You can see behind the scenes content on the committee's Instagram page **here**.
- Supported the Voice Committee with their Diversity in Voice Animation initiative. The call for applications closed on November 25 and we received almost 40 applications.
- Met with the Toronto Black Film Festival to talk about further possibilities for our partnership for the coming year.
- Along with Lisa Michelle Cornelius, Mariah Inger, Alistair, and Jenn Paul, she attended the Uniting Unions townhall with the CMPA hosted by BIPOC TV AND FILM where we advocated for D&I training in the industry.
- Attended Blood in the Snow to talk to their lab participants about working with ACTRA Toronto for their productions.
- Currently in talks with Reelworld to explore ways in which we can connect the participants of their **Black Entrepreneurs Program** (casting directors, agents, managers, and producers) with our members.

Industry Initiatives & Outreach

Taisa Dekker, Manager – Industry Initiatives & Outreach

- NCA Action Update: ACTRA Toronto launched a 4-week information picket targeting advertisers (BMO, Canadian Tire, Indigo, McDonald's, Rogers) who are working with locking out engagers. This initiative began on November 23rd and we are picketing twice per week until December 14th. The first week, they picketed outside the head offices of Canadian Tire and McDonald's, and the second week they picketed at BMO's head office as well as the Church & Bloor branch. Council & Committee Chairs are invited to attend the pickets alongside union staff.
- The pamphlets handed out at the information pickets include a link to the ACTRA Labour Start petition, and we encourage all members to sign and share widely.
- Presented to the Hamilton Arts Council Professional Development program on November 2nd to promote the benefits of joining ACTRA.
- Attended the CUPE rally at Queen's Park on November 4th in support of education workers. Thanks to public support and union solidarity, Bill 28 was repealed.
- ACTRA Toronto took part in the Durham Region Film & Television Industry Career Fair on November 10th. Many thanks to FTDM Business Representative Heather Holditch for representing the union on the panel, and to Council Members Lisa Michelle Cornelius and Louisa Zhu for connecting with attendees and sharing their experiences as performers working in the industry.
- Met with a member about a potential professional development workshop in 2023.
- Met with producers interested in working with union talent on a short film. They became signatory under the Low Budget Guideline and go to camera in mid-December.
- Had a secondary meeting with the production team of a feature film about working with ACTRA performers under the Canadian Independent Production Incentive Program.
- Attended the TAMAC meeting on November 17th.
- Took part in the Labour, Guild & Trade Organizations Radical Collaboration sustainability group hosted by Green Spark Group with representatives from DGC, Teamsters, CMPA-BC, ARRQ, AQPM, and IATSE.
- Presented to the Horror Development Lab at Blood in the Snow Film Festival on November 21st alongside member and insurance broker Stephanie Herrera to provide information about working with ACTRA performers and the importance of insurance coverage for filmmakers.
- Organized and attended the NCA Voice Strategy Subcommittee meeting on November 23rd.
- Represented ACTRA Toronto at the Blood in the Snow industry speed-networking event on November 24th where she spoke with over 30 filmmakers about engaging ACTRA performers and the various contracts available in ACTRA Toronto's jurisdiction, as well as info on low budget contracts in other branches, as attendees were from various regions across Canada. ACTRA Toronto was well-represented at the festival, as Luisa Alvarez Restrepo also met with the Horror Development lab to discuss DEIB initiatives on November 23rd.
- Presented to 13 students in the York University post-graduate film program alongside FTDM Business Representative Cindy Ramjattan on November 24th.
- Attended the Best of Toronto 48 Hour Film Project screening on November 27th, as ACTRA Toronto is a lead sponsor of the event. The union won big at the festival! The Best Film Award was presented to *A Brief Case*, starring ACTRA Toronto members. The Best Acting Ensemble was awarded to *Silent Treatment*, which had an ACTRA cast. ACTRA Toronto members also won the performance awards with Sam Asante winning Best Actor for *Absolution* and Sasha Barry won Best Actress for *The Van*.
- Met with LabourStart, alongside Public Relations Officer Jennifer McGibbon, on November 29th to discuss bolstering promotion of the petition, which is international in scope.
- Presented to performance students at St. Lawrence College on November 30th.
- Attended the FilmOntario AGM on November 30th.

Ontario Green Screen

- Recordings of previous OGS Community Meetings are accessible on the website [here](#) for those who were unable to attend the discussions live. The Fall 2022 Community Meeting on October 12th video is now available.
- The Advisory Committee met on November 7th and discussed subcommittee progress updates: Implementing Best Practices, Measuring Impact, Communications/Community Building, Inform & Educate and Strategic Planning. Ms Dekker sits on the Communications/Community Building and Strategic Planning subcommittees. The four pillars of OGS are:
 - Build Community
 - Inform & Educate
 - Implement Best Practices
 - Measure Impact
- OGS will be launching dedicated social media accounts soon, rather than relying on hosting content via Ontario Creates social channels. This is an exciting change that she has been advocating for since joining the Communications/Community Building subcommittee.
- Attended the Strategic Planning subcommittee meeting on November 21st, where they discussed goals for the next OGS Strategic Plan to launch in March 2023.
- Content creators are encouraged to utilize the OGS resources [page](#), which includes links to food rescue, sustainability consultants, material sharing, and more.
- ACTRA members interested in becoming Ontario Green Screen [Ambassadors](#) can apply [here](#).

Special Advisor

Maxine Bower, Special Advisor

- Membership Support
 - Supporting performers through understanding the reporting process for sexual harassment in Ontario.
 - Supporting members with ways to address historical interpersonal conflicts with other members.
- Sexual Harassment and Assault complaints
 - Assisted with the review of an ongoing case of sexual harassment and assault case.
- Membership Education
 - Educating members on the importance of diversity and inclusion.
 - Attended Respect on Set course and assisted with facilitation.
 - Answered questions and responded to new members' concerns regarding inequity, harassment, and other related issues in the industry.
 - Continued collecting feedback and implementing changes after/during the Unconscious Bias course beta testing.
 - Continued small changes to an updated Respect on Set Manual (including more details on ACTRA's jurisdiction).
- Consultation and Support for colleagues
 - Supported colleague/advising and discussing concerns related to hypervigilant members with potential mental health challenges who seem to misunderstand or misinterpret harassment.
- HAVEN Helpline
 - Continuing close reviews of the helpline intake process for quality assurance. Currently making small changes to the information pages so that they are less text heavy, with clearer directions.
- Planning for Future Initiatives and collaboration with other organizations.
 - Met with Jenn Paul and Nathalie-Anne (DGC) to discuss and re-imagine the Creative Industries Coalition.
 - Panel planning with the Education, Training and Awareness subcommittee.
 - Assisting the Association of Acting Coaches and Educators group with the creation of a Power and Consent in the Classroom course.

Canadian Screen Awards

Mr. Gale reported on the CSAs. The Academy of Canadian Cinema and Television have decided to go gender neutral and, in doing so, they have eliminated half the awards. ACTRA complained. They are suggesting new categories and would like feedback from us from the 2024 Awards.

ACTRA's proposed Awards was discussed in length. Council felt that although these would be wonderful additions, they are entirely a different group of genres, and they didn't see how this would help. They would like to win back awards in the categories that we lost.

It was suggested getting one of the leading categories back as we do not want to see less performance awards.

OTHER BUSINESS

- Missing important communications to membership.
Ms Gonzalez Kane said that members are not made aware of important information and when new Councillors are elected. Mr. Hepburn responded that the ACTRA Toronto website is the main hub of information, but he agreed that members should be notified when new Councillors are elected. Ms. Tanner said that at the upcoming Editorial Committee meeting it can be discussed if this is one of the news items that can be put on the carousel.
- IT issues – Stunt Committee would like an explanation what the hold-back is.
Tania Cardwell said that the Stunt community would like an update on the stunt's diversity initiatives website and the calculator. Mr. Hepburn has been working with National to get this done.
The Canadian Stunts Hall of Fame www.canshof.ca website is now being populated. Ms. Cardwell thanked Jennifer McGibbon for making this happen.
- Late pay cheques – what to do besides emailing ACTRA.
This was addressed under Word from Set.
- **Elections**
ACTRA Toronto Presidential elections will take place on Tuesday, January 10, 2023, either in-person or via Zoom.

ADJOURNMENT

Louisa Zhu moved to adjourn the meeting.

The meeting adjourned at 4:00 p.m.