

**ACTRA TORONTO  
COUNCIL MEETING – VIA ZOOM  
TUESDAY, APRIL 6, 2023**

**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  
George Alevizos  
Heather Allin  
Sandra Beckles  
Martha Chaves  
Nicola Correia-Damude  
Thalia Gonzalez Kane  
Minh Ly, alternate for Fuad Ahmed  
Tony Nappo  
Samy Osman, alternate for Anand Rajaram  
Brooke Palsson, alternate for Linda Kash  
Tavia Pereira, alternate for Thom Allison  
Tonjha Richardson, alternate for Wendy Crewson  
Alicia Turner  
Oshi Wanigasekera, alternate for Jocelyne Zucco, Vice-President

**REGRETS**

Janet-Rose Nguyen  
Samora Smallwood

**COMMITTEE & MEMBER CAUCUS CHAIRS, OMBUDSPERSON**

Victoria Brooks, Chair, Apprentice Caucus

**OBSERVER**

Caitlin Driscoll  
Sadie Fay  
Dina Pino  
Steve “Shack” Shackleton

**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  
Luisa Alvarez Restrepo, Manager, Diversity, Equity, Inclusion & Belonging, ACTRA Toronto  
Maxine Bower, Special Advisor, ACTRA Toronto  
Tania Cardwell, Stunt Liaison, ACTRA Toronto  
Taisa Dekker, Manager, Industry Initiatives and Outreach, ACTRA Toronto  
Cass Enright, Media Relations, 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. He welcomed the Councillors, alternates and staff.

The reading of the Land Acknowledgement by Thalia Gonzalez Kane and Martha Chaves was followed by the reading of the Equality Statement by Minh Ly, Tonjha Richardson, Nicola Correia-Damude, Alicia Turner, Samy Osman, George Alevizos and Louisa Zhu.

#### **APPROVAL OF THE AGENDA**

##### **MOTION #1**

**Moved by Louisa Zhu, seconded by Tonjha Richardson:**

**“That the Agenda for the ACTRA Toronto Council Meeting of April 6, 2023, be accepted.”**

**CARRIED UNANIMOUSLY**

#### **APPROVAL OF MINUTES FROM MARCH 7, 2023**

##### **MOTION #2**

**Moved by Theresa Tova, seconded by Heather Allin:**

**“That the Minutes of the ACTRA Toronto Council Meeting of March 6, 2023, be accepted.”**

**CARRIED UNANIMOUSLY**

#### **TABLING OF OTHER BUSINESS TO BE INCLUDED PER #11**

- Communication re upcoming Awards to membership.
- Governance re Councillors

#### **NCA & OLRB UPDATE (IN-CAMERA)**

Mr. Gale and Alistair Hepburn updated Council on National Commercial Agreement (NCA) bargaining and the Ontario Labour Board (OLRB) hearings. This portion of the meeting was in-camera.

After the in-camera session, the observers Sadie Fay, Caitlin Driscoll, Dina Pino and Steve “Shack” Shackleton, joined the meeting at 11:40 a.m.

#### **PRESIDENT’S REPORT**

- AI (Artificial Intelligence) Adhoc Committee will be constituted in May/June. Meeting date to be determined.
- Met with the leadership of the steering group of RCAP (The Rank and File Caucus of ACTRA Performers). They are seeking help from the union to rebuild power in the commercial field.
- Attended the opening of the Canadian Film Festival, celebrating Canadian films.

## WORD FROM SET

- In response to a query as to whether snow tires are required on production vehicles transporting performers to and from set, the response was that there is nothing in the agreement but it can be addressed if a performer is in an unsafe workplace.
- Louisa Zhu brought up the use of AI in some voice work. Alistair Hepburn said that we still have copyright , protection, however, the more you work, the more your face and voice is out there and can be captured. Apple has released a few books and has labelled them as AI voices. This is going to be a hard battle.
- Late payment fees were discussed in relation to audio books.
- Co-op productions were discussed and the reason why background performers must be paid. Gail Hauptert said that when a production registers for a Co-op, an online course must be taken. Background performers always have to be paid as they do not meet shareholder requirements. Mr. Hepburn said that the intention of the Co-op Agreement is not to make cheap films.
- Regarding COVID testing rules after May 12<sup>th</sup> with Return To Work agreement no longer in place, it will be on a case-by-case basis and up to each production in Ontario to determine their own policies and not ACTRA.
- Re the WGA (Writers Guild of America) strike, Mr. Hepburn said that the members will take a strike action vote on April 11<sup>th</sup>. The agreement expires on May 1<sup>st</sup>. The full list of their proposals has not been released as it is not open negotiations. They are looking for better protection in the digital realms.
- There was discussion regarding the funding to the industry in relation to the Ontario Film and Television Tax Credit (OFTTC) and the Ontario Production Services Tax Credit (OPSTC). Mr. Hepburn said that there were some expected cuts that that did not come. The cuts had everything to do with COVID and COVID-funding monies. They have new budget thresholds. We are looking for simplified budget thresholds. Pilots that do not make it to air will no longer be eligible for tax credits. This is not good.
- It was noted that members do not want to disclose their name and agent's name on the complaint re the 48-hour time line. Ms. Hauptert said we request their name so that they can be contacted. Their name will never be disclosed.
- ACTRA Awards – Ensemble category. The reason why the productions only get five tickets each, as opposed to tickets for the entire cast, is that it comes down to cost. Mr. Hepburn said that, hopefully, we will be in a different position next year.

*Louisa Zhu briefly assumed the Chair at 12:42 p.m.*

- Regarding late payments, it was noted that Stunt performers deal with this 90% of the time. Mr. Hepburn said that this will be on top of the list for IPA negotiations. We can use A903 and issue an A903 letter, he said, but we need to hear about it.

*David Gale took the Chair at 12:47 p.m.*

- Mr. Hepburn said that we can file a policy grievance. No one person's name is attached. ACTRA can go to the producer and unless the performer agrees, they name will not be disclosed.
- Louisa Zhu reported on the Penguin Audiobook mentorship program.

## **ACTRA AWARDS IN TORONTO**

Mr. Hepburn reported that sitting Councillors will have received an invitation to the April 26<sup>th</sup> ACTRA Awards in Toronto. We have an incredible group of nominees. Congrats to one and all! It is shaping up to be a great time. The event will be recorded and will be available to the membership within a few days of the awards.

Joy Tanner said that the new *Performers* magazine focuses on the Awards.

## **ACTRA TORONTO LIFE MEMBER DISCUSSION (VOTE IN MAY)**

Mr. Hepburn said that there will be no vote on the recipients of Life Membership at this meeting but asked for input from Councillors. Councillors will vote on this at the May Council meeting.

## **EXECUTIVE & COMMITTEE REPORTS**

### ***Liaison: Treasurer, Gugun Deep Singh***

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

The Apprentice Caucus met March 8<sup>th</sup> for 90 min on Zoom.

Concerned that there is no AABP caucus, wanting to know why they are not operating. Shared that the interested parties in previous years did not meet the days on set qualifications. Encouraged members to reach out to AABP members on set.

- Noticed that there are large numbers of non-union performers being booked as BG, it seems like ‘the count’ is allowing more non-union members than before.
- Union members being offered “White Vouchers” to work as BG.
- Productions sending BG cheques very late, sometimes up to 4-6 weeks late. Recommended performers take a picture of their envelope and report to their agent to get late payments. And follow up with ACTRA staff if the agent is unsuccessful.
- SIN number asked for on a student contract. Why is that there? Concerns about personal information being shared. Shared that this is asked for in case the production receives profit in the future. Nicole chatting with Clare was looking further into this.

The Apprentice caucus will meet next on Wednesday, April 12<sup>th</sup> at 11am on Zoom, and continue on Zoom until we 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, Heather Dick*

As mentioned in the March report, the few small changes needed to the AYA page have been made.

There was nothing else to report at this time.

***Liaisons: Not assigned***

*Child Advocate – Angelica Alejandro*

- Have received emails/calls from Student Productions asking for information on how they can engage minors in their films. Using the example on how ACTRA provides an ACTRA approved list of Intimacy Coordinators, Student Productions have asked for this same guidance on how to hire Child Coordinators that can work on their productions (questions to ask/their responsibilities/credentials etc.). They have also asked for guidance on how to talk to parents and minors about sensitive scenes. This would be a great opportunity to explore creating a set of guidelines/info sheet to distribute to the schools to assist in everything from how to reach out and work with Business Reps, to the Working with Minors info sheet.
- Continue with new minor member calls to touch base with our members and their parents/guardians - with talking points about the Union, introduce the resource of the Child Advocate and touching base with them to answer any questions or concerns they have.

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

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

This was a quiet month for the committee.

- Ongoing discussions and outreach regarding Picture Day participants who have not yet communicated with their photographers to choose their edited photos.
- Held their third committee meeting of the year on March 27<sup>th</sup>.
- Announced the call for submissions for *Working the Scene in Colour 17*.
- Accent Discrimination Sub-Committee had their inaugural meeting on March 6.

Gugun Deep Singh said that he had a great meeting with the Disability Alliance, and we now need to figure out how it will be effective. George Alevizos said that the committee is currently holding blue-sky sessions potentially to create a best practices guide.

*Member Education*

Louisa Zhu reported that the Unconscious Bias Course is now online. It is an excellent course.

Lisa Michelle Cornelius invited all committee chairs to offer the Respect on Set course to their members. They can reach out to Nicole Valentin should they wish to register for this course.

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

*Editorial – Chair, Joy Tanner*

Publisher Jennifer McGibbon and Editor Joy Tanner met on March 30th to discuss the following:

- Updates since Q1 Editorial meeting on March 8<sup>th</sup>
  - Magazine will launch on Wednesday, April 5 and will include an E-blast to members plus social media (Councillors are invited to help spread the word!). Lead article will be a roundup of 2023 Outstanding Performance nominees (preliminary announcement will be made via news release on April 3).
  - Communications will draft an editorial process for “Spotlight” features in the magazine.
- Recap of Q1 Editorial meeting:
  - Draft 2023 publishing calendar presented;

- Q2 articles confirmed and a select number identified for consideration for Q3 (see attached PDF);
- Confirmed articles highlighted in green in the attached PDF are concept or series pitches. With the Committee's greenlight (pun intended), we will now create a more fulsome plan for each concept or series and identify specific articles;
- Refreshed Performers website presented; and
- Communications is in the final stages of updating the refreshed site. A launch date will be confirmed in the coming weeks.

Shout out to Jennifer McGibbon, Cass Enright and Karl Pruner for the re-branding of *Performers* magazine which launched on April 5<sup>th</sup>.

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

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

General

- Committee meeting held on Mar 22, 2023.
- Next meeting April 12, 2-3:30pm
- ACTRA Toronto President David Gale gave a thorough update on the NCA negotiations, as well as the caucus, RCAP and a petition they were sending out to membership.

Social Media Subcommittee

- Social Media campaign for Guidelines for Working with Queer Performers continuing with video and still posts of ways and tips for industry professionals to respectfully and thoughtfully engage with 2SLGBTQIA+ performers.
- New outACTRAto members are being onboarded to help run the social media accounts
- Reach on Instagram has been significant. Past month showed highest engagement rates, reached over 2000 accounts in a week.

Trans / Non-Binary Action Subcommittee

- Subcommittee members have drafted a letter to Casting Workbook to encourage them to update their gender selection options to allow performers to identify with multiple categories.

Social Reading Group

- Social reading group is on pause for the month of April, the group will reconvene in May to begin reading *Angels in America*.
- Email list for group is growing!

Mixer Subcommittee

- Virtual Bingo held in the evening on February 24.
- Outdoor mixer, OUT in the Square: A Queer/Trans Jubilate and Skate Date faced some issues with attendance. Team has made note of improvements in communications to be made and essentials to plan in person events moving forward, particularly in unpredictable weather.

WTSR Subcommittee

- WTSR 3 is being planned to happen in June for Pride month!
- Call for volunteers has been put out; subcommittee will be meeting in early April to begin planning

Pride Celebrations Subcommittee

- Plans beginning for Pride celebration subcommittee. Discussions had re: participation in the Parade this year, hope to use ACTRA office as basecamp before the parade.
- Discussion had surrounding outACTRAto members being at the front, leading ACTRA in the parade.

***Liaisons: Past President, Theresa Tova and Vice-President, Louisa Zhu***

*Stunt Committee*

Stunt Community Report – Submitted by Alicia Turner

The stunt community has made some leaps and bounds since the last meeting

- They had an election!!! The voting for stunt elections closed on April 3<sup>rd</sup>.
- They had 23 nominees step forward, **which is more than they have EVER seen in the entire history of their community.**
- The nominees were males, females, veteran performers, junior performers, BIPOC males and females. It's wonderful to see this sort of engagement. This diversity is also unprecedented in their community. They can thank the stunt community for demanding the change to an equitable format.
- In this downtime, they have seen some really good workshops and training being offered by the ACTRA stunt members.
- They realize they are not busy, and they hope this momentum, inclusivity and skill-sharing continues.

Alicia Turner said that the community now has a Stunt Committee and that they did not have to shuffle any of the elected candidates as they met their quota. Mr. Hepburn added that 46% of the eligible voters cast their ballots. It would be good to see these numbers in the rest of the union's referendums. He applauded the community for doing the grassroots call out and getting them to vote.

Stunt Women's Committee – Submitted by Alicia Turner

- The women's stunt committee has not had a meeting since our last Council meeting.
- We have an ongoing WhatsApp chat where we are in contact with each other. I love going to this group for insights and support.

***Liaison: Lisa Michelle Cornelius and Joy Tanner***

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

TAWC is gearing up with a conscientious re-start.

- On March 8<sup>th</sup>, they held the reconstituted TAWC meeting. Ten members attended. They presented the intention for safe space practices for their meetings which was well received. The members themselves requested taking the Respect on Set (ROS) course. They did not get to formalizing actions, however there was interest in the Nell Shipman Awards, creating filmic work collectively, and social and community events.
- Still drafting a values statement which is focused on how to imagine and practice a respectful environment where coaching is supported, individuality respected and cooperation encouraged – to bring to the committee for input, -- a caring space,
- Their request for a dedicated *Respect on Set* workshop with the members of the committee has been granted. They are seeking 20-40 registrants to make the session cost effective. Any councillor who would like to take it is welcome. The date is yet to be determined. Likely the end of next month.
- They are seeking new and renewed committee members.
- Also, on International Women's Day (IWD), Heather Allin attended the launch of the [www.aftermetoo.ca](http://www.aftermetoo.ca) website. This event, co-lead by former TAWC Chair Freya Ravensbergen, was well attended. The event opened with a ceremony from Elder Lauren Blu Waters who talked a lot about life after violence with humour and compassion. The website is a resource for trauma survivors and consciously navigates trigger (going forward the word "drop" – a term newly introduced will be used to replace the word Trigger) awareness. The work done to prepare the website as one which would do the most conscious work to create the least "dropping" images and words with support that is detailed, researched and accessible. This is a powerful tool for survivors and sharing is welcomed.
- Ms. Allin also attended the ACTRA National Women of the Year celebration honouring Ferne Downey for her service to ACTRA, women, gender non-conforming persons and the industry. It was attended by many friends from around the world, including the former Manager of Research and Bargaining, the now Leader of the Official Opposition at Queen's Park, Marit Stiles, and the author of the two CUES reports, Dr. Amanda Coles, who joined the celebrations from the wee hours in Melbourne Australia.

- Ms. Allin has also been invited by WIDC (Women in the Director's Chair) to partake as a participant in the launch of their Creative Safe Spaces workshop. This program looks to be a very deep dive into creation modules with the awareness of creating caring spaces. It's a 30-hour program over six weeks with 6-10 hours of follow-up sessions and debriefings.
- MASTERCLASS Online Classes is up and running with a waiting list.
- Tonjha Richardson has been actively promoting TAWC in other committee meetings and getting a great response.

\*We recognize the terms "Woman" and "Women" (Female/Male/Man/Men) are gender constructs and we seek to create a safe space for all gender members who are interested in furthering the mandate of the committee. We are aware of the constantly evolving nature of language and the need to be conscious of language that may be micro aggressive, racist, sexist and exclusionary, and seek to self-educate towards best practices. We also recognize that neither equity nor parity is yet achieved in this society or the world at large and seek to further that vision.

***Liaisons: Vice-Presidents, Louisa Zhu and Jocelyne Zucco***

*Voice Committee: Co-Chairs, Krystal Meadows, Scott Farley and Kate Ziegler*

- The Voice Committee greatly supports the National Bargaining Committee as they inform the membership about the ongoing fight for our rights as commercial performers.
- Growing concerns from members for AI and around the state of the NCA.

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

YEAA

*Co-Chair, Tavia Pereira*

- Demo Screening event happened on March 24<sup>th</sup> with Emily Johnston and Kalene Osborne as panelists.
- 9 demos were screened and received great feedback.
- 40 members attended.
- 1 Reelworld guest attended, no other guests attended.
- Next meeting April 7<sup>th</sup> at 3:30pm on Zoom.
- Unfortunately, co-chair Oshini Wanigasekera has stepped down, there are no immediate recommendations for replacement.

*YEAA Report submitted by Joy Tanner*

The inaugural YEAA Demo Reel Initiative on March 24, held at the Palmerston Library Theatre was a huge success.

- The event included 10 participants (the poster only had 9 participants included, missing was Alexia Vassos) who had their demo reels assessed by Emily Johnstone of Lisa Parasyn casting and Kalene Osbourne of Lewis Kay Casting.
- There were over 30 YEAA members in attendance
- The inaugural YEAA Newsletter went out to the members to recap the event and the four major takeaways of the event.
- YEAA social media sites have been busy with activity.
- YEAA is ascertaining the next April date for their meeting.
- Included will be discussion regarding: What challenges do you face as an actor? What can ACTRA Toronto do for you? (Ms. Tanner will remind them to ask the question – What can you do for ACTRA Toronto?) What kind of events and programming do you want to see?



Oshi Wanigasekera stepped down as Co-chair on March 27<sup>th</sup>. We thank her for her passion and dedication to help establish this redefined committee. We will be exploring potential new co-chairs in the very near future.

YEAA's next meeting is on April 18<sup>th</sup> at 3:30 p.m.

### **Association of Acting Coaches & Educators (AACE)**

Theresa Tova reported that the AACE admin team is working hard fundraising and programming the AACE conference at the Tarragon Theatre this May 20-21. Registration is open. Cost is greatly reduced for AACE coaches and members in the AACE pipeline.

Industry partners have come forward to support the important work of both AACE and the conference. Sponsors include AFBS, Creative Arts Financial, Meridian Artists, ACTRA Toronto, ACTRA Manitoba, Mann Casting TAMAC, Equity Showcase, CAEA The Toronto Film School, and many individual coaches. We're excited to present the Power Dynamics Panel created by ACTRA Toronto's Maxine Bower and ACTRA member and mediator Nikki Landau. Two days of panels and workshops with 40 plus presenters including Anthony Q Farrell, Lisa Parasyn, Shari Quallenberg, Millie Tom, Millie Davis, Lisa Karen Cox, Tom Stroud, reps from CAEA and BIPOC Film and TV.

Happy to report that the new EIC website is almost ready to launch. "Thank you ACTRA Comms and especially Karl Pruner for your guidance."

In light of the disturbing reports of late we are looking to schedule a meeting of the Ad-hoc Sexual Harassment Committee in early June.

### **EXECUTIVE DIRECTOR'S UPDATE**

Mr. Hepburn reported on the following:

- The ACTRA Toronto office has reopened to the public. Staff still work on a hybrid schedule. In-person meetings are by appointment only. Only small meetings will be held in-house. The GPS (Gordon Pinsent Studio) is still closed as we do not have the staff to maintain it. When the studio was opened it was supposed to be an actors' gym. There is no proper ventilation. ACTRA Toronto can look towards funding and monies to offset the costs for members to do self-tapes. It will be a smarter use of our money to offset the cost of loss prevention. We will continue to use the space for union advocacy projects.
- SAG/AMTPT – they are moving towards a voluntary position come May 11<sup>th</sup> regarding COVID protocols. ACTRA Toronto will note on the *What's Shooting* page if a production has a protocol in place. There is no provincial public health requirement.
- Compass – we continue to work on this file and are seeing some members be reimbursed.

### **Diversity, Equity, Inclusion & Belonging**

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

- D&I Committee: Supported the Committee and the Disability Alliance and Accent Discrimination Sub-Committees in their monthly meetings.
- Along with Oshi, attended the opening night of MISAFF. Other ACTRA Toronto talent in attendance included Raymond Ablack, Farid Yazdani, and Rakhee Morzaria who was selected as this year's MISAFF star.

- Attended the [aftermetoo website](#) launch. This is a digital platform aimed at helping people who are experiencing workplace sexual harassment in Canada.
- Attended the second and last session of the City of Toronto's De-Escalation Training course.
- Attended the Reel Abilities Accessible Writers' Lab Webinar where they presented key learnings from the lab. If you'd like to read the report (both for the English and French lab), go [here](#). To see the shared reflections, go [here](#).
- Attended the Can Film Fest panel: Case Study on Streams Flow from a River, which is an ACTRA Toronto production.
- Attended the TIFF's writer's program cocktail where I connected with their head of HR. We talked about DEIB efforts and better support for the local creative community. We will be continuing the conversation.
- Partnered with BIPOC TV & FILM on their episodic writer's lab. 12 ACTRA Toronto performers who identified as BIPOC were selected to participate in the lab's table reads.
- Met with Reel Asian to start conversations about a partnership for this year and explore new opportunities to support our members.
- Met with imagineNATIVE to develop a partnership to support indigenous storytelling and performers.
- Along with Matt and Thalia, met with Inside Out to explore partnership opportunities.
- Working the Scene in Colour 17 is currently accepting scene submissions written by BIPOC writers for original features, tv series, digital series, and plays. All genres are accepted. If you'd like to submit, fill out the form [here](#). The live reading will be taking place on May 25 at 7:00 pm on Zoom. Register as an attendee [here](#). Lastly, the call for readers will be posted in a couple of weeks on the D&I Committee's social media pages. The call is a volunteer opportunity open to all ACTRA Toronto members and apprentices of all genders, ages, cultural diversities, etc.

### **Industry Initiatives & Outreach**

Taisa Dekker, Manager – Industry Initiatives & Outreach

- Presented at the Canadian National Freelancing Summit with Heather Allin about ACTRA's agreements and organizing. This event was hosted by the [Canadian Freelancer Union](#).
- Met with a producer about contracting ACTRA members for a microbudget feature film.
- Along with Senior Advisor Clare Johnston, spoke with the production team for a web series in development about working with ACTRA performers via the Web Indie Production Guideline.
- Spoke with a producer about engaging ACTRA performers on a demo production for a web series in development.
- Met with a producer about engaging union performers on a short film.
- Attended the SAGIndie webinar about SAG-AFTRA's low budget film agreements.
- Presented to George Brown College's Production Entrepreneurship program with Associate Business Representative Tricia Clarke.
- Presented to Seneca College performance students with Thalia Gonzalez Kane.
- Presented to Toronto Metropolitan University's graduating performance students with Theresa Tova.
- Attended the winter member conference.
- Work continues on a variety of projects in support of the operating plan.

### **Ontario Green Screen**

Taisa Dekker, Manager – Industry Initiatives & Outreach

- Connected with a producer interested in hiring stunt performers on a low budget film.
- Attended the March 1<sup>st</sup> Green Committee meeting. The committee is hosting an Earth Day Meet Up & Clean Up event in Toronto and Hamilton on Saturday April 22<sup>nd</sup>. Please register [here](#).
- Met with Green Spark Group about the Radical Collaboration group of industry unions, guilds & trade associations committed to sustainability in the film industry.
- Connected with two pre-members interested in learning how to join ACTRA.

- Presented to Toronto Metropolitan University's Media Production Practicum class about how to engage union performers with Business Representative Moona Thomas on March 8<sup>th</sup>, 2023.
- Along with Manager of DEIB Luisa Alvarez Restrepo, met with a producer and director interested in working with ACTRA on future productions and partnering on an initiative to engage Indigenous cast and crew.
- Met with a filmmaker interested in working with ACTRA talent on their next production.
- Met with an ACTRA member about a proposed member education initiative.
- Attended the Imagine Summit – International Women's Month Visualization & Professional Development Conference and connected with an entertainment reporter also attending the event about featuring ACTRA performers in upcoming stories.
- Had additional discussions with an ACTRA member who is producing their first feature film under the Low Budget Guideline. The production goes to camera April 11<sup>th</sup>.
- Presented to 3<sup>rd</sup> year Sheridan College Musical Theatre students about the benefits of joining ACTRA with George Alevizos on March 17<sup>th</sup>, 2023.
- Met with the Forest City Film Festival organizer about ACTRA Toronto's involvement in the Ontario Screen Creators Conference, taking place October 20 – 22<sup>nd</sup> in London, ON.
- ACTRA Toronto is sponsoring the CRANK International Action Film Festival and I met with the organizer about promoting the event to members. The festival takes place in Hamilton on April 15<sup>th</sup> & 16<sup>th</sup>, 2023.
- ACTRA Toronto promoted union members featured at the Canadian Film Festival on March 28<sup>th</sup> – April 1<sup>st</sup>, 2023.
- Attended a meeting at ACTRA National with a group of members concerned about the NCA lockout.
- Attended the Raindance Connect & Create event to network with filmmakers and promote the engagement of ACTRA performers.
- Attended the Telefilm Talent to Watch webinar discussing the updated program guidelines. Applications for T2W open April 17<sup>th</sup> and close on Monday May 1<sup>st</sup>.
- Finalized a sponsorship agreement with Interactive Ontario.
- Attended the ACTRA National NCA Town Hall.
- Members are encouraged to send non-union breakdowns to [tdekker@actratoronto.com](mailto:tdekker@actratoronto.com).

### **Green Committee**

Avaah Blackwell and Elle A, Co- Chairs

The ACTRA Toronto Green Committee met earlier this month and discussed new objective. Taisa Dekker, Elle A and Avaah Blackwell I also had a follow up meeting and discussion about next steps going forward for the committee. They are planning a meet up and clean up for some time in April and hoping to have it on Earth Day.

### **Special Advisor**

Maxine Bower, Special Advisor

- Membership Support
  - Assisting the YEAA committee and outACTRAto with administrative tasks such as scheduling, budgeting, attending meetings, etc.
  - Supporting members with peer-to-peer conflicts.
  - Supporting member with ongoing mental health and interpersonal challenges (impacting work performance).
  - Planning for offering support to performers who experienced abuse and harassment on set (body shaming, anti-black racism).
  - Supporting member who experienced inappropriate behaviour/harassment in an educational and work environment.
- Membership Education
  - Assisted with the facilitation of biweekly Respect on Set courses.

- More adjustments made to the Unconscious Bias course.
- Continued small changes to an updated Respect on Set Manual (notes about scheduling and timing of the session – time stamps and speaking notes added).
- HAVEN Helpline
  - Continuing close reviews of the helpline intake process for quality assurance.
- Planning for Future Initiatives and collaboration with other organizations/committees.
  - Ongoing work to prepare for the AACE conference in May (power and consent workshop).
  - Created rough proposal for a workshop re rights at work and how to support peers encountering unsafe working conditions/broken work agreements.

#### **OTHER BUSINESS**

- Mr. Gale requested Council's approval of the recommendation from AYA regarding the appointment of Anne Wooten as Co-Chair of AYA. Council was unanimous in their approval.
- Thalia Gonzalez Kane requested that the Councillors be introduced to the membership. Joy Tanner responded that the Council is listed on the ACTRA Toronto website. Mr. Hepburn said that it is on the list of the Comms team "to do" items to include contact information, i.e. email addresses for Councillors.

#### **ADJOURNMENT**

**The meeting adjourned at 3:02 p.m.**