

**ACTRA TORONTO
COUNCIL MEETING – VIA ZOOM
TUESDAY, MARCH 7, 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
Jocelyne Zucco, Vice-President
Dalmar Abuzeid
George Alevizos
Heather Allin
Sandra Beckles
Martha Chaves
Tess Degenstein, alternate for Anand Rajaram
Kaila Hunte, alternate for Thalia Gonzalez Kane
Matt Lemche, alternate for Fuad Ahmed
Amy Matysio, alternate for Linda Kash
Tony Nappo
Samy Osman, alternate for Thom Allison
Brooke Palsson, alternate for Nicola Correia-Damude
Tavia Pereira, alternate for Louisa Zhu
Tonjha Richardson, alternate for Wendy Crewson
Alicia Turner
Oshi Wanigasekera, alternate for Janet-Rose Nguyen

REGRETS

Samora Smallwood

COMMITTEE & MEMBER CAUCUS CHAIRS, OMBUDSPERSON

Victoria Brooks, Chair, Apprentice Caucus

OBSERVER

Fuad Ahmed, Councillor
John Cleland
Louisa Zhu, Vice-President

ALSO PRESENT

Alistair Hepburn, Executive Director, 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
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
Clare Johnston, Senior Advisor, Film, Television and Digital Media, ACTRA Toronto
Freda Merritt-Gambrill, Recording Secretary, ACTRA Toronto

The meeting was called to order at 10:02 a.m. with President, David Gale, in the Chair. Mr. Gale said that we are close to the third anniversary when our systems shut down with COVID.

Tomorrow is International Women's Day. Ferne Downey has been named ACTRA National's 2023 Woman of the Year. On being named the ACTRA National Women of the Year, Ferne Downey said, "Our union was built by many brilliant activists over the past 80 years. We have become a leading force in the entertainment world here at home and globally and we did it together – with conviction and synergy. It is one of the greatest joys of my life to play a part in our dynamic evolution as a progressive union. I am touched to have my contribution honoured."

The reading of the Land Acknowledgement by Oshi Wanigasekera and George Alevizos was followed by the reading of the Equality Statement by Sandra Beckles, Tavia Pereira, Matt Lemche, Dalmar Abuzeid, Tonjha Richardson, Tony Nappo and Theresa Tova.

Mr. Gale welcomed and introduced everyone and thanked them for their attendance. He also welcomed John Cleland a member of the NCA (National Commercial Agreement) Sub-Committee.

APPROVAL OF THE AGENDA

MOTION #1

Moved by Heather Allin, seconded by Alicia Turner:

"That the Agenda for the ACTRA Toronto Council Meeting of March 7, 2023, be accepted."

CARRIED UNANIMOUSLY

APPROVAL OF MINUTES FROM FEBRUARY 6, 2023

Page 2: Motion #1 Thalia Gonzalez Kane's name is misspelled.

Page 3: Under Word from Set, delete additional period on first line of second bullet point.

Page 9: Under Executive Director's Report, second paragraph should read: "Section 21 Committee is following the Alex Alec Baldwin case...."

MOTION #2

Moved by Deb McGrath, seconded by Theresa Tova:

"That the Minutes of the ACTRA Toronto Council Meeting of February 6, 2023, as amended, be accepted."

CARRIED UNANIMOUSLY

TABLING OF OTHER BUSINESS TO BE INCLUDED PER #11

- Kaila Hunte – OFL (Ontario Federation of Labour) Enough is Enough campaign.
- Alicia Turner – Referendum procedures – National By-Law 17

PRESIDENT'S REPORT

- Mr. Gale reported that he had been busy the last couple of months, attending another week of NCA bargaining at the law offices of ICA.

NCA Bargaining Update (In camera): Alistair Hepburn reported on NCA bargaining and reminded everyone present that this report was in camera due to media blackout.

- Constitutional Referendum was passed. This allows ACTRA to sit together with the DGC and IATSE and allows us to have union sets when making commercials.
- Attended many committee meetings, including the Disability Alliance Sub Committee meeting.
- Attended two Stunt Community meetings. The first one was not very focused and required an additional meeting. The second one a few weeks ago was very successful. The community decided to set up a voting structure similar to the UBCP model. Alistair Hepburn said that the new set up is a big change and will represent Stunt Performers from all sectors. There will continue to be a Stunt Women's Committee.

Mr. Gale's report will continue after the Awards report.

BUDGET & FINANCES WALK-THROUGH

Gugun Deep Singh reported on the January income. February numbers are being worked out. We may not hit the deficit that we were anticipating. The impact in our income is not only from the NCA but from the IPA as a lot of productions are using the lower budget guidelines.

Mr. Singh gave an overview of the proposed budget for 2023-2024.

MOTION #3

Moved by Gugun Deep Singh, seconded by Heather Allin:

"That ACTRA Toronto Council adopt the Budget for 2023-2024."

Discussion

Mr. Hepburn said that the office is currently closed but this will change as of April 3rd. Members or the public wishing to come to the office will have to make an appointment. The GPS (Gordon Pinsent Studio) will remain closed. This was meant to be an actor's gym which turned into a self-tape studio.

The plan is to eventually downsize. The redevelopment of 625 Church Street has been put on hold. To move right now would cost us \$4M dollars, therefore, it is cheaper for us to stay put.

The question was raised regarding the National Council meetings being held ~~in~~ outside of Toronto. Tova responded that it was less expensive to hold the meetings there than it would've to hold it in Toronto.

Lisa Michelle Cornelius said that she saw the intrinsic value of the meetings being held out of the city as after the meetings of the day, Councillors could pick the brains of others and talk to them. It was an opportunity to solve problems before the next day.

Mr. Singh pointed out that holding the meeting outside of Toronto was National's decision.

CARRIED UNANIMOUSLY

WINTER CONFERENCE RECAP

Matt Lemche said that he likes the format of the networking session. Jocelyne Zucco attributed that to Luisa Alvarez Restrepo, who she said was the brains behind that with help from Victoria Brooks.

It was noted that the Conference Committee (Chair and Vice-Chair) and also the Chairs of the other committees are all asked for their input when organizing the conference.

As to whether input from members via surveys is collected, it was pointed out that members are able to give their input when they register and a survey is sent out to attendees post conference.

Alistair Hepburn said that the reason that the surveys are not anonymous is because we want them to be given responsibly.

There was discussion regarding the format of future conferences and how to get the approximately 2,000 members in Southern Ontario included. Mr. Hepburn suggested micro-sessions.

NON-MEMBER EQUALIZATION DISCUSSION

Tony Nappo mentioned that the purpose of the non-member equalization monies was to go towards subsidizing insurance payments of Full Members. He believed that sometime in 2006 this money was used towards lobbying. This was not communicated to members. He felt that monies continue to be used for other purposes. He said that going forward, this money should go back to subsidizing members' insurance premiums.

Mr. Hepburn reported on the changes that were made in the IPA in 2004 and 2006. It was decided that the increase (from non-members) negotiated would remain with ACTRA. 8% goes to AFBS and 4% is held. If we change this, then there will have to be a dues increase. All of this was communicated to the membership at the time it changed. It was pointed out that there is no agreement between the producers and ACTRA as to how this money should be used. It is fair to leave it in general revenue to use to fund various programs at ACTRA's discretion.

ACTRA AWARDS IN TORONTO

Mr. Hepburn reported that the ACTRA Awards in Toronto – 2023, will be on Wednesday, April 26th at Palais Royale on the Lakeshore, from 11:00am to 3:00pm. It is going to be a luncheon celebrating the nominees and the winners and will be by invite only. This comes down to finances and typically done through sponsorships. We knew we had to get back to celebrating in-person although Cass Enright, Taisa Dekker and staff did a fantastic job with the virtual events. Sitting Councillors and sponsors will be invited. It will be recorded but it cannot be a live stream as we do not have the legal clearance which will cost money. The recording will not include the clips.

PRESIDENT'S REPORT (Continued)

- Mr. Gale will be attending the CLC (Canadian Labour Congress) Convention May 8th to 12th in Montreal at the Palais de Congrès. The convention is held every three years. A small delegation from ACTRA will be attending. From ACTRA Toronto, David Gale, Tavia Pereira and Taisa Dekker will be attending along with representatives from other ACTRA branches.

EXECUTIVE & COMMITTEE REPORTS

Liaison: Treasurer, Gugun Deep Singh

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

The Apprentice Caucus met February 8th for 90 minutes on Zoom.

- Some confusion about the work zone as it relates to the 40KM radius. Needed to clarify that if you live out of zone, you aren't necessarily paid a travel rate to enter the zone, e.g., BG working in Toronto that lives in Hamilton, and accepted the work.
- Encouraged joining the committees within ACTRA Toronto to have Apprentice voices.
- Concerns about Student Film Productions not following best practices, e.g., very long days, no transportation, booking talent as 'understudy.' Referred to Business Representatives.
- BG agents using social media to book for work, rather than emailing talent directly.
- BG being dropped off in a dark, unsalted parking lot, after a shoot, and fell on the ice.

The Apprentice Caucus will meet next on Wednesday, March 8th 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

- Co-Chair Update – We have reached out to Anne Wootten and she has agreed to put her name forward to be a Co-Chair.
 - Jocelyne will ask for approval from council March 7th
 - I'm looking forward to working with Anne.
- AYA hosted a virtual chair at the Member's Conference on February 15th
 - I was able to chat with 5 – 6 potential new members on the day and since then, 3 ACTRA members have reached out and joined the committee.
- I will be communicating with Karl to discuss a few small changes needed to our AYA page.
- THIS IS WHAT _____ SOUNDS LIKE
 - I will communicate with Karl Pruner and other ACTRA staff to discuss the timeline of the roll out of this project as well as setting a date for when participants will be able to receive their copy.
- AYA is looking to develop at least one more workshop in the next month or two

This will be an interactive zoom workshop with the activity and date still to be decided.

The Executive brought forward Heather Allin's and Theresa Tova's recommendation re the appointment of Anne Wootten as Co-Chair of AYA. Council accepted this recommendation.

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

Awards Committee – Chair, Jocelyne Zucco and Vice-Chair, Pierre Simpson

- Our first day of deliberations for both GNC-M and GNC-F took place on February 23-24 respectively. After 4 hours of deliberation both juries were able to narrow the field down to 10 performances.
- Each juror will now be watching the 10 projects in full and choosing their top 5 nominees. The winner will then be chosen on the day. GNC-M meets on March 8 and GNC-F meets on March 9th. The list of nominees will then be announced through the ACTRA communications department.
- Both days made for some lively discussion. All of the jurors showed commitment to the difficult task they are being asked to perform.

Liaisons: Not assigned

Child Advocate – Angelica Alejandro

- Making 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.
- When pointing out the Child Advocate Resource Page on the ACTRA Toronto site, there have been parents/guardians asking when ACTRA will be holding another Survival Zoom similar to one that was held last in July 2021, that could address current questions, concerns and industry information.

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

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

- And that is a wrap on the ACTRA Toronto members conference winter 2023. Our debrief was held on February 28th.
- The session numbers break down as follows:
 - Putting your best face forward - registration 335 attended – 310
 - You and Your Agent - registration 312 attended - 294
 - Casting Profiles - registration 325 attended 309
 - AGM - registration 225 attended 211
 - In conversation with Cast & Creatives of Revenge of the Black Best Friend - registration 139 attended - 120
 - Networking: registrations: 252, attendees: 139 (231 were new to the platform)
- Numbers of views for short films:
Defund = 16 Save the date = 18 Brief Case = 23 The Last of Ian Campbell = 14
- The survey was conducted using both a numerical value (1-5) and comments. Based on both of these values the conference was a success. Participants overwhelmingly rated the sessions 4-5.
- Next steps are to:
 - Take in the comments and the suggestions from participants in consideration when planning for future session and
 - Re-examine what future conferences will look like from, the where, what, why, and how.

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

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

- Ongoing discussions and outreach regarding Picture Day participants who have not yet communicated with their photographers to choose their edited photos.
- Participation in ACTRA Toronto February conference on February 15th.
 - Chattrisse moderated "In Conversation with the Cast and Creatives of *Revenge of the Black Best Friend*"
 - Janet-Rose, Luisa and Chattrisse spoke with several members via AirMeet during the networking event cohosted by Reelworld.
- Discussions about how feasible a second Picture Day event is, and whether a screening of the new live action *The Little Mermaid* is possible.
- Held our second meeting of the year on February 23rd.
 - followed by the beginning of an email conversation with our Liaisons about member engagement.
- Continued preparations for *Working the Scene in Colour 17*.
- Approved dates for the inaugural meetings of both the Disability Alliance Sub-Committee and the Accent Discrimination Sub-Committee (this will take place on March 6).
- Successful completion of the inaugural meeting for the Disability Alliance Sub-Committee.

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

Editorial – Chair, Joy Tanner

- Editor Joy Tanner and Staff Editor Jennifer McGibbon met March 2, 2023. Discussed was:
 - A review of the draft 2023 publishing calendar.
 - The refreshed Performers Magazine website.
 - Honorarium rate for written articles, which include Performers Magazine rates of .15 per published word, with a \$50 minimum, paid to writers of pieces, except obituaries. The average rate in the publishing world, per word is .10 to .15 cents per published word. Our rates have been the same at least since my tenure as editor.
500 words = \$75
750 words = \$112.50
1,000 words = \$150
1,500 words = \$225
- Q1 Editorial Committee meeting scheduled for March 8 at 3:30 pm.

Q1 Editorial Committee Agenda:

- Finalize draft 2023 publishing calendar
- Confirm articles for Q1/Q2
- Review refreshed Performers website.

The agenda and a PDF of the draft publishing calendar was sent out to the Editorial Committee on Monday, March 6th.

Liaison: Vice-President, Debra McGrath

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

General

- Committee meeting held on February 22, 2023. Izad Etemadi and James Cooper, two of the minds behind QYS4 short film winner 'Plant Daddy' joined as guests to speak about the creation of their short, as well as the support and opportunities provided by this competition. The team is currently in pre-production.
- Next meeting March 22, 2-3:30pm

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.

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 met to do a table read on January 24, their second took place on February 28.

Mixer Subcommittee

- Virtual Bingo held in the evening on February 24.
- Outdoor mixer, OUT in the Square: A Queer/Trans Jubilate and Skate Date! Will be held on March 13 from 6pm-10pm EST at Nathan Phillips Square

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

Stunt Committee

Stunt Community Report – Submitted by Alicia Turner

We had an excellent meeting with our stunt community on March 4th. There were 51 people in attendance. The goal of the meeting was to further discuss the format of our Stunt committee.

We decided the following:

- The committee will consist of 12 members, no alternates
- We would like the committee to be elected with a vote
- We will have designated spaces for women (3) and BIPOC performers (2) and Riggers (2) that roughly match our demographics. The space designated for the stunt rigger represents is a skill-based spot and not a demographic match.
- Chair and/or Co-chairs will be determined at the first meeting.
- Communication will go out Wednesday, March 8th with regards to this.

Stunt Women's Committee – Submitted by Alicia Turner

The Toronto Women's Stunt Committee has had a few meetings since last Council. The members would like to keep this group intact regardless of the outcome of the general Toronto Stunt Committee. There was talk of redundancy at the community meetings. President Gale pointed out that ACTRA Toronto has a Women's Committee to deal with issues specific to female performers.

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.

Co-Chairs:

1. Had a meeting with Maxine Bowers, Luisa Alvarez Restrepo, (Judy Barefoot not able to attend due to NCA negotiations) and Executive liaisons Joy Tanner and Lisa Michelle Cornelius to discuss how to best approach creating a safe and culturally aware space for our committee members. This resulted in a couple of actions: 1) to draft a values statement which is focused on how to imagine and practice a respectful environment where coaching is supported, individuality respected and cooperation encouraged, 2) to request a dedicated Respect on Set workshop with the members of the committee,
2. Scheduled our first TAWC meeting of 2023 for Wednesday March 8th, International Women’s* Day (IWD) where we will roll out the safe space practices and review TAWC past initiatives,
3. Want to remind you of the upcoming Cayle Chernin Awards 2023 (celebrating 11 years) as open for submissions until March 24 at 11:59pm ET 2023,
4. We are seeking new and renewed committee members,
5. We’re part of the sizzle reel for the Winter ACTRA conference in February, thanks to Thalia Gonzalez Kane.

*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 or parity is 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

- Scott Farley, Krystal Meadows and Kate Ziegler met with Kurt from Artist2Artist and started planning for the first ever ACTRA Toronto Voice Showcase. This will be a huge benefit to members for both development and networking. Looking towards a July launch.
- The Voice Committee is going to explore the worsening situation with AI technology and the threat posed to the voice over industry. We will be seeking expert advice, anecdotal experiences from members and strategizing how best to capture our concerns so ACTRA can sit at the forefront of this looming issue and best protect our rights and our income.
- While voice actors are encouraged by the return to bargaining, they are asking for more robust updates. It is essential that council continue to advocate for all commercial actors who have been enduring the lockout, currently keeping them from work for 309 days.

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

YEAA

Co-Chairs Oshi Wanigasekera and Tavia Pereira

- The Demo Screening Initiative will be the first YEAA meeting, taking place on March 24th 6-9pm at the Palmerston Theatre. Guest speakers include Emily Johnston, casting associate at Lisa Parasyn Casting, and Kalene Osborne, casting associate at Lewis Kay casting. Marketing and registration for the event is ongoing.

- YEAA sign board, blue-sky posters, and refreshments purchased/ordered for the event.
- Attended meet and greet at the ACTRA Winter Conference Reelworld virtual table and utilized YEAA sign-up form to build membership.
- New Instagram account created @yeaatoronto.

YEAA Report submitted by Joy Tanner

Much correspondence has been occurring with this committee as they prepare for the March 24, 2023, Demo Reel Initiative. Including are:

- Confirmed panelists are Kalene Osborne of Lewis Kay Casting and Emily Johnson from Lisa Parasyn Casting. Invitations to various acting/film schools including TMU, LB Studios, McNally-Kennedy Acting and The Acting Studio have been sent out.
- E-blast and Social Media communications have been written and are ready for publication. They will be dropped on specific dates (tba).
- The Demo Reel Submissions will be open shortly and closed on March 10th.
- The Event Sign up will remain open until the 23rd.
- There will be a call for Volunteers.
- There has been an adjustment in the Demo Reel Initiative Budget. The money spent so far is currently as follows:
 - \$464.19 - library space
 - \$101.03 - snacks and drinks
 - \$248.60 - sandwich board (pending / not purchased yet)
 - \$61.19 - gift cards
 - \$17.52 - Bristol board and markers
 - TOTAL \$892.35

Next report will be on the event itself and its undoubted success!

Association of Acting Coaches & Educators (AACE)

Submitted by Theresa Tova

We continue to co-chair AACE with ACTRA member and past executive member Jennifer Wigmore. Our mandate is to educate educators to create safer coaching and self-tape environments, working against bullying, discrimination, harassment and sexual violence. In our short 18 months we have vetted 81 AACE members, now listed on the AACE website directory, and have another 60 coaches in the membership pipeline.

In light of the public revelations of late about prominent coaches the importance of industry oversight... a Code of Conduct, Guidelines and ongoing education has never been greater. Students need to find educators and classes committed to respect-based coaching. AACE is building that community by offering courses that encourage best practices in education through education.

Please hold the weekend of May 20th and 21st for the upcoming AACE conference generously hosted at the Tarragon Theatre.

AACE CONFERENCE 2023 FOCUS

Our understanding of the balance of power in the acting studio/classroom has grown immensely. At the heart of any healthy student/teacher relationship is recognizing the evolving dynamics of how power flows. It is up to coaches and educators to continually interrogate their relationship to power so they can foster respect-based environments that empower and inspire. This conference will help attendees delve deeper into how power manifests, and how it can be used responsibly and with compassion within these intersecting areas of our sector;

Gender Diversity and Inclusion
Young Performers
Tools for Empowerment

Calls for workshops and panels went out this week as did calls for sponsorships to our industry partners. If you have a course, you would like to offer the deadline to submit is April 15th.

Look to call together our Ad-hoc sexual harassment committee for a follow up on the task we were given of creating AACE and looking forward to what's next.

Entertainment Industry Coalition

Submitted by Theresa Tova

The expanded EIC board is planning to hold a community meeting asap this spring to help inform our agent members about current events.

The EIC website (thank you ACTRA Toronto Comms) is in need of edit time with ACTRA staff. That work will start shortly.

Compass: There are no updates to share on the police investigation except to share that any action by the police will not happen for a few weeks yet.

Members continue to file proof of missing monies.

Compass clients and agents continue to reach out sharing their stories. The lives of so many actors and agents were destroyed by the actions of one man. The agents we have spoken to support the idea of working with the industry and government to create regulations that would be required by law.

Executive Reports:

Ms. Cornelius gave a brief report on all the meetings that she attended.

Mr. Singh reported on the Accent Discrimination meeting that he attended. He looks forward to what comes out of the Disability Alliance Sub-committee.

Ms. Zucco raised the concern of performers not being able to get home when there is no TTC access. Are they entitled to a taxi chit or ride to the subway?

Clare Johnston said that dropping someone in a parking lot is not in line with the Agreement. Judy Barefoot said that the National Commercial Agreement (NCA) is silent on this issue. She said that it needs to be negotiated upfront.

Deb McGrath reported that the outACTRAto meeting was ably run by Matt Lemche and that both co-Chairs did a great job.

EXECUTIVE DIRECTOR'S UPDATE

Mr. Hepburn reported on the following:

- OLRB (Ontario Labour Relations Board) meetings regarding the NCA. The first is scheduled for Thursday, March 9th and another four more after that.

- New studio space being built in Ontario. TriBros Studios' new space is in Pickering.
- Victoria Shen has been appointed the new Executive Director of the WGC (Writers Guild of Canada).
- ACTRA Toronto continues to work with the police fraud division and RBC regarding the monies held by Compass. 70 members have filed paperwork with ACTRA Toronto – each have at least one to three payments due. We hope to see some form of movement from the police in the coming weeks.
- Attended the ACTRA National Stunt Committee meeting. It was great to hear what is happening across the country especially in regards to stunt doubling and painting down.

Diversity, Equity, Inclusion & Belonging

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

- D&I Committee: Supported the D&I Committee's February meeting.
- Toronto Black Film Festival: Met with and provided prep for members appearing on Toronto Black Film Festival panels on Unions and Careers in Animation. Attended the panel we co-presented on animation on February 18. Provided access to the festival to members, including through online giveaways.
- Met with TAWC co-chairs to talk about creating a safe and welcoming space for members.
- Disability Alliance: Supported the launch of the Disability Alliance Sub-Committee and facilitated its first meeting. Arranged meeting for members and me to talk to the Disability Screen Office about partnering and supporting the work we're doing. Great response on social media.
- Accent Discrimination: Supported the launch of the Accent Discrimination Sub-Committee. The first meeting will be on March 6. Great response on social media.
- Conference: supported the networking session in partnership with Reelworld.
- Sandi Ross: With support from Karl, Cass, and Jennifer, announced the recipients of the 2022 Sandi Ross Awards. You can watch the awards and interview at sandirossawards.com.
- Banff Word Media Festival: In Conversation with organizers about an opportunity with their Indigenous Screen Summit programming.
- DEIB training: Attended Brampton Arts Organization training for Hosting Accessible Events. They will be sharing the presentation slides later, so please reach out if you would like this resource.

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

- Since its inception, Ontario Green Screen information was posted on social media via Ontario Creates' accounts, rather than creating handles specifically for OGS. The OGS Advisory Committee and Communications subcommittee advocated for the creation of social media accounts to engage with the industry, and we are excited to announce the new social media accounts are now active. Please follow Ontario Green Screen on social and promote to your networks:
 - Twitter: @OntGreenScreen
 - Facebook: OntarioGreenScreen
 - Instagram: #ontariogreenscreen
 - LinkedIn: OntarioGreenScreen OGS
- Attended the Strategic Planning subcommittee meeting.
- The next **Climate & Sustainable Production Training** is on Sunday March 26th at 1 pm and members can register [here](#).

Green Committee

Avaah Blackwell and Elle A, Co- Chairs

The Green Committee met on January 25th to discuss next objectives and voted on our top 3 desired focuses.

Special Advisor

Maxine Bower, Special Advisor

- Membership Support
 - Assisting the YEAA committee and outACTRAto with administrative tasks such as scheduling, budgeting, attending meetings, etc.
 - Reviewing committee duties and operations (committee manual).
 - Supporting members with different strategies to address historical interpersonal conflicts with other members.
 - Supported member struggling to emotionally regulate due to member-to-member conflicts at work.
 - Supported co – chairs of TAWC with how to establish an effective committee in which members feel psychological safe, and respected. This included an exploration of the committee's purpose/mission as well.
- Membership Education
 - Assisted with the facilitation of biweekly Respect on Set courses.
 - Attended a meeting with the National Women's Committee at ACTRA to discuss the specific issue of misogyny and sexism as an unconscious bias in the industry and what can be done to address it.
 - More adjustments made to the Unconscious Bias course.
 - Continued small changes to an updated Respect on Set Manual (including more details on what is defined as a workplace in this industry).
- HAVEN Helpline
 - Continuing close reviews of the helpline intake process for quality assurance.
- Planning for Future Initiatives and collaboration with other organizations
 - Conducted research to find and create a list of mental health professionals who work in the arts to be present for the Education, Training, and Awareness Committee to act as potential counselling supports during the proposed spring panel.

OTHER BUSINESS

- Kaila Hunte reported on the OFL's (Ontario Federation of Labour) Enough is Enough campaign.
 - Campaign Goals: Confront the cost-of-living crisis; Build a bigger and more organized solidarity network; Prepare for a major escalation.
 - Demands: Real wage increases; Keep schools and health care public; Affordable groceries, gas, and basic goods; Rent control and affordable housing; Make the banks and corporations pay.
 - Province-wide Day of Action is on June 3rd. Mr. Hepburn said that anyone scheduled to work on that day should go to work. For those who are not, this is a good cause.
- Alicia Turner sought clarification on ACTRA National By-Law No. 17 – Referendum Procedures. Mr. Hepburn and Ms. Tova responded to her query regarding the 14-day period notification to members.

THE MEETING ADJOURNED AT 3:51 P.M.

ADJOURNMENT

Heather Allin moved to adjourn the meeting.

The meeting adjourned at 3:55 p.m.