

**ACTRA TORONTO
COUNCIL MEETING – VIA ZOOM
TUESDAY, DECEMBER 5, 2023**

PRESENT

Gugun Deep Singh, Treasurer, in the Chair
Theresa Tova, Past President (morning only)
Lisa Michelle Cornelius, Vice-President
Deb McGrath, Vice-President
Joy Tanner, Vice-President
Louisa Zhu, Vice-President
Jocelyne Zucco, Vice-President
Dalmar Abuzeid
Fuad Ahmed
George Alevizos
Heather Allin
Thom Allison
Sandra Beckles
Avaah Blackwell, alternate for Alicia Turner (morning only)
Martha Chaves
Nicola Correira-Damude
Wendy Crewson
Thalia Gonzalez Kane
Bryn McAuley, alternate for Anand Rajaram
Tony Nappo
Janet-Rose Nguyen
Samy Osman, alternate for David Gale, President
Tonjha Richardson, alternate for Samora Smallwood

Incoming Councillors

Tim Beresford
John Cleland
Elana Dunkelman
Mercedes Morris
Anthony Sardinha, alt for Tavia Pereira

Alana Bridgewater
Paul Constable
Emily Hurson
Dina Pino
David Wallen

REGRETS

Linda Kash

Jason Bryden
Caitlin Driscoll, alternate for Amy Matysio
Jameson Kraemer
Gord Rand
Katlyn Ziegler

COMMITTEE & MEMBER CAUCUS CHAIRS, OMBUDSPERSON

Wendy Chow, alternate for Victoria Brooks, Chair Apprentice Caucus

OBSERVER

Victoria Brooks, Chair, Apprentice Caucus
Samora Smallwood, Councillor

Fiona Highet

Amy Matysio, incoming Councillor

ALSO PRESENT

Alistair Hepburn, Executive Director, ACTRA Toronto
Judy Barefoot, Director, Commercial Production, ACTRA Toronto
Gail Hauptert, Director, Film, Television & Digital Media, ACTRA Toronto
Karl Pruner, Director, Communications, ACTRA Toronto
Nicole Valentin, Director, Membership Services, ACTRA Toronto
Tina Wang, Director, Finance & Administration, ACTRA Toronto
Tania Cardwell, Stunt Liaison, ACTRA Toronto
Luca De Franco, Public Relations Officer, ACTRA Toronto
Jennifer McGibbon, Public Relations Officer, ACTRA Toronto
Cass Enright, Media Relations, ACTRA Toronto
Marie Kelly, Executive Director, ACTRA National
Freda Merritt-Gambrill, Recording Secretary, ACTRA Toronto

The meeting was called to order at 10:00 a.m. with Treasurer, Gugun Deep Singh, in the Chair.

The reading of the Land Acknowledgement by Jason Bryden was followed by the reading of the Equality Statement by Samy Osman, Jameson Kraemer, Tonjha Richardson, Dina Pino, Samora Smallwood, George Alevizos and Fuad Ahmed.

Mr. Singh introduced the incoming Councillors and welcomed everyone present, including current Councillors, alternates, observers and staff.

APPROVAL OF THE AGENDA

MOTION #1

Moved George Alevizos, seconded by Joy Tanner:

“That the Agenda for the ACTRA Toronto Council Meeting of December 5, 2023, be accepted.”

CARRIED

APPROVAL OF MINUTES FROM NOVEMBER 7, 2023

The following are corrections to the Minutes:

Page 4: Under Discussion on Process of Issuing Public Statements Draft – first bullet point should read: “..... make statements of anything ~~expect~~ **except** issues relating to.....”.

Last bullet point: “If we are going to ~~make~~ to make a statement,”.

Page 11: TAWC Liaisons are: **Vice-Presidents, Joy Tanner and Lisa Michelle Cornelius.**

Page 12: Under Other Business, first bullet point, second and third sentences should read: “~~He~~ **The Executive Director** said that support of this Council for staff is appreciated. ~~Ms-McGrath~~ **An Executive Member** said that ACTRA will not tolerate any bullying, etc.”

MOTION #2

Moved by Heather Allin, seconded by Tonjha Richardson:

“That the Minutes of the ACTRA Toronto Council Meeting of November 7, 2023, as amended, be accepted.”

CARRIED

TABLING OF OTHER BUSINESS TO BE INCLUDED PER #13

- Rescheduling of January Council Meeting.
- Video Games Production Agreement on website.
- CBC Radio staff reduction.

- AI and making our member aware of its importance.
- ACTRA National re lobbying the government re CBC.
- Ensure Council participation.

PRESIDENT'S REPORT

Council wished David Gale well. Gugun Deep Singh submitted Mr. Gale's report.

Attended the 17th Biennial Convention of the OFL (Ontario Federation of Labour from November 20th to 24th, along with ACTRA Toronto representatives David Gale, Gugun Deep Singh, Thalia Gonzalez Kane, Tavia Pereira and Luca De Franco, where they brought to light illegal and ugly lockout by the ICA and the agencies they represent. Marie Kelly attended on behalf of ACTRA National.

The question was raised as to how the delegates were selected. It was felt that the membership should be invited to attend. Alistair Hepburn responded that based on our total membership, we were assigned five delegates. As to whether people can apply to attend. It was pointed out that any member who wished to attend would have to pay a fee of approximately \$500. The suggestion was made that this item be added to the blue-sky discussion.

A Councillor was surprised that the unions and guilds at the OFL were not aware of the NCA lockout. Mr. Hepburn said that the OFL Board knew of this from day one. Members of the other unions that were in attendance were probably not aware of it. This was the first time since the pandemic that they were all together in the same room.

Attendees of the meeting were reminded about the Equality Statement and our commitment to mutual respect.

A Councillor thanked the delegates for representing ACTRA Toronto at the OFL Convention.

An incoming Councillor felt that an outgoing Councillor's statement re how the other unions did not know about the NCA lockout was not responded to and asked how this would be addressed. Council was informed that ACTRA Toronto has been invited to the Toronto and York Region Council meeting and this will be further addressed at that meeting.

Regarding the communication between ACTRA, the DGC and IATSE – Marie Kelly, National Executive Director, will address this in her report.

Re Operating Plan, it was asked whether an audit of the last two years was done and who addresses the upcoming labour strikes. Mr. Hepburn assured Councillors that everything we do at ACTRA is under scrutiny and recalibration at all times. Council are the eyes and ears of the membership. They bring ideas and strategies to council and staff take these suggestions and run with them.

Regarding Bill 90 being brought forward, it was asked that going forward, if a bill is introduced that is important to ACTRA, can members be engaged to say that they support the bill? The Chair responded that a group of people can be asked to share their experiences. Mr. Hepburn said that we have been given parameters by the party that introduced the bill and what they would like us to talk about publicly. The Communications department drafted a response to that request. An incoming Councillor said that they would like to ensure that the responses are coming from the membership at large.

A Councillor suggested that a Membership Communications Committee be set up.

They felt communications is vital and that nothing has changed. Emails are not "good" and the way we "talk to the membership is not good". Another Councillor responded that they saw a lot of changes in communications but agreed that the incoming Council could push further forward and move towards labour changes.

BLUE SKY – OPERATING PLAN IN BREAKOUT ROOMS

Councillors were divided into breakout rooms to start a discussion on what they would like to see accomplished in the 2024 Operating Plan.

WORD FROM SET

- Cheques from commercials always come late. Can callsheets be received before commercial shoot?
- BIPOC film and television group - having more disrespect issues. We need to carve out more time to discuss this and deal with the unconscious biases that are flooding our system right now.
- Treatment of racialized members. We need to figure out a safe space and support our DEIB Committee. There are posts by Casting Directors that are damaging.
- There is an uptick in commercial auditions but some of the things that performers are expected to do aren't possible to do in self-tapes. Another Councillor agreed that in some cases they want a short film. They are asking for way too much in commercial audition self-tapes. It was pointed out that there is a reporting link for IPA auditions for performers when they receive auditions with less than 24 hours notice. Every report is anonymous.
- It was reported that a Casting Director sent correspondence to an agent asking them to drop a client. Members are being blacklisted.
- It was noted that recording studios are trying to have singers sign licensing agreements to circumvent ACTRA. When a performer records a jingle, they used to get a demo fee and many now get the same call as a voiceover with no demo fee.
- It was asked how Council would know that the issues raised here are being addressed and followed up. Mr. Hepburn said that the members who bring up these issues are dealt with directly.

BLUE SKY – OPERATING PLAN IN BREAKOUT ROOMS (Continued)

Council was divided into breakout rooms until the lunch break from 12:45pm to 1:17pm.

ACTRA AWARDS IN TORONTO PRESENTATION

Mr. Hepburn reported that the financial goal of the Awards is to be net zero. The total budget depends on the amount received in sponsorships. The Awards this year is scheduled to be held on April 22nd. We are looking at being back at the Palais Royale – an evening event rather than daytime and instead of a 200-person lunch, a 300–400-person theatre-style event with food stations is being planned. We are not able to afford hosting 1,200 people at The Carlu.

Discussion

A fulsome discussion ensued and the following points were raised:

- Will the event be on Zoom? Mr. Hepburn said that it is up for discussion.
- Who besides the nominees and their guest will be invited. This Mr. Hepburn said that depends on if the nominees use their allotment of tickets. These days everything costs 30 to 35% more. If we want more sponsors, then we would have to make more tickets available.
- The Chair said that this is a newer model that is being put forward.
- Regarding the sale of tickets, Mr. Hepburn responded that we cannot sell on spec.
- A Councillor pointed out that at the recent networking session not many members showed up in spite of RSVPing.
- There was a suggestion to have a pro-bono ticket category and have 10 to 20 free tickets that members can win.
- Mr. Hepburn noted that what has been presented is what is doable. Anything larger than this would require more individuals to be hired.
- It was noted that this is not the SAG Awards. It is an ACTRA event but is seen by some as an elitist event.

- It was felt that it is a celebration that needs to be put to the membership and felt it is strange to be making a call based on sponsorship. A Councillor responded that Council is aware of the budget and disagreed about taking a survey of the membership. Another Councillor said that once incoming Councillors see the budget, they will see why we need to rely on sponsorships.
- It was suggested to move on this discussion and have the staff present updated numbers at the next Council meeting.
- Mr. Hepburn said that staff will look at the costs involved in scaling it up.

AWARD OF EXCELLENCE

Council voted on the Award of Excellence winner. This discussion was in-camera.

EXECUTIVE DIRECTOR'S UPDATE

Mr. Hepburn reported.

- Elections for Executive and National Councillors will be held at the January Council meeting. At that meeting the Treasurer and five Vice-Presidents will be elected. He explained the election procedure. He said that ACTRA Toronto has 13 seats at the National Council table.
- Kanja Chen workshop. A DEIB puppetry workshop will be held in the new year. The last day to apply is December 22nd. Due to insurance restrictions, no minors will be allowed.
- Influencer Guidelines. Guidelines with the Canadian Advertising agencies – This recognition is good. It means that the government is taking notice of the industry.
- We are looking to the Government of Ontario putting in regulations regarding talent agent. We have the ear of Minister Lumsden. He is interested in having agent regulations in place. A lot of talent agents are not in favour of this. We are working with a government regulations firm.
- ACTRA encourages members to have their cheques sent to the performer directly. EP (Entertainment Partners) have just introduced direct deposit.
- AFC paused the distribution of funds to applicants. The union and guilds have scheduled a meeting with AFC to ensure that this will not happen again.
- After 42 years and nine months, Judy Barefoot will be retiring from ACTRA on January 12, 2024. She will continue to help with the OLRB (Ontario Labour Relations Board) hearings and NCA (National Commercial Agreement).

We will also be losing Laura McKelvey, after 24 years, on the same day.

Mr. Hepburn said that he cannot begin to describe the amount of knowledge we will be losing. A gaping hole will be left with their departures.

Gail Hauptert has agreed to be the Director of Contracts. A Manager to deal with the day-to-day business will be appointed.

A Councillor said that she felt compelled to say thank you to Ms Barefoot for her support over the years.

National Update

National Executive Director, Marie Kelly, reported.

- Lobbying – Re Bill C11 – Online Streaming Act – we lobbied the government relentlessly. We did not get all we wanted but we protected what we had.
- On October 18th we lobbied the Liberals, Conservatives and NDP. We do not believe that Canadian productions are supported. We may have scary times ahead.

- Over the next year, President, Eleanor Noble, and Ms Kelly will be spending more time at the CRTC to help protect our Canadian Content rules. We want to see an additional 5% of earnings designated for Canadian Content. We need to ensure that our minimums are protected.
- We were pleased that our work on the Hill is paying off and we were invited to the budget meeting.
- Ms Kelly reported on AI and AIDA. The big push will be Copyright and AI. We made a pitch that we have the same moral rights as the musicians do.
- Scab legislation is before the House.
- We have a growing relationship with UDA. We have shared with them our AIDA submissions and we are learning a lot more about what they are fighting.
- The NCA fight continues.
- OLRB – we have hearing dates into the new year.
- We continue to work with the Council of Unions. IATSE is interested but the DGC is struggling to make the proposal work.
- ACTRA National has hired a new Organizer.
- Conversation about new membership rules have opened up. The Ad Hoc Committee has brought forward a few ideas.
- IPA – we have a unique opportunity with IPA negotiations. We have to enforce our collective agreement. It is important talk to our members and do surveys.
- The lobbying we are doing now is for bargaining we are going to do next year.

Discussion

Further to a query whether ACTRA can give Membership Cards to non-members, Ms Kelly reported that if we are fighting to protect our jurisdictions, we have the leeway to do so.

Further discussion ensued regarding opening up the membership to non-union performers. Ms Kelly said that there were some concerns about opening up membership as current members will have more competition for work. She said that she was happy to have Councillors attend the National Council meeting with a proposed solution.

The following suggestions were made:

- The sooner membership is opened up, the better.
- Take an industrial approach to this. Member education is required.
- Inform potential members about the benefits.

Industry Initiative & Outreach – Taisa Dekker, Manager

- Met with a producer and executive producer developing a short film in early 2024 who are also interested in producing a feature film.
- Attended the Reelworld Film Festival + Summit Virtual Mixer on November 7 and spoke with attendees interested in working with union performers on various types of content.
- Presented to 20 students in St. Clair College's music theatre performance program on November 13.
- Presented to 14 students in York University's BFA acting program on November 16 w/Lisa Michelle Cornelius.
- Presented at the Blood in the Snow Film Festival Development Lab on November 20 to explain how to engage union performers under various agreements. Attendees were from across Canada.
- Spoke with 23 students in Fanshawe College's performance program on November 22 with Louisa Zhu.
- Took part in the Blood in the Snow film festival industry roundtable networking event on November 23 and connected with over 40 attendees.
- Met with an ACTRA Toronto member interested in producing their first short film under the Low Budget Guideline in spring 2024.

- Presented to 30 students in Centennial College’s Film & Television program on November 28 with FTDM Assistant Business Representative Arjot Sandhawalia.
- Attended a webinar hosted by VO North about the global state of the VO industry on November 29.
- Attended ICFF Industry Days virtual conference.

Ontario Green Screen – Taisa Dekker, Manager, Industry Initiatives & Outreach

- The Ontario Green Screen Fall Community Meeting took place on November 29. Community meetings are recorded and uploaded to the OGS website [here](#).
- Advancing Waste Management Practices in Ontario’s Film and Television Industry: Production Case Studies and Opportunities for Action report is available [here](#).
- Ontario Creates released “[A Producer’s Guide to Shooting in Ontario](#),” and Ontario Green Screen information is found on pages 32-35 of the document.
- The next Climate and Sustainable Production training is on Friday December 8 at 1 pm. Register [here](#).
- The next Carbon Calculator Training is on Tuesday December 12 at 1 pm. Register [here](#).
- Members can review the OGS Strategic Plan 2023-2027 [here](#).
- Ontario Green Screen will be looking for new project managers in 2024. The Request for Proposal will go out via Ontario Creates early next year, so please share with contacts that may be interested.

EXECUTIVE & COMMITTEE REPORTS REPORT

Liaison: Treasurer, Gugun Deep Singh

Apprentice Caucus – Chair, Victoria Brooks

The Apprentice Caucus met November 10th for 60 minutes at ACTRA Toronto offices.

- Apprentice member Roy Urbanozo was appointed as one of the new co-chairs of the Diversity and Inclusion Committee. We are very excited for him, and the members of that group!
- Lots of BG work is starting to circulate but observing that BG agents’ posts on social media are primarily for the 20-30 age group, and primarily Non-Union.
- Whose responsibility is the BG performer to update their availability for larger bookings? Reaffirmed that without an exact booking date, you have no obligation to hold that availability until such time as you have a date on set booked.
- For those without cars, it's extremely challenging to get “pre-approval” for a shuttle once the location is distributed, and there is not enough time to contact production. Advised to press your BG agent for as many location details as possible in order to make sure that you can get where you need to by call time.

The Apprentice Caucus will meet next on Monday, December 11th at 2:00pm at the ACTRA offices, followed by an informal meet-up at The Bishop and Belcher - all are welcome!!

Liaisons: Vice-Presidents, Jocelyne Zucco and Debra McGrath

Act Your Age (AYA) – Co-Chairs, Heather Dick and Ann Wootten

- On November 17, 2023, AYA collaborated with the YEAA Committee for the *Coffee with Colleagues* in-person event in the ACTRA boardroom. There was lots of conversation and cross-committee communication. We would like to extend our thanks again to the YEAA committee for inviting them, and AYA were very pleased that 14 AYA members attended.

- For Wednesday, December 13, 2023, from 1:00 – 2:30pm, they are creating a virtual holiday meet-up to chat, enjoy holiday beverages and catch up on our members’ activities. AYA will also be collecting ideas for the new year.
- AYA have re-scheduled their November on-line workshop to February 2024. The purpose is to instruct their members on the Clipchamp app which they hope will assist with the self -taping process, editing, and submissions. When AYA held their brainstorming session this past summer, this was the topic of most concern. The workshop is in collaboration with CAN (Canadian Artist Network) Executive Director Scott Walker, and they will inform every one of the new date in the new year.

Liaisons: Not assigned

Child Advocate – Angelica Alejandro

- Calls out to parents/guardians and minors of new Full ACTRA members.
- Continue to answer questions from Production, parents and guardians of performers contacting the Child Advocate. A note to highlight is that this month there have been more questions about cheques to minors and Minor’s Trust.

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

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

- Nothing to report. They will be back in early 2024.
- If any session ideas come to mind, Victoria , Pierre and Jocelyne are happy to hear them.

“As this is my final council meeting, I want to let you know what an honour it has been to be around the table with you. These last 3 years have flown by. We did some great work together. To those who are not returning, oh the extra free time we will now have and to those continue the good work, I wish you good luck. I’ll be seeing you around my friends!”

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

Editorial Committee – Chair, Joy Tanner

Wrapping up 2023, Performers Magazine (<https://performersmagazine.com/>) included:

Over the past six months, PerformersMagazine.com has achieved almost 11,000 pageviews and over 6,000 unique impressions (comparatively, the old website received 3,500 pageviews and 2,129 unique impressions over the same six-month period in 2022).

- IPA 101 byline: Joy Tanner *Working Local* dropped November 29, 2023
<https://performersmagazine.com/ipa-101-working-local/>
- IPA 101 byline: John McGrath, *Background Vouchers* dropped on November 16, 2023
<https://performersmagazine.com/ipa-101-background-vouchers/>
- IPA 101 byline: Luisa Alvarez Restrepo *Hair and Makeup Equity Part 1* Dropped November 3, 2023
<https://performersmagazine.com/page/2/>
- ON SET: byline Alicia Turner, *Stunt Stars featuring Jen Murray* Dropped November 20, 2023
<https://performersmagazine.com/stunt-stars-jennifer-murray/>
- APPLAUSE 2023: featuring July Black, Jennifer Podemski, Donald Sutherland and Tonya Williams. Dropped November 13, 2023 <https://performersmagazine.com/applause-fall-2023/>
- SPOTLIGHT 2023: Holiday Movies of the Week Dropped November 23, 2023
<https://performersmagazine.com/spotlight-2023-holiday-movies-of-the-week/>

- SPOTLIGHT 2023 *Reel World Asian International Film Festival* Dropped October 31, 2023
<https://performersmagazine.com/spotlight-2023-toronto-reel-asian-international-film-festival/>

Keep an eye out in the New Year for more IPA 101, SPOTLIGHT, On SET and APPLAUSE pieces, including articles on

- Accent discrimination article
- Launch of new 'Ask an Expert' series; first article will be about background checks on social media posts and associated implications/risks.

Next Editorial Committee meeting will take place in January/February, with a date cemented shortly.

Jennifer McGibbon and Joy Tanner continue to be in contact with one another a few times a week.

Liaison: Vice-President, Debra McGrath

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

Meetings

- Committee meeting held on November 27, 2023, 12:30pm - 2:00pm
- Next meeting date will be in January 2024.

Leadership

- Call for new co-chairs to step in has been made, have requested folks submit their interest by January 1st so Matt and Thalia can bring these names to council for approval in 2024.

Subcommittees

- Queer Your Stories 5 competition submissions closed on Nov. 20, 2023. We received 16 submissions - over double the amount received for QYS 4!
- Jury is deliberating on Dec 6th, hoping to have winner announced by mid-December, or in the new year.
- Secured sponsorship from AFBS (\$4500) and Grandé Camera (in-kind rental), actively seeking more sponsorships to add to the package for the winners of the competition. Two more sponsorships are pending.
- Working the Scene in Rainbow subcommittee will meet in the new year in anticipation of planning the next edition for June 2024. Hope this can be a hybrid event.
- Have begun discussions looking into ways to collaborate with the ACTRA Montreal 2SLGBTQIA+ committee on establishing a national document on working with 2SLGBTQIA+ performers.

Past President's Report – Theresa Tova

We continue to problem solve issues with coaches, agents and actors through two main files.

AACE

The Association of Acting Coaches and Educators presented two educational workshops this past month: **Resiliency** with Actor Care specialist Alan Powell and **Power Dynamics** with Niki Landau. Both were very well attended. We also streamed a free online panel discussion, **Creating Brave Spaces**. The practitioners from Montreal, Toronto, Arizona and the UK explored specific techniques on how to provide consent-based practices and agency to their students. The panel discussion is available on our AACE YouTube channel:

<https://www.youtube.com/live/kyU-QHNgovI?feature=shared>

and Wendake-Nionwentsio territories. We recognize that we are all Treaty people and seek to work toward redressing the injustices from which Settlers of this land have benefited.

Liaisons: Vice-Presidents, Louisa Zhu and Jocelyne Zucco

Voice Committee: Co-Chairs, Krystal Meadows , Scott Farley and Kwaku Adu-Poku

- The Voice Committee had a meeting on November 20th.
- Alistair Hepburn spoke about the effort to honour Samantha Weinstein with the dedication of the female or gender non-conforming voice award and 'lending library', and members were supportive. The Weinstein family is also very excited about that direction.
- Mr. Hepburn and Braden Wright discussed the AI video that they produced, written by Mr. Wright and featuring Mr. Hepburn's demonstrating the language altering effects of an AI program. The video went viral and helped raise awareness of the importance of members filling out the National AI survey, and the ways AI could impact performers.
- A tentative date of January 22nd was set for the next Voice Committee meeting.
- The AI subcommittee is in the process of setting a meeting for January, by which point the results of the National AI survey will hopefully be available.

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

YEAA - Chair, Tavia Pereira

Submitted by Executive Liaison Joy Tanner

This Committee continues to vibrantly stir the waves with a very active membership. Tavia Pereira has chaired YEAA with concise and thoughtful leadership. Monthly meetings are well attended, social media sites are fulsome and backing Union mandates, including information on initiatives and activities. There are healthy ebblasts and newsletters regularly going out to the membership.

- Annual Showcase with Industry Partners will be a part of the ongoing mandate.
- YEAA met on November 30, from 2 to 4 pm. In attendance was Staff Supervisor Nicole Valentin, Chair Tavia Pereira, Liaison Joy Tanner and 6 members. Discussed were:
 - *Coffee With Colleagues report*
 - Social Media Subcommittee Report Found that there is a need to present a concrete package around goals, what is to be achieved, how often and how this will impact education. A VERY robust discussion with great ideas.
 - Conference Sponsorship Discussion and Vote (Voted on was a Self-Advocacy Panel.
 - Winter Workshop Discussion (Potential AI and or Performance Capture).
 - Very concerned with AI issues.
 - Would like to instigate a Communications Committee.
- *Coffee With Colleagues* was an initiative by the Social Sub-Committee that occurred on November 17th at the ACTRA office. It was an opportunity for members of YEAA and AYA to get together and learn from each other. Very successful!
- Social Media Subcommittee Meeting on November 14, 2023, via Zoom included Chair, Staff, Liaisons, Cass Enright and eight members.
- No official meeting for December, but the group may get together socially to celebrate their accomplishments this year. YEAA Newsletter went out on November 3, 2023.
- January 2024 Meeting to be decided.
- January Newsletter to be released TBD.

Green Committee – Chair – Aavah Blackwell

The committee has not met since the summer.

Other

Louisa Zhu invited Councillors to reach out if they had any questions regarding running for a seat on the Executive.

Membership Education – Unconscious Bias Course is available. Respect on Set dates are in the works.

Jocelyne Zucco is happy to with the new Voice and AYA VP Liaisons.

Debra McGrath re outACTRAto – would love to have a queer liaison “but anyone would be great”.

Ms Zucco and Ms McGrath would be happy to share their personal email to Councillors running for the above positions on the Executive.

OTHER BUSINESS

- Rescheduling of January Council Meeting.

It was suggested that the January Council meeting be rescheduled. Mr. Hepburn informed Council that, according to the ACTRA Toronto By-Laws, the latest date this meeting could be held was January 8th. This date was agreed upon. The next meeting of Council will be in person.

- Video Games Production Agreement on website.

In accordance with the Agreements, we are not allowed to post these on our website because of the different budgets. Mr. Hepburn said that it might be possible to share the tiers.

- CBC Radio staff reduction.

What can the industry do to counter these cuts and what does this mean to us.

- AI and making our member aware of its importance.

Mr. Hepburn said that the AI Sub Committee has been doing great work. This was added in the Blue Sky discussion earlier.

- ACTRA National re lobbying the government re CBC.

This is a National initiative and will be discussed at National Council.

- Ensure Council participation.

Suggestion was made to allow Apprentice Members to vote in elections. Many Apprentice Members are active in committees. This would require a change to the By-Laws.

A Councillor extended her gratitude to Gugun Deep Singh for chairing a balanced and passionate meeting.

ADJOURNMENT

Janet-Rose Nguyen moved to adjourn the meeting.

The meeting adjourned at 4:21pm.