

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

PRESENT

David Gale, President, in the Chair
Theresa Tova, Past President, morning only
Gugun Deep Singh, Treasurer
Lisa Michelle Cornelius, Vice-President
Debra McGrath, Vice-President
Louisa Zhu, Vice-President
Jocelyne Zucco, Vice-President
Dalmar Abuzeid
Fuad Ahmed
George Alevizos
Heather Allin
Thom Allison
Sandra Beckles
Nicola Correia-Damude
Thalia Gonzalez Kane
John McGrath, alternate for Martha Chaves
Tony Nappo
Janet-Rose Nguyen
Samy Osman, alternate for Linda Kash
Tavia Pereira, alternate for Joy Tanner, Vice-President
Anand Rajaram
Tonjha Richardson, alternate for Wendy Crewson
Samora Smallwood
Shack Shackleton, alternate for Alicia Turner

REGRETS

COMMITTEE & MEMBER CAUCUS CHAIRS, OMBUDSPERSON

Victoria Brooks, Chair, Apprentice Caucus

OBSERVER

Dina Pino

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
Karl Pruner, Director, Communications, ACTRA Toronto
Luisa Alvarez Restrepo, Manager, Diversity, Equity, Inclusion & Belonging, ACTRA Toronto
Tania Cardwell, Stunt Liaison, ACTRA Toronto
Cass Enright, Media Relations, ACTRA Toronto
Jennifer McGibbon, Public Relations Officer, ACTRA Toronto
Freda Merritt-Gambrill, Recording Secretary, ACTRA Toronto

The meeting was called to order at 10:02 a.m. with President, David Gale, in the Chair.

The reading of the Land Acknowledgement by Thom Allison and Sandra Beckles was followed by the reading of the Equality Statement by John McGrath, Deb McGrath, Dalmar Abuzeid and Fuad Ahmed.

Mr. Gale welcomed and introduced the Councillors, alternates and staff.

ACTRA Toronto will be marching in the Pride Parade after three years on June 25th.

APPROVAL OF THE AGENDA

MOTION #1

Moved by George Alevizos, seconded by Heather Allin:

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

CARRIED UNANIMOUSLY

APPROVAL OF MINUTES FROM MAY 1, 2023

MOTION #2

The following amendment were made to the Minutes:

Page 1: Under Observer should read: Larry Robertson, Vice-Chair, ~~AABP~~ **Apprentice Caucus**

Page 2: Under President’s Report – first bullet point, second sentence should read: “Mr. Gale suggested that Councillors inform Mr. Hepburn if they plan on **not** running for re-election.

Moved by Gugun Deep Singh, seconded by Tonjha Richardson:

“That the Minutes of the ACTRA Toronto Council Meeting of May 1, 2023, as amended, be accepted.”

CARRIED UNANIMOUSLY

TABLING OF OTHER BUSINESS TO BE INCLUDED PER #12

1. Support re diversity for those Councillors who might be attending National Council. Alistair Hepburn said that the National Council meetings are not organized by ACTRA Toronto and, therefore, he cannot respond to this, but will be addressed by Marie Kelly and Jenn Paul.
2. Digital casting workshop organized by EP Canada on the future of background casting. It is about a new portal for casting.
3. A discussion about AFBS, i.e. if any progress has been made about not having to produce original receipts.
4. Incident on set where a likeness of a performer being used to make dummies. Mr. Hepburn said that this is a topic for Word From Set.
5. Additions to be made to safety procedures on set. Jocelyne Zucco would like to make sure that every performer knows what they are getting into when getting into a van. To be discussed under Word From Set.

NCA UPDATE

Mr. Hepburn reported that we are in the process of ratifying the National Commercial Agreement. He said that if anyone believe that they are eligible to vote they should email actra@electionbuddy.com. All eligible Members may vote even if they aren't a full Member.

The protest rally organized by ACTRA Toronto is at 5pm today in front of the Art Gallery of Ontario (AGO), at the Strategy Marketing Awards, against the ad agencies who have been locking out our members. We have invited the Ontario Federation of Labour (OFL) to participate in this. We expect Strategy magazine to cover part of this protest.

The ICA has taken notice of the ratification package with the ACA. Our staff have worked hard to simplify the NCA. June 15th is the deadline to vote. If it is ratified, it will go into effect immediately, if it does not, we will go back to the table to see what we can do with a "No Vote". In that case we hope for the old Agreement to go forward.

In response to Dalmar Abuzeid's query whether the town halls are recorded, Mr. Hepburn responded that they are not. However, all Toronto Q&A sessions are on our website at <https://www.actratoronto.com/nca-ratification-q-a/>

Ontario Labour Relations Board (OLRB) hearings continue. We have dates into November 2023. This is about whether the NCA is a Collective Agreement or a Commercial Agreement and whether or not the OLRB should hear this case.

In response to Gungun Deep Singh's query, if in the event we receive a tripartite agreement will the proceedings with the OLRB cease, Mr. Hepburn responded that that would be a discussion at that time.

PRESIDENT'S REPORT

David Gale reported on the following:

- CLC (Canadian Labour Congress): Tavia Pereira and David Gale attended the CLC Convention at the Palais des Congr s in Montreal on May 8 to 12. The Convention takes place every three years. Unions from across Canada come together to lift everyone up. It was a dynamic and fascinating week. ACTRA has had a great association with them over the years.

Ms Pereira said that she was grateful to have had the opportunity to attend. The greatest takeaway, she said, was organizing strategy, i.e., in-person events need to happen to be successful; prize categories; meet people where they are – meet people, reach out to people and listen and engage. She immediately wrote a proposal for a "Meet the Council" picnic – have food at the events. Also have someone in Northern Ontario to engage the members there.

Mr. Gale said that the convention centre is in Old Montreal. It was like a giant Council meeting. A rally was also organized during those days. Eleanor Noble went up to the mic a number of times to talk about our members being locked out.

- Attended the Background Casting Directors meeting.
- Attended the first 2SLGBTQIA+ National meeting to create a 2SLGBTQIA+ Committee. Jenn Paul is making this happen. Thalia Gonzalez Kane attended this meeting.
- Had a couple of meetings with 2SLGBTQIA+ committees across the country. The last one was an open meeting so other folks could join. The next meeting will likely be held in August. The Co-Chairs from across the country will be rotating in chairing these meetings.
- Attendance at Governor General's Performing Arts Awards in Ottawa was a positive experience.
- Attended the Ontario Creates luncheon which is part of the FamTour sponsored by Ontario Creates. Mr. Hepburn reported that there also was an evening event hosted by FilmOntario. Stunt Performers were included this time.

Nicola Correia Damude said that more than one producer expressed to her that Canada does not have people of colour at a previous FamTour lunch.

WORD FROM SET

- Jocelyne Zucco reported that she suffered a concussion because the back of the seat in the van that she was riding in flipped when she pulled a lever. She would like to have transport vans for cast and crew to be part of the conversation of safety on set. Tania Cardwell said that we have resources for head injuries. She said that they are working with Bob Underwood who is working with a firm in Toronto to provide this coverage.
- A non-union performer complained that their agent lied to them and took their money. They wanted to know if there would be a possibility of joining the union as he is pursuing this career professionally. Nicole Valentin would be the person to talk to regarding this.
- Sandra Beckles asked if there is any historic evidence that has taken place re the joining of a council of unions and its success. Mr. Hepburn responded, Council of Trade Unions. IATSE is on board and we are now waiting on the DGC. In BC, there is a Council of Trade Unions. They have had success in getting issues rectified. We are breaking ground on this.
- It was suggested that a Member Engagement Committee be formed. Mr. Hepburn said that this should be brought forward to Council for discussion, but that National was working on an Ad Hoc group.
- It was mentioned that *Law and Order* is coming to Toronto and whether this “a work around” for the studios if, in the event, there is a SAG strike. Mr. Hepburn said that as long as they become signatory, it will be a welcome addition to the landscape and dual-carded members will not be running afoul. There are a lot of nuances to this. If there is a SAG strike, US studio-based shows will shut down immediately. It is a conversation that we will have to have on a case-by-case basis.

IN-PERSON MEETINGS/AUGUST COUNCIL

Council was in agreement to move Agenda Item 8 before the break.

Mr. Gale said that ACTRA Toronto is opening the office at the end of June. It is important to have in-person meetings for the mental health of our Council. We are planning to have an in-person meeting in August followed by a dinner.

Louisa Zhu suggested a hybrid model where the meetings would happen via Zoom every alternate month.

Ms Zucco suggested that the meetings happen simultaneously live and on Zoom. Mr. Hepburn said using this model would mean that everyone would have to bring their own devices to the meeting.

George Alevizos said that he likes the idea of hybrid but wanted to stress the importance of in-person meetings too. He found in-person meetings to be more productive.

Gugun Deep Singh suggested all meetings have some virtual components. We must prioritize accessibility. Some people would like to attend but do not have the mobility.

Tova said that having a hybrid model would open up Council meetings to alternates from up North and help educate future leaders.

Mr. Hepburn pointed out to have in-person/virtual meetings simultaneously would require us to spend approximately \$20,000 - \$30,000 or everyone would need to bring their own devices. Mr. Singh said that we would need a “stage manager” for it to run smoothly.

Council was split in their decision regarding in-person, hybrid and virtual meetings.

Mr. Hepburn said that as of June 19th masking or rapid tests will not be required. Committees will be allowed to book in-person meetings.

AI DISCUSSION (SUB-COMMITTEE UPDATE)

Mr. Hepburn reported that on May 31st the AI Sub-Committee met for the first time. They had a blue-sky session – what they wanted to do, where they wanted to go now that AI is here. Mr. Hepburn said that we have copyright laws but it does not talk about the “digital” you but the “physical” you. We need to ask the right questions and build the right fences in order to protect the work of the performers. A fulsome discussion ensued.

Following links are worth noting:

<https://learn.microsoft.com/en-us/legal/cognitive-services/speech-service/disclosure-voice-talent>

<https://radiopub.fr/blog/2023/05/le-tableau-comparatif-de-23-applications-de-text-to-speech-clonage-voix-de-synthese/> (French)

<https://www.naturalreaders.com/online/>

https://filme.imyfone.com/voice-recorder/?fbclid=IwAR3ahkeSvGwvu-27QU5ctmitFol8yTuBA7bZV2ubfkvjaZHQM_3o4AeGLak

<https://voice.ai/>

<https://www.voices.com/company/terms-and-policies/terms-of-service> (note 14d)

<https://navavoices.org/synth-ai/>

<https://www.unitedvoiceartists.com/>

<https://www.preseednow.com/p/eleven-labs>

<https://www.youtube.com/@elevenlabsio> (watch the Leo video)

<https://www.safecreative.org/en/creativity-declaration>

<https://artificialintelligenceact.eu/>

<https://revoicer.com/index.html>

<https://www.resemble.ai/>

<https://ised-isde.canada.ca/site/canadian-intellectual-property-office/en/guide-copyright> (A Guide to copyright in Canada)

<https://www.mcgill.ca/business-law/article/end-creativity-ai-generated-content-under-canadian-copyright-act>

<https://www.humanartistrycampaign.com/> (ACTRA Toronto has joined this campaign)

EXECUTIVE & COMMITTEE REPORTS

Association of Acting Coaches & Educators (AACE)

Theresa Tova reported AACE held its inaugural conference at the May long weekend. There were 14 workshops and four panels. She thanked the sponsors for their contributions.

Louisa Zhu said that she was skeptical at first but was pleasantly surprised and the conference exceeded her expectations.

Tova gave a shout out to Maxine Bower who put together an excellent workshop.

Ms Correia Damude congratulated Tova and Jennifer Wigmore for an excellent job.

Financials

Gugun Deep Singh reported August Lew has brought Karen Ritson to work with her on closing the books. Additional backup is required, i.e. an additional bookkeeper.

Liaison: Treasurer, Gugun Deep Singh

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

The Apprentice Caucus met May 10th for 90 minutes on Zoom.

- Members had BG work canceled for production hiatus due to WGA strike.
- Members feeling that in general this year has been slower and are looking for ways to cope while they are not working. Suggested to join committees.
- Still confusion about radius map. One production had set in one Zone and holding in another. Business Representative is working through the issue with the production.
- Desire for the website to directly answer the question: “Can I work out of the country as an actor?” Advised that we have to be on a union contract, and to always reach out to talk to a person to make sure you’re working on contract.
- Still confusion over “working as a local”. Hearing from members that agents and other performers aren’t aware of the rules regarding this. Education is needed.

The Apprentice Caucus will meet next on Wednesday, June 7th at 11am on Zoom, and continue on Zoom until we can secure a regular monthly slot at the ACTRA offices.

Liaisons: Vice-Presidents, Jocelyne Zucco and Debra McGrath

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

Co-Chairs Heather Dick and Anne Wootten have begun work on the following three projects:

- Update on the Movement Workshop with member Jeffrey Prentice: The workshop was held on Thursday, May 25/23 from noon to 2:00 pm. This was a hybrid in-person and online opportunity that Jeffrey designed for members to refine fitness goals, help with stamina, and members’ ability to stand on set. It was well received, and the consensus was that the members were keen to do more workshops that keep their skills sharp and current. We were disappointed that several members who confirmed that they would attend either in- person or online were no-shows.
- Update on the Audio Project: Together with ACTRA staff, Creator Tracey Hoyt and John McGrath, Heather has been working on the Promotional Strategy for roll-out of “This is What _____ Sounds Like”. She has created a template press release to inform the membership, spread the word to Casting Directors and (with guidance from business reps) send to signatory advertising agencies and is working with ACTRA staff to finalize the press release and develop a roll out timeline. As part of the awareness campaign, we would like to release the spots through ACTRA’s social media.

The spots are available for listening on the AYA page, and members are now able to download them for distribution on their social media platforms.

- Update on the next meeting: We will be holding a Brainstorming Session on Zoom on Thursday, June 22/23, 10:30 am – 12:30 pm as a get together session for AYA members to tell us what workshops and opportunities they want the Committee to develop for them.

Liaison: No Liaison appointed

Background Advocate – Shereen Airth

- Staff interaction regarding member questions or issues.
- Took a number of calls regarding the passing of a member on set, provided the Haven link to all.

- Suggested to members that some misinformation posts be removed from FMBG page.
- Passed on information regarding a question about possible health & safety issue regarding outdoor sets and ticks.
- Posted reminders on various pages that Membership Dues are due May 31st.
- Continue to direct members and performers to staff primarily Business Reps and Membership, to the web site, to FAQ, to Background Page, to Forms, to Zone map, to AFBS, CRA, to Child Advocate, to Ombudsperson and other support platforms.
- Responded to online inquiries, emails, texts, and phone calls.
- Members very concerned about the ongoing NCA lockout.
- Members concerned regarding By-Law Article 17 (tied to work) and how many have no say on contracts they may audition under but not be signed under.
- Received a number of calls and online discussions regarding recent Town Halls.
- Email fatigue is real, yet the perception of true communication is lacking.
- Wellness calls.

Liaisons: Not assigned

Child Advocate – Angelica Alejandro

- Moderated the "Empowering and Protecting Young Performers" Panel on behalf of Theresa Tova at the AACE Conference on May 21. It was an in-person event, along with panelists (Anthony Q. Farrell, Lisa Parasyn, Shari Quallenberg, Mille Davis, Megan Davis and Margaret Thompson from CAEA) and the AACE (Association of Acting Coaches & Educators) attendees.
- Continue to answer questions from parents and guardians of members and non-members contacting the Child Advocate about the Union, the role of the Child Advocate and responding to 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

Chattrisse Dolabaille and Janet-Rose Nguyen, Co-Chairs

The committee met last month and announced that Jane-Rose Nguyen and Chattrisse Dolabaille are stepping down as Co-Chairs. They hosted the very successful 17th edition of Working the Scene in Colour, and also had a committee outing to watch *The Little Mermaid*.

Ms Zhu thanked them for their work as Co-Chairs of the committee.

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

Editorial – Chair, Joy Tanner

- New PerformersMagazine.com website launched April 5, 2023.
- In the first month since the launch, the new website achieved over 3,200 pageviews and over 1,300 unique impressions (comparatively, the old website received 725 pageviews and 482 unique impressions over the same one-month period in 2022. Over a one-year period (April 4, 2022, to April 4, 2023), it saw 7,040 pageviews and 4,200 unique impressions).
- New articles in April/May focused primarily on the 21st ACTRA Awards in Toronto and include:
 - Feature on Outstanding Performance Nominees
 - Feature on Stunt Award recipient Paul Rutledge
 - Red Carpet photos
 - Awards photos
 - Awards online broadcast launch

- Upcoming: Spotlight on Outstanding Performance winners
- Upcoming: Red carpet interviews (hosted by Paul Constable)
- Upcoming: Interview with Award of Excellence recipient, Angelica Lisk-Hann
- An article about the Sandi Ross 2022 winners was also published in May.
- The Editorial Committee is revitalizing Angelica Lisk-Hann's Stunt Stars series and has approached the Stunt Committee to inform content.
 - Up to four articles in 2023
 - The Editorial Committee has recommended three potential articles for consideration: Interview by Stunt Committee member John Stead with 2023 Stunt Award recipient Paul Rutledge; Interview by Stunt Committee member Dillon Jagersky with 2023 Stunt Ensemble winners Tig Fong and JF Lachapelle; and Women in Stunts by Stunt Committee Member Alicia Turner.
- The Q2 Editorial Committee has been postponed to Q3 due to scheduling conflicts.
- The Editorial Committee will be launching a formalized ACTRA Spotlight editorial process in June (see attached). The process was created to give all ACTRA Toronto members the opportunity to be featured in a Spotlight article if they meet eligibility criteria. Part of this also includes the launch of a new Applause series to celebrate recent accolades through awards received for work on ACTRA productions or in recognition of a member's contribution to Canada's screen-based industries.
- The Q2/Q3 editorial lineup has been approved and outreach will begin to confirm writers.

Liaisons: Lisa Michelle Cornelius and Joy Tanner

TAWC – Co-Chairs, Heather Allin and Tonja Richardson

- We have now held 2 TAWC meetings with some dedicated members who expressed their desire for the committee below.
- We are encouraging TAWC members to access and use the Masterclass Passes. Tonjha Richard is managing this file at tawc@actratoronto.com.
- We are recruiting TAWC and Councillors for a dedicated Respect on Set course.
- We heard through our Word from Set section of the last meeting: Shared stories of treatment Background Performers vs PP and the divide in treatment on set e.g., BIPOC Members who are automatically assumed to be BG on set and at catering. Receiving inappropriate comments/language from costume department regarding the actor's size/proportions – and having a negative effect/feeling on the performer. Member shared her experience with the sets in the U.S., much more respectful to background in contrast to Canadian experiences.
- Jocelyne has offered to teach an empowerment virtual workshop at a future TAWC meeting.
- We applaud the report from the Geena Davis Institute and UBCP/ACTRA report, and the presentation given by Angela Moore. We're sure that information will be in the UBCP/ ACTRA Report. For others here is the link: https://www.ubcpactra.ca/wp-content/uploads/2023/04/From-Real-to-Reel_Representation-and-Inclusionin-Film-and-Television-Produced-in-British-Columbia.pdf
- TAWC is looking forward to re-envisioning these initiatives and Blue Sky/Projects Reviving the: Nell Shipman Awards – 2024, TAWC Toolkit – 2024 (hand in hand with Award) – making of a short film (e.g., Rainbow Baby). Updating the ACTRAToronto.com TAWC page. A virtual book club social, perhaps with guest speakers. Some suggested readings include: *The Secret Thoughts of Successful Women* by Valerie Young, *The Artist's Way* by Julia Cameron, *Brag! The Art of Tooting your Own Horn* by Peggy Claus.
- We also wish to figure a method to spotlight TAWC members.
- In other news, we sent flower to Joanna Swan (former TAWC Chair) as she has been extremely ill, gratefully appreciated.
- The "WhatsApp" group which also hosted the reader connection is now dormant. We have found some challenges in its use and how difficult it is to moderate.
- We are seeking to establish a regular schedule for Future Meetings. Currently the second Tuesday of every month from 2:30 to 4:00 p.m. June needs rescheduling due to ACTRA National meeting, and we usually take the summer off.

Liaison: Vice-President, Debra McGrath

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

General

- Committee meeting held on May 10, 2023.
- Next meeting June 07, 2-3:30pm.
- Fulsome discussion was had about supporting member work and the state of developing small projects in the industry today.

Social Media Subcommittee

- Social Media campaign for Guidelines for Working with Queer Performers, tips for industry professionals to respectfully and thoughtfully engage with 2SLGBTQIA+ performers, is nearly complete. One more installment.
- New outACTRAto members have been actively posting.
- Reach on Instagram continues to be larger than ever.
- Excellent responses from WTSR 3 posts as well as Inside Out Film Fest ticket giveaway

Social Reading Group

- Meeting moved to June 5, 2023, in the evening.
- Finishing Angels in America.

WTSR Subcommittee

- Event date set: June 19, 2023, 7:00 PM–8:30 PM.
- Four scenes selected
- Performer call has closed and performers under review for member status

Inside Out: Queer Your Stories Short Film Competition

- Plant Daddy screened on May 28th at 2:00 PM at Inside Out Film Fest.
- Creator and lead performer, Izad Etemadi, will attend next outACTRAto meeting to share experiences.

Pride Celebrations Subcommittee

- outACTRAto members as ACTRA pride “marshals” brought to executive with enthusiastic support.

Liaisons: Vice-Presidents, Louisa Zhu and Jocelyne Zucco

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

- Artsit2Artist Voice Showcase Update. So far, Scott Farley has been able to arrange involvement of up to **TEN** Casting Directors... woohoo! That will result in around **90** one-on-one meet and greets for ACTRA Members when the initiative runs! (Still in the planning stages).
- First meeting of the ACTRA Toronto AI Subcommittee was today. 11 folks turned out for a great Blue-Sky meeting led by Alistair Hepburn. At least another handful more passionate folks want to be involved but couldn't make the meeting today. This is a hot topic for VO (with ripple effects to on-camera members too).

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

YEAA

Co-Chair, Tavia Pereira

- Last meeting on May 18th - 3 members in attendance plus Chair and Staff Liaison.
- Initiatives brought up at April meeting were solidified and ordered by importance:
 - Social Mixer - proposed for Pauper's Pub on June 16th. Proposal submitted. Pending Approval.
 - Low Budget Project Workshop - Proposed for July. Workshop to be run by Gail Hauptert. Proposal submitted. Pending Approval.

- Workin' the Scene - Gen Z - more members needed before we can do this initiatives
- TikTok Info Sketches - more members needed before we can do this initiative
- New initiative: Demo Reel Footage Day - joint project with Mikejeffwong Productions. Will provide 1-page/1-min scenes which will be filmed in a professional setting for demo reel footage. Proposal submitted by members Julius Cho and Emily Stranges. Pending Approval.
- Re: NCA members expressed a desire for important information to be in a video or infographic format so the NCA referendum was “dumbed down” and clear.
- Re: UBPC/ACTRA’s meeting with casting directors - YEAA expressed support for self-tapes.

Submitted by Executive Liaison Joy Tanner

- Committee last met on May 18th
 - Blue Sky potential initiatives included below.
 - Discussed the NCA and the need for simple messaging.
 - Would like to bring back the Demo Reel Initiative.
 - Issue - members only knew about the May meeting via Instagram and did NOT receive the emailed Newsletter.
 - TikTok initiative to create bite size ACTRA content by the members to teach the members. Focus also on mental health issues faced by young actors.
- Proposals handed in for approval including:
 - Mixer in lieu of the next Zoom meeting. Exact date TBA. The committee will meet at Pauper’s Restaurant. A request for \$91.43 to purchase appetizers. Approval by the President, Executive Director and Liaison were given.
 - A workshop inviting Gail Hauptert to explain the process of low budget productions. This event is loosely scheduled for July.
 - Workshop with Mike Wong of Mikejeffwong Productions to help YEAA members create 30 second to 1 minute demo footage at a reasonable rate. Full disclosure, Julius Cho is the Chair’s partner, however, there seems to be an appetite for this initiative. It is in early stages and not yet approved.

EXECUTIVE DIRECTOR’S UPDATE

Mr. Hepburn reported on the following:

- SAG Bargaining – Marie Kelly and Lesley Brady are currently attending SAG negotiations.
- WGA strike continues. Lots of work is still being done here.
- Re IPA: Mr. Hepburn shared ACTRA’s letter to the CMPA re auditions. Self-tapes were discussed. Some Councillors were open to both, going back into the room and doing it on their own time.
- May 25th arbitration settlement between ACTRA and CMPA re the Hair and Makeup issue. IATSE and NABET are offering training to existing members. The settlement includes the creation “Know Your Rights” campaign, which reminds performers of their rights on set. Five days of pre-bargaining on hair and make-up issues prior to going into IPA negotiations. Jenn Paul was applauded for the amazing job that she did on this file. Luisa Alvarez Restrepo thanked all the performers who shared their stories.
- BG Casting Directors held a session as they were having some concerns. Most of their concerns were due to education of casting directors and performers. All ACTRA Toronto Members must take the Respect on Set course which covers these issues. Gail Hauptert said she and her team will be looking into this. It was a good meeting with a commitment to have more of them.
- Re the Unconscious Bias Training – they will not be equipped for immediate counselling sessions. Concerns were heard and will be looked into.

Special Advisor

Maxine Bower, Special Advisor

- Membership Support
 - Assisting the YEAA committee and outACTRAto with meetings and upcoming initiatives.
 - Assisting the outACTRAto committee with meetings, administrative needs, and with preparations for Pride.
 - Supporting members with peer-to-peer conflicts.
 - Supporting specific member with ongoing mental health and interpersonal challenges.
- Membership Education
 - Assisted with the facilitation of biweekly Respect on Set courses.
 - Monitoring the use/success of the Unconscious Bias course.
- HAVEN Helpline
 - Continuing close reviews of the helpline intake process for quality assurance.
 - Meeting with Jenn Paul and other HAVEN contract signees to review the most efficient ways to support the membership (reviewing the HAVEN contract closely).
- Collaboration with other organizations/committees
 - Attended the AACE conference and facilitated a workshop called, “Power and Consent in the Classroom”.
 - Meeting with Jenn Paul and other interested leaders in launching the approved National 2SLGBTQIA+ group.

OTHER BUSINESS

- Re EP Background Casting. Ms Haupert said that they are looking to be a full service, one-stop, shop. They have managed to do this in BC already. Does not seem to be any AI component in it.
- Shack Shackleton stated that the AFBS offices are still closed. Tania Cardwell said that we need to hear when their offices will reopen. Mr. Shackleton said that he will encourage his colleagues to attend the AFBS general meeting.
- Mr. Hepburn reminded Council that there will be no July meeting. The next meeting will be on Wednesday, August 9th.

ADJOURNMENT

The meeting adjourned at 3:29 p.m.