

**ACTRA TORONTO
COUNCIL MEETING – VIA ZOOM
TUESDAY, November 7, 2023**

PRESENT

David Gale, President, in the Chair
Theresa Tova, Past President
Gugun Deep Singh, Treasurer
Deb McGrath, Vice-President
Joy Tanner, Vice-President
Dalmar Abuzeid
Fuad Ahmed
Heather Allin
Thom Allison
Sandra Beckles
Martha Chaves
Nicola Correira-Damude
Wendy Crewson
Thalia Gonzalez Kane
Matt Lemche, alternate for Jocelyne Zucco, Vice-President
Mercedes Morris, alternate for Lisa Michelle Cornelius, Vice-President
Tony Nappo
Janet-Rose Nguyen
Tavia Pereira, alternate for Louisa Zhu, Vice-President
Dina Pino, alternate for Anand Rajaram
Tonjha Richardson, alternate for Linda Kash
Samora Smallwood
Alicia Turner

REGRETS

George Alevizos

COMMITTEE & MEMBER CAUCUS CHAIRS, OMBUDSPERSON

Larry Robertson, Vice Chair, Apprentice Caucus

OBSERVER

Victoria Brooks, Chair, Apprentice Caucus
Jocelyne Zucco, Councillor

ALSO PRESENT

Alistair Hepburn, Executive Director, ACTRA Toronto
Judy Barefoot, Director, Commercial Production, ACTRA Toronto
Tina Wang, Director, Finance & Administration, ACTRA Toronto
Taisa Dekker, Manager, Industry Relations, ACTRA Toronto
Luca De Franco, Public Relations Officer, ACTRA Toronto
Jennifer McGibbon, Public Relations Officer, ACTRA Toronto
Cass Enright, Media Relations, ACTRA Toronto
Freda Merritt-Gambrill, Recording Secretary, ACTRA Toronto

The meeting was called to order at 10:01 a.m. with President, David Gale, in the Chair.

The reading of the Land Acknowledgement by Matt Lemche and Samora Smallwood was followed by the reading of the Equality Statement by Deb McGrath, Tonjha Richardson, Dalmar Abuzeid and Martha Chaves.

Mr. Gale welcomed and introduced the Councillors, alternates, observers and staff. He said that the next meeting of Council both outgoing and incoming Councillors will be in attendance.

He invited Councillors, alternates and Caucus Chairs to share a sentence or two about being on Council.

APPROVAL OF THE AGENDA

MOTION #1

Moved by Thalia Gonzales Kane, seconded by Heather Allin:

“That the Agenda for the ACTRA Toronto Council Meeting of November 7, 2023, be accepted.”

CARRIED 2 Abstentions

APPROVAL OF MINUTES FROM OCTOBER 4, 2023

The following are correction to the Minutes:

Page 5: Motion #5 should be renumbered #6, and every subsequent Motions should also be renumbered.

MOTION #2

Moved by Gugun Deep Singh, seconded by Tonjha Richardson:

“That the Minutes of the ACTRA Toronto Council Meeting October 4, 2023, as amended, be accepted.”

CARRIED 1 Abstention

TABLING OF OTHER BUSINESS TO BE INCLUDED PER #13

- Staff support.
- Supporting committees.
- IPA timelines.

PRESIDENT’S REPORT

David Gale reported.

He attended the following meetings/events:

- A day-long inclusive leadership training course sponsored by ACTRA National. It dealt with micro-aggression and DEIB issues. The leaders were very gentle and helpful.
- Zoom meeting with Dr. Jill Andrew, MPP and the Ontario NDP Culture Critic and Women’s Issues Critic. Dr. Andrew is very supportive of our industry. The meeting was essentially about BIPOC issues regarding hair and makeup.
- Ad hoc National meeting which included members of the branches across the country.
- ACTRA Toronto Executive meeting.
- A very productive Stunt Committee meeting.
- Conference, plenary and networking session.
- DGC (Directors Guild of Canada) Awards and party that followed.
- Round two of the Audio Code meeting.
- YEAA (Young Emerging Actors Assembly) meeting. It was great to see and meet folks that he had not seen or met before.
- TAMAC (Talent Agents & Managers Association of Canada) meeting.
- Voting has begun for Council.

MOTION RE SHINE NETWORK PACT COURSE COMPLETION

Alistair Hepburn informed Council that at the last meeting tabled the Motion regarding the Shine Network PACT course so that they had time to take the course before they voted on it. To date, only 8 Councillors have gone forward and taken it. He asked how Council would like to proceed on this.

Councillors who had completed the course found it very valuable as it was laid out in such a way that they could talk about it. Another Councillor said that it was “very educating in a very kind way”.

One Councillor mentioned that they were having issues navigating the site but whatever they saw was “fantastic”.

The following Motion that was tabled at the last Council meeting was presented.

MOTION #3

Moved by Theresa Tova, seconded by Janet-Rose Nguyen:

That Council approve the requirement for elected ACTRA Toronto Councillors (or their alternate(s)) to have completed the Shine Network Institute PACT course for the Screen Sector prior to the first meeting of any Council.

“Whereas the ACTRA Toronto Council believes that the Shine Network Institute’s PACT course is essential learning for all Screen Sector workers;

And, whereas ACTRA Toronto Council believes it imperative that all elected Councillors and alternates have completed the PACT course;

And, whereas the ACTRA Toronto Council confirms that understanding and acknowledgement that chronic underrepresentation of Indigenous women on screen and behind the camera in Canada’s media production sector are key to breaking down systemic barriers in the screen sector;

Therefore, we move to require all ACTRA Toronto Councillors or their alternates to have completed the Shine Network Institute PACT course for the Screen Sector, prior to the first meeting of any new Council and that any Councillor or alternate that has not submitted the proof of course completion in advance of their first meeting of any Council shall not be permitted to attend the meeting.”

Discussion

It was pointed out that the Respect on Set should not only be a requirement for new members but for all members who have not taken the course.

After a fulsome discussion and the agreement of both the Mover and Seconder, the following amendments were made to the above Motion:

MOTION #3 – AMENDED

Moved by Theresa Tova, seconded by Janet-Rose Nguyen:

That Council approve the requirement for elected ACTRA Toronto Councillors (or their alternate(s) where possible) to have completed the Shine Network Institute PACT course for the Screen Sector prior to the first meeting of any Council.

“Whereas the ACTRA Toronto Council believes that the Shine Network Institute’s PACT course is essential learning for all Screen Sector workers;

And, whereas ACTRA Toronto Council believes it imperative that all elected Councillors and alternates (where possible) have completed the PACT course;

And, whereas the ACTRA Toronto Council confirms that understanding and acknowledgement that chronic underrepresentation of Indigenous women on screen and behind the camera in Canada’s media production sector are key to breaking down systemic barriers in the screen sector;

Therefore, we move to require all ACTRA Toronto Councillors or their alternates (where possible) to have completed the Shine Network Institute PACT course for the Screen Sector, prior to the first meeting of any new Council and that any Councillor or alternate (where possible) that has not submitted the proof of course completion in advance of any meeting of any Council shall not be permitted as a seated Councillor to attend the meeting.”

CARRIED UNANIMOUSLY

DISCUSSION ON PROCESS OF ISSUING PUBLIC STATEMENTS DRAFT

A fulsome discussion ensued on ACTRA Toronto’s mandate regarding the process of issuing public statements.

Some of the comments were:

- ACTRA represents all factions of society and we do not need to make statements of anything except issues relating to film, radio, etc.
- Presidents in the past have set political agenda and it’s not what we should get involved in.
- That a DEIB staff member must be involved in these discussions.
- We should coordinate with other unions and guilds and put out joint statements. We may not get it together all of the time and we may have to backtrack. It is important to we take a concerted and consulted effort before we make a statement.
- Activist is a very uncomfortable word. We have to be very careful when we support an activist group.
- We need a form to identify which conflicts we will be involved in.
- If we are going to make a statement, it must be voted on by Council or the membership.

An updated guideline will be presented at the December Council meeting.

WORD FROM SET

- Talking to a hair and makeup person it became apparent that they cannot do anything if they do not know who is being cast. We need to make it a standard. It is good to know that we are not in this fight alone. We have allies and it is working.
- A minor was asked to identify their sexual orientation in the room with casting as the project was looking for authentic casting.
- Allowing Apprentice Members to vote in Council elections. Alistair Hepburn said that it will require a referendum vote to make changes to the By-Laws.
- Would like a firm date at time of offer. Until a performer is booked, they are free to keep auditioning.
- At the last YEAA meeting the question was asked if a cheque could be split between a performer's agent and ACTRA.
- A Councillor reported that they were recently at a harassment seminar but the casting directors showed up after the seminar. Is ACTRA keeping track of who is doing the training? Mr. Hepburn replied that as ACTRA is not the employer we do not have the ability to police or patrol who does the course. ACTRA is happy to follow up with production if we are informed about this. Another Councillor said that they have never seen a casting director at a seminar. It was suggested that ACTRA needs to reach out to production to ensure that casting directors are included in this training.
- Callback fee questions for film and TV should be reported to Gail Hauptert's department. For Commercials – Judy Barefoot's department.

FALL CONFERENCE DEBRIEF

Mr. Hepburn asked, "how can we get better feedback?" There were over 300 members in attendance at the conference and only 23 surveys were received. It was suggested that offering incentives might encourage members to fill out the survey. It was also suggested that there be a deadline for surveys to be sent in.

Mr. Hepburn said that the casting director session had a great turnout but the attendance at the Plenary was average and the AI session was the most poorly attended. How do we get folks involved in this most important issue? It was suggested that perhaps screen fatigue attributed to the poor attendance and not because the topic was not interesting.

A suggestion was made to spread the virtual conference out over a couple of days to avoid screen fatigue.

It was suggested offering highlights and making that experience more engaging and accessible. They had a similar feeling about the mixer and felt that it was not "pushed enough" and suggested that a reminder in future a reminder be sent a day before or day of the event. It was also noted that the calendar on the ACTRA Toronto website is not up to date.

About the mixer, Mr. Hepburn said that there were 8 to 10 updates sent out to the members. 250 people signed up. The space held 200 people. 76 members showed up. Not a great return on investment.

A Councillor said that they were not too discouraged with the engagement. COVID is back and it's cold and flu season.

A Co-Chair of a Committee said that they would like to create an ad hoc committee to engage with members one-on-one and breaking the mystery of Council that we are just people. Mr. Hepburn responded that staff at ACTRA Toronto has reached out to members to get involved but the response has been less than overwhelming. There really has not been any engagement or involvement. He hears that folks want to do more but the response has not been there. It ends up staff having to do it. Mr. Gale said that we need more action – we need people to push the union forward. It can be done. He said, "Let's sit together with staff to make it happen".

It was suggested that there should have been more information given regarding the mixer, i.e. that there would be food and drinks.

One Councillor said that they heard about the mixer the day before and suggested that there should be a better marketing strategy/communication strategy.

AWARD OF EXCELLENCE DISCUSSION FOR DECEMBER MEETING

Mr. Hepburn said that the link is in the chat regarding the criteria for the Award of Excellence recipient. Councillors were instructed to come up with a list of the ACTRA Toronto Members who they would like to put forward. He confirmed that current Councillors who did not run for elections are eligible to be considered for the Award.

EXECUTIVE DIRECTOR'S UPDATE

Mr. Hepburn reported on the following:

- The AFC (Actors Fund of Canada) stopped taking in new applications for funds on October 22nd as they work to process the backlog of cases. They are offering Designated Sharing Time sessions via Zoom.
- CAEA (Canadian Actors' Equity Association) members who are not ACTRA members are doing non-union commercials. Equiflash, CAEA, newsletter has put out a statement informing their members that they have an alliance with ACTRA and they should, therefore, not be working on non-union commercials.
- The ICA reached out to Mr. Hepburn to meet with their President & CEO. Marie Kelly, Mr. Knox and Mr. Hepburn had a 90-minute meeting. We would love to return to the table if they had something new to offer.
- More upcoming OLRB dates. The meetings are open to all as long as you are not called as a witness.
- AI – Mr. Hepburn shared examples of AI videos of himself and Gail Hauptert in Japanese and German done using one of the AI apps.

It was suggested that members be advised about staying away from these apps.

Mr. Hepburn said that the AMPTP (Alliance of Motion Picture and Television Performers) are no longer solely targeting background performers for scanning. They are pivoting to those who are earning a lot more.

They are also looking to revive AI replicas of deceased celebrities. It is being called the "Zombie" clause.

A fulsome discussion ensued.

Financials

MOTION #4

Moved by Gugun Deep Singh, seconded by Janet-Rose Nguyen:

"That ACTRA Toronto Council reappoint Grant Thornton LLP as the Financial Auditors for the 2023/24 Fiscal Year."

Discussion

The question was raised whether ACTRA Toronto should be changing auditors every five years. Mr. Hepburn responded that during this audit we have had two sets of auditors.

A Councillor pointed out that ACTRA Toronto is a not-for-profit organization and not a for profit corporation.

CARRIED (3 Abstentions)

Industry Initiative & Outreach – Taisa Dekker, Manager

- Met with filmmakers based in Kingston about engaging union performers on a low budget feature going to camera in early 2024.
- Met with ACTRA member about contracting options for podcasts.
- Spoke with a producer interested in engaging ACTRA members who speak Farsi for an upcoming short film.
- Met with a film festival organizer interested in union support of their 2024 festival.
- Attended various sessions at the Playback Film Summit.
- Spoke to attendees at the Playback Film Summit at the “Connecting Voices: Unions, Guilds & Community Organizations” networking session and followed up after the event with producers interested in engaging ACTRA members on upcoming projects.
- Attended Toronto Film School StudentFest 2023 Annual Halloween Party on October 26 with President David Gale to network with students, alumni, and staff.
- Took the P.A.C.T. Working with Indigenous Peoples in the Screen Sector online course. The course is available [here](#).
- Spoke on a panel in the Career in Arts Management program at Centennial College about ACTRA’s role in the industry.
- Presented to 25 students in George Brown College’s Acting for Media program with Fuad Ahmed.
- Post-Secondary Outreach to Film Production Programs w/FTDM staff:
 - Sheridan College – 4th Year Portfolio Projects – Oct 3, 2023, (online) 60 students
 - Humber College – Film & Television Production – Oct 5, 2023 –70 students
 - Canadore College – Digital Cinematography Program – Oct 12, 2023 (online) – 30 students
 - Centennial College – Broadcasting – Oct 17, 2023 - 35 students
 - Toronto Metropolitan University – 4th Year Film Production – Oct 26, 2023 (online) – 60 students

EXECUTIVE & COMMITTEE REPORTS REPORT

Liaison: Treasurer, Gugun Deep Singh

Apprentice Caucus – Chair, Victoria Brooks

The Apprentice Caucus met October 10th for 90 minutes at the ACTRA Toronto offices.

- “Is lunch required to be provided on set as BG?” There is a misunderstanding. Advised that ‘lunch,’ as opposed to substantials, is a courtesy, and not required to be provided within the IPA. Always recommend that we bring snacks to take care of ourselves and our personal dietary needs as best we can.
- “Regarding body scans, does a production get approval from ACTRA before a scan is taken? How do we know our rights?” Advised that ACTRA Toronto wants to hear about body scans on set that you don’t know the usage of. Reach out!

- “Prop shots” being used as generic ID badges for other characters in perpetuity.
- Personal photo of performer and a family member used, without compensation for the likeness, and the performer’s family member is not under contract. Advised to reach out to ACTRA business rep to follow-up with production.
- Interest in a membership referendum in order to find a way to increase membership from the growing pool of skilled non-union performers.

The Apprentice Caucus will meet next on Wednesday, November 8th at 11:00am at the ACTRA offices, followed by an informal meet-up at The Bishop and Belcher.

Liaisons: Vice-Presidents, Jocelyne Zucco and Debra McGrath

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

- AYA is gradually increasing the committee registration and keeping all informed of fellow AYA members’ news and activities.
- They are continuing to search for a ClipChamp instructor so we can organize an on-line workshop during the 3rd week in November. So far, they have not had any luck in their search. However, they are now looking at the possibilities of co-producing this workshop with CAN (Canadian Artist Network) Executive Director Scott Walker. The committee will keep Debra McGrath and Jocelyn Zucco informed of any new developments.
- In December, AYA will set up a virtual meet-up before the holidays to chat and catch up.

Liaisons: Not assigned

Child Advocate – Angelica Alejandro

- Independent Productions with Minors have called in with questions about working with minors especially non-union Productions not knowing how to engage Minors.
- Continue to answer questions from Production, parents and guardians of performers contacting the Child Advocate about tutoring, chaperones and hours on set. Especially the differences between IPA and NCA with regards to the rules as outlined.

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

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

- It’s a wrap on the Fall 2023 Conference and the numbers are in.
- For the sessions:
 - Casting Director Masterclass – 312
 - Members Making Movies - 193
 - Plenary - 232
 - AI – 140
 - Mikaela Lily Davies (Casting session) and Lisa Michelle Cornelius (producer’s panel) were fantastic moderators and said they would be happy to do it again.
 - I wrote to all the panelists and heard back from many, including Stephanie Gorin and Warren P Sonoda, who said how much fun it was to be part of the panel.:
- For the Films – Total views 303:
 - *Desi Standard Time Travel* – 53
 - *Plant Daddy* – 68
 - *Express* – 65
 - *Redlights* – 54
 - *Junior’s Giant* – 63

- For the Mixer:
 - 250 registered
 - 76 attended
 - Cost \$6800
 - Cost per attendee \$113.16.

Liaisons: Vice-Presidents, Lisa Michelle Cornelius, Louisa Zhu and Treasurer, Gugun Deep Singh

Diversity & Inclusion Committee

The D&I folks submitted the following three names to co-chair the committee:

- Krystle Ferdinand
- Dorly Jean-Louis
- Roy Urbanozo

Council approved these appointments. Congratulations!

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

Editorial Committee

- Publisher Jennifer McGibbon and Editor Joy Tanner met on October 11th over Zoom for our monthly conversations around the publishing calendar and other editorial housekeeping.
- Over the past six months, Performers Magazine.com has achieved almost 11,000 pageviews and over 5,600 unique impressions (comparatively, the old website received 2,606 pageviews and 1,570 unique impressions over the same six-month period in 2022).
 - Most-read article over a six-month period (published October 10) was Dayo Ade’s article on the Canadian Star System with almost 1,700 pageviews and almost 600 unique impressions. Despite being published in the last month, it accounts for 15.5% of all pageviews over the last six months.
- Articles in October:
 - Performance Awards/Canadian Star System article by Dayo Ade
 - Junior’s Giant part 2
 - IPA 101: Hair and makeup equity
 - Stunt Stars: Paul Rutledge
- FTDM Spotlights:
 - imagineNATIVE Film + Media Arts Festival
 - Reelworld Film Festival+Summit
- Upcoming in November/December
 - Articles Upcoming:
 - 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
 - Stunt Stars: Jennifer Murray (by Alicia Turner)
 - FTDM Spotlights Upcoming:
 - Holiday 2023 Movies of the Week
 - Toronto Reel Asian International Film Festival
 - IPA 101 Upcoming:
 - IPA 101: BG Vouchers
 - IPA 101: working local
- Fall Applause and Performers on Set: mid-November and early-to-mid December launch.

Liaison: Vice-President, Debra McGrath

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

Meetings

- Committee meeting held on October 23, 2023, 12:30pm - 2:00pm.
- Next meeting date TBD.

Elections

- Encouraged outACTRAto members eligible to vote to use their voice and to engage with the ACTRA members currently running for a seat on Council.

Fall Conference

- Feedback from members regarding the Fall Conference was overwhelmingly positive. Folks really enjoyed watching the films and particularly the session about members making their own films - would love to see more of this in future events.
- Highlight from the conference was seeing Jo Vannicola, outACTRAto's Founder, honoured with a lifetime membership.
- Delighted to have had *Junior's Giant* and *Plant Daddy* featured in the conference – both films from and featuring outACTRAto members.

Subcommittees

- Queer Your Stories 5 competition is now live! Submissions are open until November 20, 2023 @ 11:59pm.
- Secured sponsorship from AFBS (\$4,500) and Grandé Camera (in-kind rental), actively seeking more sponsorships to add to the package for the winners of the competition. Please reach out if you have any connections!
- Working the Scene in Rainbow subcommittee plans to meet before the year-end, in anticipation of planning the next edition for June 2024. Hope this can be a hybrid event.

Other

- Discussions had surrounding 2SLGBTQIA+ performers who are under the age of 18 regarding casting, self-identifying, and the conflicts this can pose. Considering creating a new section of the "Working with Queer Performers" guide to include working with performers who are under the age of 18.

Past President's Report – Theresa Tova

- Anti-harassment: Tova was interviewed twice by Dr Paul Heinzlmann and his team of producers for a documentary called Safe Sets. <http://safesetsmovie.org/>. On October 26th they flew Tova to Boston to talk on camera about the work we facilitated to change the culture of discrimination, bullying, harassment and sexual violence in our creative industries. Tova spoke about improved language in our ACTRA agreements, the efforts to introduce Intimacy Coordinators on our sets, improved reporting mechanisms and the creation AACE.
- AACE (The Association of Acting Coaches and Educators) <https://aactingcoacheseducators.ca/> was born out of the MeToo movement, Got Your Back and the Ad hoc sexual harassment committee of ACTRA Toronto. Tova co-administers AACE with ACTRA member Jennifer Wigmore. Helping to standardize and educate respect-based coaches, AACE has over 100 members with almost 60 in the pipeline. We held three educational offerings including a Power dynamics workshop with mediator/ coach and ACTRA member Niki Landau. A Resiliency course with Alan Powell from the UK and will offer an inclusion allyship workshop with Bruce Dow in December. The workshops are reasonably priced with sliding scale and PWYC (pay what you can) options.

On Friday Nov 3rd they met with coaches who are AACE members who also run schools or studios to look at partnerships with AACE. We are proud of our community partners and sponsors. This month they also took meetings with similar organizations in Los Angeles and BC. They have started conversations with several new community partners who are invested in making AACE the industry standard for acting coaches. A new Community page will be launched shortly.

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

YEAA - Chair, Tavia Pereira

Submitted by Executive Liaison Joy Tanner

- The October Newsletter went out on October 17th.
- The November Newsletter went out on November 3rd.
- Next meeting will be on Zoom, November 29th from 2 to 4 pm.
- Social Media Sub Committee meeting roughly scheduled for November 13th, via Zoom, time TBA.
- Coffee with Colleagues scheduled for November 17th in the boardroom, 2 to 4 p.m.
- Chair Tavia Pereira, President David Gale, Staff Nicole Valentin and Executive Liaison Joy Tanner met via Zoom on Friday, October 6th to discuss a Demo Reel Initiative offered by the Committee. Unfortunately, we had to say no to the initiative as it stood, for financial reasons.
- Friday, October 27th, the YEAA Committee met in person at ACTRA offices at 625 Church Street. There was a good turnout with eight members, in addition, Nicole Valentin, David Gale and Joy Tanner. Discussed as followed:
 - The Demo Reel Initiative and how it can pivot to a more financially feasible initiative.
 - Fall Social Sub Committee and its initiative in the boardroom for “Coffee with Colleagues” is scheduled for November 17th from 2 to 4 pm.
 - Reaching out to AYA for a collaborative event.
 - Video Game Training Initiative - *a lot* of interest and discussion around organizing an event in the first quarter of 2024.
 - Discussion about collaboration with new DGC members on how to engage with actors. Potential scene work with this group, pairing actors with directors.
 - 48 Hour Movie Competition set for discussion later in 2024 (second quarter), so the Committee is ready to go for October 2024.
 - Social Media focus - more engagement, building followers, engaging in education and a handover to Cass Enright for regular posts so it doesn't all fall on Tavia Pereira's shoulders.
 - Discussion around the Winter Conference and suggestions for that Committee to be engaged with including - Performance Capture Education, Tax Education and Self Advocacy when things quickly go awry on set.
 - Discussions around the November Council Election and why it's important to vote.

This is a VERY engaged group of people!

OTHER BUSINESS

- A Councillor said that they would like to ensure that staff have the support of Council as they are at the receiving end of member's frustrations. The Executive Director that support of this Council for staff is appreciated. An Executive Member said that ACTRA will not tolerate any bullying, etc.
- ACTRA National have arrived at a settlement on a DEIB policy grievance regarding hair and makeup. Early spring, DEIB issues will be discussed as separate bargaining days before we go into IPA negotiations in the fall.
- A Councillor said that they would like to start a *member engagement and communication committee* as they feel members need to be made aware of AI issues. Mr. Hepburn said that they need will and engagement to do it, and encouraged the Councillor to take the lead.

ADJOURNMENT

Thalia Gonzalez Kane moved to adjourn the meeting.

The meeting adjourned at 3:46pm.