

**ACTRA TORONTO**  
**COUNCIL MEETING – IN PERSON & HYBRID**  
**Tuesday, December 3, 2024**

**PRESENT**

David Gale, President  
Theresa Tova, Past President  
Paul Constable, Treasurer  
George Alevizos, Vice President  
John Cleland, Vice President  
Amy Matysio, Vice President  
Mercedes Morris, Vice-President  
Kate Ziegler, Vice President  
Heather Allin  
Sandra Beckles, alternate for Alana Bridgewater  
Tim Beresford  
Elana Dunkelman  
Fiona Highet, alternate for Jason Bryden  
Emily Hurson  
Jameson Kraemer  
Samora Smallwood  
Tavia Pereira  
Dina Pino  
Gord Rand  
Tonjha Richardson  
Gugun Deep Singh  
Joy Tanner  
Asante Tracey, alternate for Nicola Correira-Damude (who attended via Zoom as an observer)  
David Wallen

**COMMITTEE & MEMBER CAUCUS CHAIRS, OMBUDSPERSON**

Liam Chase, Chair, AABP Caucus (Zoom)  
Krystle Ferdinand, Co-Chair, D&I Committee  
Ann-Marie Zammit, Secretary, Apprentice Caucus, alternate for Victoria Brooks, Chair, Apprentice Caucus

**OBSERVERS**

See attached

**ALSO PRESENT**

Alistair Hepburn, Executive Director, ACTRA Toronto  
Luisa Alvarez Restrepo, Director, Inclusion and Community Development, ACTRA Toronto  
Taisa Dekker, Director, Outreach & Industry Development, ACTRA Toronto  
Gail Hauptert, Director, Contracts, ACTRA Toronto)  
August Lew, Director, Finance & Administration, ACTRA Toronto (Zoom)  
Nicole Valentin, Director, Member Services, ACTRA Toronto  
Luca De Franco, Communications Officer, ACTRA Toronto  
Jennifer McGibbon, Communications Officer, ACTRA Toronto (In person and Zoom)  
Freda Merritt-Gambrill, Recording Secretary, ACTRA Toronto

## **Member Zoom Attendees**

Tung "Potato" Tran  
Maria Frankis  
Michael Shore  
Alicia Payne  
Alex Milner  
Kinley Mochrie  
Robyn Deverett  
Deb McGrath  
Jeff Geddis  
Jeanie Calleja  
Samy Osman  
Jo Boland  
Wendy Crewson  
Stephanie Belding  
Ivan Sherry  
Sandy Crawley  
Janet Porter  
Jo H  
Sagine Semajuste  
Golden Madison  
Ron Lea  
Bryn McAuley

The meeting was called to order at 10:07 a.m. with President, David Gale, in the Chair. He welcomed everyone. The observers introduced themselves.

The reading of the Land Acknowledgement by Joy Tanner, George Alevizos and Sandra Beckles was followed by the reading of the Equality Statement by Paul Constable, Amy Matysio, Kate Ziegler, Fiona Highet, Elana Dunkleman, Jameson Kraemer and Dina Pino.

Mr. Gale announced that today, December 3<sup>rd</sup>, is the International Day of Persons with Disabilities. He said that ACTRA has been a leader in flagging areas that are not accessible.

Mr. Alevizos explained what this means to him and said that it needs to be at the forefront of D&I issues.

## **APPROVAL OF THE AGENDA**

### **MOTION #1**

**Moved by Heather Allin, seconded by Tavia Pereira:**

**“That the Agenda for the ACTRA Toronto Council Meeting of December 3, 2024, be accepted.”**

*Discussion:*

Under Item 11:

- I. Heather – External Meetings add item “i. Waive Notice of Motion”
- V. Gugun – CRRF – this item was withdrawn.

### **MOTION #1 – Amended**

**Moved by Heather Allin, seconded by Tavia Pereira:**

**“That the Agenda for the ACTRA Toronto Council Meeting of December 3, 2024, as amended, be accepted.”**

**CARRIED UNANIMOUSLY**

## **APPROVAL OF MINUTES FROM NOVEMBER 1, 2024**

**Page 8:** Under Financial Discussion – After first sentence add: “Future months of the budget are not looking good.”

### **MOTION #2**

**Moved by Paul Constable, seconded by Gugun Deep Singh:**

**“That the Minutes of the November 1, 2024, Council Meeting, as amended, be accepted.”**

*Discussion*

John Cleland said that he did not feel that the Minutes reflect the entire meeting.

Gord Rand would like the condition of anonymity be removed from the Minutes.

Paul Constable asked for the inclusion of the sentence “Future months of the budget are not looking good.”

A fulsome discussion took place regarding the requirement to attribute statements to Councillors, the reason for taking action Minutes and the need for anonymity.

Joy Tanner said that one of the reasons why we have observers is that they can see how the meetings are held.

**DEFEATED (10 in favour, 8 Opposed, 4 Abstentions)**

Councillors will send in their corrections to the Recording Secretary no later than Thursday, December 8, 2024. Once received the corrected Minutes will be forwarded by email to the Councillors for approval.

**TABLING OF OTHER BUSINESS TO BE INCLUDED PER #7**

- Kickstarter sponsorship – John Cleland
- PRS 25% fee charged to non-members on residuals – John Cleland
- AFBS Ombudsperson – Tim Beresford
- “FAIR” Film and Television Alliance – Gord Rand – Alistair Hepburn responded that this is a National initiative.
- Update on Conference Committee – George Alevizos
- Length of Meetings – Joy Tanner. She said that the Council meetings are very long and they have been getting longer. A suggestion was made that items under Other Business be emailed prior to the meetings.

**CHAIR’S UPDATE**

Mr. Gale said that since he has been in the process of moving residences, he has not been able to get involved with the committees but he likes what he sees.

**IPA UPDATE**

Mr. Hepburn reported on where we are with regards to IPA negotiations. We have completed an almost two-week stint in Montreal. Due to a personal need of a lead negotiator on the CMPA’s side we had to cut it short. In lieu of this the CMPA offered us two additional meetings. Our AI proposal was not very well received but we remain vigilant with other proposals.

Mr. Hepburn reminded Council that as per the Agenda, he and Gail Hauptert would be stepping out at 12:45pm until 2:15pm for IPA negotiations. On Monday, December 9<sup>th</sup>, we will be going back into negotiations with the full team.

The observers, who are on the IPA Negotiating Team, gave an update. Council gave their whole-hearted support to the Negotiating Team.

A fulsome discussion ensued.

Mr. Hepburn said that going to an expanded bargaining team is amazing and this entire Council is the reason for this!

Mr. Alevizos pointed out that there has been a lot of movement re accessibility. Gugun Deep Singh, with Mr. Alevizos' approval, brought to Council's attention that Mr. Alevizos is not always able to be part of the "base camp". Mr. Alevizos confirmed that he brought to set and never gets the opportunity to mingle with the cast until he is ready to film. He thanked Mr. Hepburn and Ms Hauptert for the work that they have put into this.

#### **BUSINESS ARISING FROM NOVEMBER COUNCIL – ED**

- Items sent by email following the Council meeting – any questions?
  - Los Angeles Update
    - Marie Kelly, Lesley Brady, Anna Sikorski and Mr. Hepburn went to Los Angeles and exchanged proposals. They were able to field a whole bunch of questions which allowed them to have a conversation amongst themselves. It has been leaked that Carol Lombardini, AMPTP President will be retiring. The CMPA have concerns about the AMPTP producers.
- Prime Time
  - We will be attending Prime Time in January. Three staff (Luiza Alvarez Restrepo, Taisa Dekker and Gail Hauptert), the new President and two Councillors will be attending this event. Councillors are requested to let us know if they are interested. Mr. Hepburn said that it is not cheap to attend but sometimes the work of the union isn't. The approximate cost per person is \$4,000 which includes the \$1,300 cost of the ticket, travel, hotel accommodations for two or nights plus meals.
- Doras
  - ACTRA Toronto has been sponsoring the Doras for the last two years. They approached us with a request for \$5,000 and after a conversation with them, Mr. Hepburn said that they have agreed to \$2,000. This sponsorship comes with two tickets.
- National Council Agenda items
  - We want to ensure that our voice is heard. It was requested that Council forward any Agenda items to Mr. Hepburn as soon as possible in order for him to forward them to National in a timely manner.
  - Kate Ziegler said that we can present our best feet forward at the National table if we have some lead time.
  - Mr. Hepburn said that once we have the Agenda, we can then bring it to this table.
  - Ms Ziegler said that Council needs to address the information that the D&I Committee is seeking from National.
- Website
  - We are back up and running but not where we want to be. Our small Comms staff would like to build our website. Creator's Corner will be postponed until the first quarter in the new year. We need to do work on generating a survey. Gord Rand and Mr. Hepburn will meet to discuss what needs to be included in the survey. It was agreed that it was a good idea to get feedback ahead of time.
- Awards Update – Paul and Amy
  - Amy Matysio reported that Yellow House has been working hard on securing venues. The committee will be visiting two venues, one of them being Koerner Hall. They are looking at bringing last year's budget down. The juries will be expanded because of the new awards. Jocelyne Zucco and Pierre Simpson will continue to be jury heads. Agents will now be able to submit their clients. Regarding sponsorships – the committee will be meeting with August Lew within the next two weeks.
- Video Game Update – Elana
  - Elana Dunkelman gave an in-depth update on the Video Game file. They are hoping that their grant application will bring in \$250,000. They are talking to developers and have let them know that this is a grassroots project. A

survey was sent out with the help of staff to 17 ACTRA Toronto contacts and 13 new or emerging developers. They have attended various events including Toronto Game Expo, Hand Eye Society and Interactive Ontario. Their top issues are: need rates; no buyouts; ACTRA visibility; go international.

Mr. Hepburn said that buyouts do not work for video games as the developers do not have staff to handle the administration. We have to make it easy and simple.

The group will send comprehensive feedback to Taisa Dekker, Gail Hauptert, Alistair Hepburn and Elana Dunkelman.

Ms Dunkelman said that she looks forward to making this a Task Force in January.

Mercedes Morris gave a shout out to Ms Dunkelman and her team.

#### **TABLING OF OTHER BUSINESS TO BE INCLUDED PER #7**

- Picture Day

Ms Matysio gave a shout out to the folks involved. Krystle Ferdinand, Co-Chair of the D&I Committee reported that it went very well and the Members were very appreciative. 32 Members attended the event.

Tavia Pereira said that the D&I community has reached out to them asking why so many white faces were being congratulated on social media. She said she did not want to denigrate any work that was done by the committee.

Ms Ferdinand said that she will let Co-Chair, Roy Urbano, speak to this at the next meeting.

- John Cleland said that Bill 149 Jill Andrew's Bill will be discussed at 6pm following a reception at 4pm.
- Kickstarter sponsorship – John Cleland

Mr. Cleland reported on the Regent Park Sponsorship. Mr. Hepburn said that ACTRA Toronto has created a school sponsorship with them in the past. That has been our in-kind support. He said that ArtFest has agreed to match any new donation. He said that what they need is cash. Mr. Hepburn said that staff's recommendation is that we donate \$1,000 to help this endeavour.

Ms Tanner asked for a link should Councillors wish to donate privately.

Ms Tova wanted committees to be cognizant that we have a tight budget.

Council was in agreement with staff's recommendation that ACTRA Toronto donate \$1,000.

- PRS 25% fee charged to non-members on residuals – John Cleland

Mr. Cleland raised concerns about the 25% fee that PRS charges to those whose membership has lapsed. He questioned if this was the right thing to do. He said that we should not be punishing our membership if they have fallen on hard times. He asked if we could separate this from the rest of the issues with PRS.

Ms Tova responded that conceptually they have agreed to make an adjustment. National Council would like to deal with the dues but agreed that we need to move this forward. There is a domino effect and we need to know what it is before moving forward.

Heather Allin pointed out that it is not a penalty but a service charge.

- AFBS Ombudsperson – Tim Beresford

Mr. Beresford suggested that we expand the role of the Ombudsperson to AFBS thereby improving the members trust in the AFBS. He asked if it is something that interests Council at large and how best this can be done. He suggested that we float the idea by Ferne Downey and Ron Zammit. Mr. Singh said that he would be happy to serve in that capacity and sit down and have a discussion with Ms Downey and Mr. Zammit.

Mr. Cleland said that this would be another Ombudsperson specific to AFBS. Mr. Rand said that we will be asking if AFBS is in agreement to this role at the AFBS.

Mr. Beresford said he would like to get this started with discussions between Ms Downey, Mr. Zammit, Mr. Hepburn and himself.

Mr. Gale agreed with the suggestion that we find out how many calls the AFBS receives from our members that need an Ombudsperson to get involved in.

- “FAIR” Film and Television Alliance – Gord Rand – Alistair Hepburn responded that this is a National initiative. Mr. Rand is interested to learn about the eight unions that represent the industry in Canada.
- Update on Conference Committee – George Alevizos  
Mr. Alevizos said that he would like to start the conversation regarding the Lifetime Awards. Ms Ziegler said that she believed the Conference will be held on February 17<sup>th</sup>. Mr. Alevizos asked if we are continuing with the Conference Committee, and that he would be in support continuing with the existing conference chairs. Ms Matysio pointed out that this will happen when we have a new ACTRA Toronto President. Ms Matysio said that the original intent was to connect it to IPA bargaining but we are currently on a holding pattern. Mr. Alevizos pointed out that this would give the Committee only a month to plan the conference if we have to wait until the President is elected. Ms Tova said that we can use any event to honour our members. Ms Matysio said that we need to make it clear what we want of the conference or we can hold a reception to honour the Life Members.

Ms Allin informed Council of the attendance at the past Membership Meetings where the quorum was not met and said that the purpose of the conference was to bring the membership “in” and that is where we honoured our members.

## **WORD FROM SET**

- Councillor reported that they did a gig and found out after the fact that there was a problem with their rider which they got after they had already done the work. They wanted to know if this was common to receive it after the job was done. One Councillor said that they got it the day of and never after the job was done. One said that they have had this happen to them but not often. This happens on commercial jobs, but most Councillors said that they did not have it happen under the IPA.
- Elana Dunkelmann reported on the 48 Hours Film Festival. 65% had ACTRA Members. She suggested at ACTRA have more of a presence at the festival next year. She said that Roy Urbano had an idea of having a fun ad done for this.

Mr. Hepburn said that anyone interested should email him as he has complimentary tickets for the December 8<sup>th</sup>, 2024, Best of Screening & Awards – Toronto 48 Hour Film Project.

- It was reported that members have heard some background performers are always late. Mr. Hepburn said that the production is required to let us know and we take action if this is made known to us. Background Casting usually lets us know if this keeps recurring.

It was reported that not all background performers get fed, do not have racks to hang their coats, etc., and no seats. It was pointed out that according to the IPA, production does not owe performers food.

Ms Ziegler said that when she was recording the podcast some of the background performers did not want to share their experiences. She said that we need to work on background advocacy and we need to eradicate the stigma where background is concerned.

Ms Tova said that we need a safe space for these performers. The Background Advocacy position needs to be filled.

It was reported that background performers are being cut even though they have not done their job. This is happening quite frequently. A Councillor said that this should not happen if they are in deep background.

- Ms Tanner said that *Performers on Set* pamphlet, when it was published, was distributed by the OSLOs to the performers on set. We can bring that back as an online magazine.
- Ubisoft – voiceover on motion capture. A Councillor reported that they were told that another actor was playing their part although they were hired as a motion capture and voice character. They had to only voice over someone else’s body. This should be on the table the next time we are in negotiations with Ubisoft.

## FINANCIAL DISCUSSION

Treasurer Paul Constable reported. At the moment, we are \$21,856 in the black.

The Committees budgets for next year has been raised by \$500 and Conference budget has been reduced to \$75,000 which somewhat balances things out.

The \$51,397 to be written off is a bad debt.

At the January Council meeting the staff-drafted budget will be presented to Council.

Mr. Constable presented the following revised recommendations on behalf of the Financial Stability Task Force:

1. increased communication and transparency from National to members. A reconsideration of the request to remove NDAs is recommended.
2. Working dues must be part of the discussion.
3. A breakdown of austerity measures to decrease spending from National.
4. A breakdown of the impact to AFBS on a "one and done" joining change.
5. Treasurers from every branch to sit on the financial stability task force.
6. A communication strategy on how this would be potentially rolled out to members and data regarding our social media and email uptake.

After a fulsome discussion the following was agreed upon:

### ***Dues Discussion Points***

1. Working dues will be considered and discussed. – *Agreed to*
2. A promised discussion to explore a decrease of spending across all branches. – *Hold until January*
3. A breakdown of the impact to ACTRA and AFBS on a "one and done" joining change. – *Hold until January*
4. Treasurers from every branch to sit on the financial stability task force. – *Agreed to branch observer*
5. An increased and transparent communication strategy, including how a dues increase would potentially be rolled out to members and data regarding our social media and email uptake. – *Agreed to*

### **ACTRA Toronto Dues recommendation**

- Basic dues to \$250 over the recommended timeframe
- Working dues to 2.50% in year 2
- Dues cap at \$10,000

## MOTIONS

### **External Meetings – Heather Allin**

Notice of Motion regarding RCAP meetings, for Transparency and Accountability.

### **MOTION #3**

Moved by Heather Allin, seconded by Tavia Pereira:

**Whereas** this Council authorized that RCAP Councillors may hold meetings with RCAP ACTRA members outside of Council with the understanding that their agendas would be shared;



**And Whereas** the whole of this Council has the responsibility to be informed as to all members concerns;

**And Whereas** it would benefit this table to have the transparency of such concerns being brought to the table where Councillors are made aware of the content and positions expressed at these meetings;

**Therefore, Be It Resolved That** the RCAP representatives on this Council provide the agenda in advance and a fulsome report of Councillors' work with these non-members of council from every RCAP meeting;

**And Further,** that they also bring forward the concerns and decisions arising, from each and every meeting, to this Council, at each Council meeting.

*Discussion*

Mr. Singh said that people are supposed to report these meetings. Mr. Hepburn confirmed that Mr. Beresford has been sending the Agendas to him in advance of the meetings. Ms Allin said that, if so, then this Motion is redundant. Mr. Beresford apologized for forgetting to forward notice of the September meeting to Mr. Hepburn, but he did forward him the Agenda after he was reminded.

There was some discussion if this Motion is about requesting Minutes, Ms Allin confirmed that this is not about requesting Minutes but notice of meetings and Agendas in advance of the meetings. She was also requesting fulsome reports from the RCAP meetings.

The question was called.

**DEFEATED - 10 in Favour (Tavia Pereira recorded)  
12 Against  
1 Abstention**

**MOTION #4**

**Moved by Heather Allin, seconded by George Alevizos:**

**"That Council Waive the Notice of Motion regarding investing in training for Council".**

**CARRIED UNANIMOUSLY**

**MOTION #5**

**Moved by Heather Allin, seconded by Tavia Pereira**

**Whereas, this Council is divisive and dysfunctional, and whereas many committees have significant issues with their Liaisons;**

**And Whereas, we Councillors have a duty to do the work of this union;**

**And Whereas, training will support the council into functionality;**

**Therefore, Be It Resolved, that this council, including those with voice and no vote and the Chairs of all Committees take Governance Training;**

**And Whereas, we need to have Anti-Black Racism Training;  
And Whereas, we also need Ableism Training.**

*Discussion*

Ms Tova said that governance is not usually followed here and it might be a great place to do some review.

Ms Tanner reminded Council that it took them five months to get the Operating Plan up and running. She said Committee Chairs have said that they will not work with their Liaisons.

Ms Tova said that there are attempts by this Council to take on staff work.

**MOTION #5 – AMENDED**

**Moved by Heather Allin, seconded by Tavia Pereira:**

**“Whereas the current ACTRA Toronto Council has encountered difficulties in finding paths forward that reach respectful consensus, and whereas many Committees have experienced concerns with their Executive Liaisons;**

**And Whereas, we Councillors have a duty to do the work of this Union and the membership;**

**And Whereas, mediation and training will support this Council into functionality;**

**Therefore, Be It Resolved, that this Council, including those with voice and no vote and the Chairs of all Committees and Caucuses take Governance and Anti-Misogyny Training;**

**And, this Council will agree to engage in Facilitated Mediation;**

**And, this Council commit to have Anti-Black Racism Training;**

**And, this Council also commit to Anti-Ableism Training;**

**Mediation and training will commence no later than 60 days upon the passing of this Motion. Council will also invite ACTRA Toronto staff to take part in this training as applicable.”**

**CARRIED - 1 Abstention (Kate Ziegler recorded)**

**ADJOURNMENT**

**THE MEETING ADJOURNED AT 6:10 pm**

## COMMITTEE AND CAUCUS HIGHLIGHTS

The following reports were emailed to Council prior to the Council meeting:

**Executive Liaisons: Treasurer, Paul Constable & Vice-President, Amy Matysio**

**Staff Liaison: Nicole Valentin**

*Apprentice Caucus* – Chair, Victoria Brooks – Vice Chair, Roy Urbanozo – Secretary, Ann-Marie Zammit

The Apprentice Caucus met November 4<sup>th</sup> for 90 minutes at ACTRA Toronto and on Zoom.

- Concerns over being told “no repeats” for BG work, but if you didn’t actually get on set, or were deep in the crowd, why can’t we go back to set as a “repeat”? Don’t want to go against the agent’s wishes, but also want the work! What to do?
- A member working BG believed that their work should be considered an ‘upgrade’ and was able to achieve their final credit towards full membership by clicking ‘Disagree’ on their voucher. Production disagreed, but ACTRA proved it.
- A member was treated as an SOC Actor, when working BG, but there was disagreement between production and the member over the circumstances, and they were informed that they would not be upgraded despite the increased role.
- Is the “Substantial” (snack) portion on the BG voucher required in the IPA? Not required? If it is not provided, is there a penalty? \*(Nicole Valentin to look into this.)

The Apprentice Caucus will meet next on December 19, 14:00 at the ACTRA Toronto offices, followed by an informal social hour at The Bishop and Belcher. All are welcome!

**Executive Liaisons: Vice-Presidents, John Cleland, Amy Matysio & Kate Ziegler**

**Staff Liaison: Karl Pruner**

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

### Initiatives

- Name Change  
The Committee is gradually receiving new name suggestions for the Act Your Age Committee. They mentioned in their last report that this has come up before, and several members feel that the name is not representative of experienced performers. Their current newsletter announced some of the suggestions they have received so far, and, in consultation with their liaison officers and Karl Pruner, they will put it to a vote before the end of the year.
- Voice Project  
With the assistance of creator and member Tracey Hoyt, AYA have begun a renewed effort to launch the Voice Project, “*This is what \_\_\_\_\_ Sounds Like*”. For anyone who would like to refresh their memories of the project, it can be found on the AYA web page. Ms Hoyt, Mr. Pruner and their liaison officers will be meeting with them to develop a marketing and distribution plan.
- Events  
Their AYA Scene Reading Workshop and Holiday Gathering is scheduled for Wednesday, December 4, 2024, from 1:30 – 3:30 pm. It’s a two-hour online session – the first hour is a session on cold-reading scenes, which offers the members an opportunity to brush up their reading skills, and the second hour is a gathering to share holiday beverages, stories and a catch up. They are including an invitation for members to make suggestions for new workshops, and to share their ideas and concerns.

They wish everyone all the best of the holiday season and for the New Year!

**Executive Liaison: Vice President, John Cleland**  
**Staff Liaison: Clare Johnston**

*Child Advocate, Angelica Alejandro*

- Talking on set to Production as an OSLO to ensure that minors are engaged correctly (i.e. work hours, breaks, turnaround etc.).
- Supporting our Minors on set as an OSLO.
- Continued questions on Tutoring and how that is applied as well as speaking with on set tutors as well as those interested in becoming tutors and what is involved.

**Executive Liaisons: Treasurer, Paul Constable – Vice Presidents, Amy Matysio & Kate Ziegler**  
**Staff Liaison: Karl Pruner**

*Communications Committee, Chair, Tavia Pereira*

- ⅘ episodes of Reel Talk have been released.
- Recorded interviews at the Town Hall and the interviews have slowly been released on Instagram and TikTok.
- Next meet TBD.
- Future goals: create a content schedule for 2025.

**Executive Liaisons: Treasurer, Paul Constable & Vice-President, Kate Ziegler**  
**Staff Liaisons: Karl Pruner & Jennifer McGibbon**

*Editorial Committee – Chair, Joy Tanner*

- Between May 15 to November 15, 2024, PerformersMagazine.com achieved a 134.79% increase in pageviews (8,670 to 20,356) and a 7.21% increase in unique impressions (4,632 to 4,966) compared to the same period in 2023.
- Performers Magazine Editor Joy Tanner and Staff Editor Jennifer McGibbon met on October 29 and November 19.
- The Editorial Committee met on Zoom on Thursday, November 21, 2024. In attendance were Staff Editor Jennifer McGibbon, Communications Director Karl Pruner, Editor Joy Tanner and Executive Liaison Paul Constable.
  - Agenda included:
    - Stats update and overview
    - Publishing calendar update
    - New article pitches
- Published to date in November
  - [Spotlight: 2024 Reel Asian Film Festival](#) (November 12, 2024)
  - [The Use Case](#) (November 13, 2024)
  - [Spotlight: 2024 Breakthroughs Film Festival](#) (November 19, 2024)
  - [All In: Building an inclusive and accessible production industry](#) (November 20, 2024)
  - [Get to know your 2024 IPA Bargaining Team](#) (September 10, 2024) – most-read article of November!
- Upcoming
  - AI 2.0 (AIR series)
  - Inclusion (AIR series)
  - Applause: Fall 2024
  - Commercial Spotlight (November)
  - Commercial Spotlight (December)
  - Ask an Expert: Taxes (February 2025)

**Executive Liaisons: Vice-Presidents, George Alevizos & Janet-Rose Nguyen**  
**Staff Liaisons: Luisa Alvarez Restrepo & Karl Pruner**

*outACTRAto – Co-Chairs, Matt Lemche and Madelaine Rose*

#### Meetings/General

- Committee meeting held on November 5<sup>th</sup>, 2024. Next meeting set for December 10<sup>th</sup>, 2024.
- Continuing conversations with 2SLGBTQIA+ members of DGC and WGC about potential ways to network with outACTRAto members.

#### Queer Your Stories Subcommittee

- QYS jury selected winner for 2025 Competition
  - *Last Call* by Monica Garrido Huerta
  - “In Last Call, a lesbian couple must rely on a jaded bartender to work through their recent breakup and get out of their own bubble to survive a sudden zombie attack inside a dying queer bar.”
  - Winning team has been put in touch with ACTRA Staff and Sponsor reps.

#### Gender Diversity Subcommittee

- The subcommittee met on November 19<sup>th</sup>, 2024.
- Discussed jury for new ACTRA award category, made recommendations to Pierre Simpson from Awards Committee for how members envision an equitable jury.

**Executive Liaisons: Past President, Theresa Tova & Vice-President, Janet-Rose Nguyen**  
**Staff Liaisons: Luisa Alvarez Restrepo & Taisa Dekker**

*TAWC: Co-Chairs, Heather Allin and Tonjha Richardson*

The next Toronto ACTRA Women’s\* Committee meeting is scheduled for Tuesday, December 17<sup>th</sup> at 1pm – 3pm at the ACTRA Toronto office. It will be an in-person meeting “Conversation Cafe” which is open to current members of TAW\*C, as well as those interested in joining the Committee.

The Committee will have an exclusive TAW\*C giveaway for a pass to the Breakthroughs Film Festival December 6<sup>th</sup> – 8<sup>th</sup>. This is the only film festival in Canada dedicated to presenting short films by emerging women and non-binary directors. Members in good standing can enter for a chance to win by filling out a form provided to members by Wednesday, December 4<sup>th</sup> for a chance to win.

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

We acknowledge that we live, work and create on the unceded and traditional lands of the Ho-de-no-sau-nee-ga (Haudenosaunee), Anishinabewaki  $\text{ᐱᓇᓂᓂᓇᓃᓇᓄᓇ}$ , Mississaugas of the Credit First Nation, Mississauga, 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.

**Executive Liaisons: George Alevizos & John Cleland**

**Staff Liaison: Grace Hawkins**

*YEAA: Co-Chairs, Mercedes Morris and Tavia Pereira*

Co-chair Mercedes Morris attended the New Member Orientation in late October, where they welcomed several new committee members and followers. Since then, they have kept them engaged through their social media channel.

Although November was a slower month for social activities, they still gained 23 new followers overall. Their reel from the New Member Orientation performed particularly well, garnering nearly 1,400 views—an encouraging sign of strong online engagement.

YEAA did not hold a general meeting this month. Instead, they organized a joint sub-committee meeting focused on planning their upcoming Holiday initiative.

#### *Holiday Giveback Event*

Their Holiday Giveback Event is designed to strengthen union solidarity and support members with children during the holiday season, which can be financially challenging for many. The first part of this initiative is a toy drive. They are asking for donations of new toys in the \$10 range, ideally non-gender specific. They will be framing this drive as an opportunity to “replace one of your luxury coffees to help a child in need”—because \$10 can truly go a long way.

At this stage, they are asking Councillors and fellow committees to help spread the word about the toy drive and, if possible, make a donation by dropping off toys at the ACTRA Toronto office. They are already excited to receive some offers of donations!

They will be opening a volunteer sign-up list soon and will provide an update to the Executive and Council after their subcommittee meeting on November 27<sup>th</sup>, where they will finalize Phase 2 of the initiative.

In the meantime, they look forward to sustaining the momentum and growing interest in both our “Socials” and “Social Media” subcommittees.

## **OTHER REPORTS**

### *Inclusion and Community Development*

*Luisa Alvarez Restrepo, Director, Inclusion and Community Development*

- Partnerships
  - We are providing in-kind support to Breakthroughs Film Festival (December 6 & 8). We have a giveaway for a pair of tickets closing on December 4. You can learn more about it and enter [here](#).
  - We are in talks with Toronto Black Film Festival for a 2025 partnership.
  - In talks with TIFF for year-round opportunities for partnerships and collaborations.
- Industry Events
  - Blood in the Snow
    - Spoke on a panel that also featured the DSO and REMC about D&I work behind the scenes in our industry. I received really great feedback from attendees about how much they learned from the panel.
- Committees
  - Provided support to the D&I Committee for Picture Day

- Other
  - Attending IPA Bargaining in Montreal

#### *Outreach and Industry Development*

*Taisa Dekker, Director, Outreach and Industry Development*

- Attended Buffer Festival's Digital First Canada conference on November 1<sup>st</sup>, 2024.
- A group of members created a video game task force with the goal of connecting with indie game developers to encourage them to go union. They wrote a survey for game developers, and Ms Dekker reached out to 17 signatory engagers that produced video games with members from 2016 onward to procure feedback.
  - In November, she met with 5 signatory video game developers to go through the survey questions and discuss their experiences working with union talent.
  - Meetings with 2 developers scheduled for December.
- Attended the [Toronto Game Expo](#) on Saturday November 16<sup>th</sup> to speak with video game developers. Five members of the video game task force also attended.
- Reached out to Toronto Game Expo organizers to inquire about having a booth at the next expo, taking place March 29<sup>th</sup> and 30<sup>th</sup>, 2025.
- Attended Ontario Creates & Canada Media Fund [Futures Forward](#) program webinar, which outlined the application process for video game companies eligible for this funding.
- The Hand Eye Society's SuperFestival took place November 25<sup>th</sup> to December 1<sup>st</sup>, and ACTRA Toronto [promoted](#) this free video game event to members. and provided a few items of swag for HES door prizes to increase awareness about the union to indie game developers.
- Attended a networking event hosted by WIFT-T.
- Negotiated a sponsorship agreement with TAAFI for their industry conference in April 2025.
- ACTRA Toronto is sponsoring an event hosted by the Theatrical Arts Education Association on December 9<sup>th</sup> to promote union membership to secondary students.
- A concerned member reached out about Telefilm supporting non-union productions, which coincided with outreach to the funder from the National office. ACTRA, along with other unions and guilds, sent a letter to Telefilm on November 12<sup>th</sup> urging them to stop financing productions that refuse to sign collective agreements, or fail to abide by minimum standards. Members can read the letter [here](#).
- Met with TAW\*C Co-chairs about the next committee meeting on December 17<sup>th</sup> at the ACTRA Toronto office.
- Attended a meeting with the SPF Climate Action working group.
- ACTRA Toronto is partnering with DGC Ontario on a promotional video for their Sustainability Committee.
- Outreach to non-union productions continues.

#### Post-Secondary Outreach:

- Presented to 27 students in Toronto Film School's performance program on November 5<sup>th</sup>.
- Presented to 9 students in St. Lawrence College's Music Theatre Performance program on November 12<sup>th</sup> with member Matt Lemche.

#### *Ontario Green Screen*

*Taisa Dekker, Director, Outreach and Industry Development*

- Attended the OGS Advisory Committee meeting where member organizations heard progress on ongoing goals and tactics within the [Strategic Plan](#). Highlights include:
  - In May, the new Carbon Calculation Fundamentals course became available with 11 sessions taking place so far, and the newly revised Sustainable Film Productions Fundamentals course will be introduced soon.
  - OGS hosted the second electric generator workshop in November.
  - There are now over 90 locations on the OGS grid tie-in map.
  - Almost 3,000 meals donated through Second Harvest up to the end of August 2024.
  - OGS presented at the Sustainable Production Forum.
  - Launch of the Waste Signage kits, and distribution of the kits to studios.

- Ontario Creates updated their website this month, which includes Ontario Green Screen. On November 26<sup>th</sup>, 2024, the newly revitalized [OGS website](#) was launched, and the updates make accessing resources more user-friendly. For example, all sustainability tools are now available on the same page. The [OGS Sustainability Toolkit](#) includes:
  - Grid Tie-In Map
  - Waste Sorting Signage Kits
  - Best Practices Guides – Transportation, Clean Energy, Circularity, and Craft and Catering
  - Carbon Calculators - DGC, Albert, PGA
  - OGS Case Studies
- The next Carbon Calculation Fundamentals Training is on Sunday December 14<sup>th</sup> at 10:30 am. Course information and registration link: <https://www.ontariocreates.ca/filmcommission/ogs-training>
- ACTRA Toronto members interested in becoming Ontario Green Screen Ambassadors can apply here: <https://www.ontariocreates.ca/filmcommission/ogs-ambassadors>

*Past President's Report*

*Theresa Tova, Past President*

- AACE – Association of Acting Coaches and Educators  
 We welcomed four new fully vetted members this month, bringing our membership up to 141 and we also welcomed seven new pipeline members as ACTRA Montreal stepped up asking all the coaches they work with to join AACE.  
 We held a well-received *Managing Our Power as Teachers* course with mediator Niki Landau in October and have an *Intimacy for Educators* training course with Siobhan Richardson on November 30<sup>th</sup>.  
 We have had meetings with the Conference committee, Governance committee and a Full Members meeting to engage our coaches on plans for our growing association.  
 Good news from AFBS! They have returned as a Gold Sponsor of the 2025 AACE Conference. The Support and Finance Committee committed 11K to AACE for this year. 5K for the Conference and 6K for ongoing education.
- EIC – Entertainment Industry Coalition  
 Nothing new to report