

ACTRA TORONTO
COUNCIL MEETING – IN PERSON & HYBRID
Friday, November 1, 2024

PRESENT

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

COMMITTEE & MEMBER CAUCUS CHAIRS, OMBUDSPERSON

Roy Urbanozo, Co-Chair, D&I Committee, alternate for Victoria Brooks, Chair, Apprentice Caucus
Kara Wooten, representative for Stunt Committee (Zoom)

ELECTION CANDIDATES

André Blissett Kenton Blythe (also alternate for Mercedes Morris) Tonjha Richardson – Elected

OBSERVERS

Brendan Beiser Robyn Deverett Paul Marques Sally Nakazi

ALSO PRESENT

Alistair Hepburn, Executive Director, ACTRA Toronto
Luisa Alvarez Restrepo, Director, Inclusion and Community Development, ACTRA Toronto
Gail Hauptert, Director, Contracts, ACTRA Toronto (Zoom)
August Lew, Director, Finance & Administration, ACTRA Toronto
Karl Pruner, Director, Communications, ACTRA Toronto (Zoom)
Nicole Valentin, Director, Member Services, ACTRA Toronto
Luca De Franco, Communications Officer, ACTRA Toronto
Jennifer McGibbon, Communications Officer, ACTRA Toronto (Zoom)
Tania Cardwell, Stunt Liaison, ACTRA Toronto
Freda Merritt-Gambrill, Recording Secretary, ACTRA Toronto

The meeting was called to order at 10:05 a.m. with President, David Gale, in the Chair.

The reading of the Land Acknowledgement by Joy Tanner was followed by the reading of the Equality Statement by Theresa Tova, Kenton Blythe, Jo Boland, Jameson Kraemer, Gugun Deep Singh, Heather Allin and Sandra Beckles.

Mr. Gale introduced everyone present.

APPROVAL OF THE AGENDA

MOTION #1

Moved by Joy Tanner, seconded by Heather Allin:

“That the Agenda for the ACTRA Toronto Council Meeting of November 1, 2024, be accepted.”

CARRIED UNANIMOUSLY

APPROVAL OF MINUTES FROM OCTOBER 1, 2024

Page 4: Other Business: Second bullet point add: 3rd sentence – “Some members of Council felt like it was time for a change going forward.”

MOTION #2

Moved by Paul Constable, seconded by Dina Pino:

“That the Minutes of the ACTRA Toronto Council Meeting of October 1, 2024, as amended, be accepted.”

CARRIED UNANIMOUSLY

TABLING OF OTHER BUSINESS TO BE INCLUDED PER #6

- Game On – Alistair Hepburn
- Creators Corner Update – Jo Boland
- Background Checks for Council Members – Gugun Deep Singh
- Video Game Initiative – Elana Dunkelman
- Agent Working Group – John Cleland

CHAIR’S UPDATE

President Gale reminded Council that the election for the new ACTRA Toronto President will be in January. Council needs to think seriously about this and take into consideration which direction we would like to go.

BY-ELECTION (Discuss National Seat before first vote)

Alistair Hepburn assumed the Chair.

Mr. Hepburn asked whether Council wanted to continue the practice of the elected Councillor during a by-election automatically appointed to the National seat if that Councillor is replacing an outgoing Executive Member or would Council like to cast a vote for the Executive seat.

It was pointed out that automatic appointment to the National seat makes sense and that Council should revisit this after the next full Council election.

Council was informed that no one was allowed to leave the room during the election process.

I. Council Seat

The following candidates put themselves forward to run in the ACTRA Toronto Council By-Elections:

André Blisset
Kenton Blythe
Tonjha Richardson

The candidates gave their speeches which was followed by a question-and-answer period.

Ballots were cast. The scrutineers confirmed that they witnessed a fair and accurate count.

Tonjha Richardson - ELECTED

II. Executive Seat

The following were nominated:

Tonjha Richardson - Accepted
Mercedes Morris - Accepted

The candidates gave their speeches which was followed by a question-and-answer period.

Three ballots were cast. The scrutineers confirmed that they witnessed a fair and accurate count after each ballot count.

Mercedes Morris - ELECTED

III. National Seat

The following were nominated:

Tonjha Richard - Accepted and then withdrew from the election.
Gord Rand - Accepted
Heather Allin - Accepted

The nominees gave their election speeches and after a question-and-answer period, the ballots were cast. The scrutineers confirmed that they witnessed a fair and accurate count.

Gord Rand - ELECTED

MOTION #3

Moved by Theresa Tova, seconded by Heather Allin:

“That the ballots be destroyed.”

CARRIED UNANIMOUSLY

David Gale assumed the Chair after the lunch break at 2:10pm.

BUSINESS ARISING FROM OCTOBER COUNCIL – ED

- **Town Hall**

Mr. Hepburn reported that 137 Members registered for the event but only 73 attended. 58 of those guests were not Councillors or on the Bargaining Team. Kenton Blythe and Cass Enright were able to get some great footage and Communications will try to include this in the Reel t\Talk videos.

Videos of Amy Matysio, Shawn Doyle, Tatiana Maslany and Tantoo Cardinal were recorded in which they talk about a potential strike mandate vote.

Mr. Hepburn invited feedback from around the table. Those present felt that the Town Hall was informative and very well run and suggested that another one be held. He thanked Kate Ziegler and Asante Tracey for hosting the Town Hall.

Some Councillors said that they needed more time to notify the members in order to get more people out. It was concerning that not many members were in attendance.

A Councillor said that as a Bargaining Team member they were able to answer some of the questions but said that some of the questions pertained to National and felt it was unfair to the Bargaining Team members.

A Councillor mentioned that the Employers have the proposals but this Council does not have them. They said that they are trying to go forward with as much integrity as they can.

Mr. Hepburn said that if we want to hold more Town Halls to speak to the members, then they must be organized. The Bargaining Team is back in Toronto on November 17th. This group needs to lead this.

It was suggested to hold a hybrid meeting in order to reach a wider audience. It was also suggested to hold tailgate parties with the committees, i.e. getting groups together.

The week of November 18th was suggested as the best time to hold a meeting.

- **New Member Meeting**

Mr. Hepburn reported that 13 new Members were in attendance at the first New Member meeting on October 28th. This meeting was held in person and was a huge success.

Due to time constraints Mr. Hepburn emailed the following updates to the Councillors after the meeting.

- **Los Angeles update**

- He was in LA October 16-18 with staff from ACTRA National, ACTRA Montreal and UBCP ACTRA.
- They met with 7 of the 10 AMPTP studios (missing Warner Bros., CBS & Paramount due to staff availability).

- Discussed the proposal package, the goalposts for the negotiations and the need to ensure a fair deal was reached.
- Also highlighted the need to move faster within the 3 weeks and not leave everything until the end (presented the issues we encountered getting a cover-up for naked performers and how that took 3 days in the last round).
- Agreement from all 7 companies that the process must move faster.
- Overall, they all sang the praises of Ontario, specifically referencing the stability of the tax credits, the large, diverse performer base and the excellent infrastructure.
- Concerns about getting out of a specific US state (Disney, Netflix)
- NBC Universal are ecstatic with the *Law and Order Toronto* critical reception.
- Amazon MGM are happy to have a home at Pinewood and are lining up the shows to bring through the space.
- Netflix listed off the shows they currently have in Canada versus the USA. Canada 9- USA 3. Go Canada.
- ACTRA/SAG AFTRA staff meeting update
 - While in LA, they had an in-person meeting with SAG including Duncan, Ray Rodriguez, Tracey (Commercials), Rebecca (New York local), Jennifer (Residuals).
 - Discussed the ongoing lockout and the concerns with SAG members crossing the border to work for locking out engagers.
 - SAG to put a communication plan in place to speak to high profile performers and their management regarding the work.
 - Additional comms to go out to full membership.
 - They still have legal concerns and will provide updates soon.
 - Discussed SAG concerns about set visits in Canada.
 - Mr. Hepburn reminded them that they were not a recognized labour union in Canada with no standing and they would continue to be guests on ACTRA sets.
 - Push for more meetings at least quarterly.
 - SAG will have a rep at ACTRA IPA negotiations.
 - Duncan will be attempting to make an appearance as a show of solidarity.
- FilmOntario lobby days
 - Mr. Hepburn is a Board Member with FilmOntario.
 - ACTRA went to deliver a message of ongoing stability for tax credits, a request to look at regional incentives, and to support film applicants to the SDF program (yay our application).
 - He met with:
 - i. Hamish Wright - Director, Transportation, and Intergovernmental Affairs Policy - Office of the Premier of Ontario
 - ii. Minister Stan Cho – Minister of Culture, Tourism and Gaming (and his 5 staff) (Conservative)
 - iii. MPP Stephanie Bowan – Don Valley West (Liberal)
 - iv. MPP Sheref Sabawy – Mississauga Erin Mills (Conservative)
 - v. MPP Kristyn Wong-Tam – Toronto Centre (NDP)
 - All meetings were well received...they understand the value of the industry. He took the opportunity to speak about the lock-out and the return of Publicis to ACTRA contracts with a desire to see this vendor of record used for all government ads .
 - With an election on the horizon, this will be of utmost importance and they are aware they are being watched and judged.
- Unfair engagers
 - *In the Black* (Frances Ann Solomon)
Lost their co-treaty status with the UK, so we have to adjust the work permits for those that came in on the co-treaty. Fringes and approximately a half dozen cancellations and payment corrections are all that are left to be paid.
 - *Fresh Meat* (Daniel Turre)
We received additional payments that had gone missing earlier in the year and have recently disbursed that to Performers. The Producer still owes approximately \$321K
 - *Jingleman* (Jeff Robinson)

- Still working with Producer to sort this one out; they tried to back out of a VRA to shoot this non-union and then had a few members involved. We are assisting them make this right, though they are dragging their heels. One Performer has yet to respond to us on working NU. We are working diligently to make this right.
- *40 acres* (Jennifer Holness)
Late Payment Penalties finally being calculated by the Producer and verified on both ends; hopefully will be finalized and paid very shortly.
 - *Whistle* (David Gross)
Financing has been reported to land shortly. Producer will update when it lands, and they will be connecting with Performers and ACTRA.
 - *Pray for Me* (Damian Lee)
Payments for all Performers and Fringes are due from the unit shoot from September 9 – 13. In conversation.
 - Notice of Motion – Heather Allin has provided *Notice of Motion* for the December Council meeting regarding Councillors attending external meetings.

TABLING OF OTHER BUSINESS TO BE INCLUDED PER #7

- Game On – Alistair Hepburn
Mr. Hepburn reported that this agreement will be going out for ratification shortly. Year one increase of 8%. A cost-of-living allowance (COLA) has been negotiated. If COLA exceeds the increase, the increase will be adjusted accordingly. A large per diem increase and recognition of statutory holiday pay of 200% has been negotiated. Although this agreement is very much Montreal eccentric, Gail Hauptert wrote most of the clauses that are in the agreement.

A Councillor requested that the agreement be distributed to Council prior it being sent out for ratification.

- Creators Corner Update – Jo Boland
Asante Tracey said that he was able to share information of this endeavour at the Reelworld Summit. This was an opportunity to partner with them and share in the funds. Things are moving along nicely.

Gord Rand's alternate, Jo Boland, reported on his behalf. Elana Dunkelman and Gord Rand had a great meeting with Alistair Hepburn and Karl Pruner about the Creators Corner website, agreeing on the basic look and interactiveness of the networking site. It will have key words and lots of ways to modify a member's profile to find like-minded creators easily. Plus, in a few months, it will be stored behind a firewall so it truly is a members-only site. A nice perk for joining the union. They all want to make it as slick and user-friendly as possible so that it's super attractive and instinctive.

They are also hoping to have some automation of contracts – both getting information about the contracts and filling them out. This is with Taisa Dekker and staff to propose how best to start formatting that part of the website, but they all agreed that automating the contracts in the most effective way will save staff time, and more importantly, create goodwill between members and their union.

Ms Alvarez Restrepo and Mr. Tracey reported on the new Canadian Independent Screen Fund (CISF) for BPOC creators. This will launch in September and will have \$1.5 million available for BPOC creators to access. Any productions funded by them will have to be fully union.

- Background Checks for Council Members – Gugun Deep Singh
It was suggested that ACTRA Toronto look into applying for background checks for Council Members. It was noted that this is not the same as a Criminal Background Check. A Councillor felt that this should not be mandatory.

- Canadian Race Relations Federation
Notice of Motion

"To have a discussion of potential endorsement of pursuing an agreement with this organization."

- Video Game Initiative – Elana Dunkelman
Ms Dunkelman will be one of the 17 members who worked on the GameOn Agreement.
- Agent Working Group – John Cleland
This update has been postponed to the next Council meeting.

NCA – IN CAMERA

An in camera discussion was held. The observers left the room during this discussion.

WORD FROM SET

Self-tapes were discussed. A Councillor said that the only protection that actors have is to say, “No”. Casting is not always upfront with information and how they will be using the self-tapes provided.

FINANCIAL DISCUSSION

Treasurer Paul Constable said that we are looking good right now. Future months of the budget are not looking good.

The Fiscal Guardians will be sending out a straw poll of dates shortly.

ADJOURNMENT

Jameson Kraemer moved to adjourn the meeting.

THE MEETING ADJOURNED AT 4:27 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 on October 11th for 90 minutes at ACTRA Toronto and on Zoom.

- One member reported getting a VO Animation audition after work hours that was due the following day by noon. Shared the Audition Reporting page on the site.
- Educated that appearing in a qualifying role in CFC films does qualify as a credit.
- Confusion over the “retire” percentage taken off cheques and held until Full Member. Concern is that if they don’t make it to Full Member, will they lose that money. Nicole Valentin explained the ‘equalization payment’ as it relates to Apprentice pay.

The Apprentice Caucus will meet next on November 4, 15:30 at 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

- Letter of Resignation – Anne Wootten and Heather Dick submitted a joint letter of resignation as the current Co-Chairs of the AYA Committee. They then met with staff liaison, Karl Pruner, and Council Liaisons Kate Ziegler and John Cleland on October 10th to discuss needs and future directions of the AYA Committee. They have agreed to continue in their current positions until February 28, 2025, which will be the end of the current 2024-2025 financial year.
- Workshop in October – On Thursday, October 17 AYA invited Carol Anderson to conduct a 75-minute Gyrokenisis workshop in person in the ACTRA Toronto boardroom. This was followed by a 40-minute meet and greet session with coffee and tea provided by ACTRA Toronto and goodies provided by AYA where participants were able to chat, catch up and discuss Gyrokenisis with Ms Anderson. The workshop was very successful and may lead to future independent workshops at PAL in 2025, which is very heartening.

However, while they had 17 people registered for the workshop, on the day 2 emailed regrets due to illness and another 5 simply did not show up so that, in the end, only 10 members (which included both Co-Chairs) participated. The numbers are disheartening and suggest that perhaps the AYA Committee and its mandates need to be reassessed. The Co-Chairs have discussed this with their Staff and Council Liaisons.

- Change of Committee Name – Several members have recently reached out to Ms Wootten and Ms Dick suggesting that the name of the Committee be changed. The Co-Chairs will send out a request for suggestions in their November newsletter and put the suggestions to a membership vote before the end of the year.
- Upcoming Workshop – On December 4th they will hold a scene reading and holiday catch-up over Zoom to connect before everyone gets too busy with celebrations and holiday traditions and to wish everyone well going into 2025.

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

Child Advocate, Angelica Alejandro

- Increased questions on tutoring and how that is applied (i.e. if a child travels, when a child is on set, banking hours etc.).
- Talking to LBG producers that want to ensure they engage with minors correctly (i.e. work hours, breaks, turnaround etc.).
- Assisting parents in interpreting the sections of either the IPA or NCA when it comes to notice of shoot times (including night/overnight), hours the child is allowed to work, overtime, completing the appropriate paperwork required for a parent versus a chaperone.

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

Communications Committee, Chair, Tavia Pereira

- Last meeting: October 16th.
- Finished recording 8 episodes of "ACTRA Toronto Reel Talk" focusing on bargaining and the bargaining team.
- Great work to Director Andrea Holstein, and Hosts Kate Ziegler and Asante Tracey.
- Amazing work to our editors Julius Cho and Roy Urbanozo.
- Thanks to the support team Kenton Blythe, Amy Matysio, John Cleland, Tavia Pereira and Paul Constable.
- Thanks to the wonderful staff who have made this project possible.

- Three episodes have been released so far. You can listen to it where you get your podcasts or watch it on YouTube!
- Kenton Blythe stepped in as the temporary chair while Tavia Pereira is away.
- Kenton spearheaded interviews of members at the Town Hall, and these videos are available on ACTRA Toronto's TikTok and Instagram.
- Projects in the works: AI 101, History of ACTRA Toronto, and Set Etiquette.

Executive Liaisons: Treasurer, Paul Constable & Vice-President, Kate Ziegler

Staff Liaisons: Karl Pruner & Jennifer McGibbon

Editorial Committee – Chair, Joy Tanner

Between May 1 to October 21, 2024, PerformersMagazine.com achieved a 102.27% increase in pageviews (10,712 to 21,667) and a 5.18% increase in unique impressions (5,484 to 5,768) compared to the same period in 2023.

- Performers Magazine Editor Joy Tanner and Staff Editor Jennifer McGibbon met on October 29th.
- The next Editorial Committee meeting will take place on Zoom on Thursday, November 21, 2024.

Published to date in October

- [The Big Squeeze](#) (September 25, 2024) – **most-read article in October**
- [Up the down stream \(payment\)](#) (October 3, 2024)
- [8th annual Sandi Ross Awards](#) (October 3, 2024)
- [Ask an Expert: Planning your financial future](#) (October 7, 2024)
- [Spotlight: Forest City Film Festival 2024](#) (October 15, 2024)
- [Spotlight: 2024 Reelworld Film Festival](#) (October 17, 2024)
- Working Local 101 (Second Publication Date, October 30, 2024)

Upcoming

- Spotlight: 2024 Reel Asian Film Festival
- Commercial Spotlight (November)
- Applause: Fall 2024
- Commercial Spotlight (December)
- Ask an Expert: Estate Planning

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 October 7th, this was a hybrid (in-person and online) meeting next meeting will tentatively be hybrid on November 5th, 2024.
- Looking at possibility of hosting a headshot day similar to that put on by D&I committee in December of 2022.
- Continuing conversations with 2SLGBTQIA+ members of DGC and WGC about potential ways to network with outACTRAto members.

Queer Your Stories Subcommittee

- QYS submission deadline closed on October 15th
- They received 20 submissions, which is up from last year's 17
- Jurying process is underway. The jurors will meet on Nov. 6th to make their final decisions.

Gender Diversity Subcommittee

- The subcommittee met on October 1st, 2024.
- Discussions included:

- Excitement over the new awards categories!
- Discussion of creating a new report for working with gender-diverse performers in the industry
- Discussion on possibility of creating PSA regarding working with gender-diverse performers in the industry

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

They designed a mini survey to gauge interest and availability from TAWC (Toronto ACTRA Women's Committee) members for future meetings. The results are as followed:

- Very interested in participating: 57.1%
- Interest in attending Networking & Workshops :100%
- Social events: 69%
- Advocacy: 46%
- Meetings every 2 months:38.46%
- Meetings once a month: 30.77%
- Quarterly meetings :23.06%
- Meetings on Mondays 46.15%
- Best times:
 - 9am-12 noon :61.5%
 - 12 noon-4pm: 61.5 %

Member Suggestions:

- Create new initiatives
- TAWC Host @ ACTRA Conference
- Speaker meeting topics: how women are navigating through the industry, providing data for ex: Geena Davis reports. Focus on the business side.

The Co-Chairs attended ACTRA National Women’s Committee meeting via Zoom Wednesday, October 23rd, 2024. It was an amazing opportunity to get to know other members across the Nation. Members shared creative and exciting ways to get membership engaged and participate. For example, Montreal office offers members to assist in supporting local women’s charities, create a Parental subcommittee for parents who have children that are ACTRA members. Conversation Café, which is a cell phone free zone, where members can share. The idea of creating a self-tape database, member to member. Manitoba office is involved in “Women’s Empowerment Series workshops, identifying member’s purpose and motivation around obtaining goals. Discussed selection of Woman of the Year 2025 and creating a jury subcommittee.

*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 ᐱᐱᐱᐱᐱᐱ (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: Janet-Rose Nguyen, Theresa Tova & Amy Matysio

Staff Liaisons: Gail Hauptert & Taisa Dekker

Voice Committee: Co-Chairs, Krystal Meadows and Emily Stranges

- Anthony Sardinha officially confirmed as a co-chair on the Voice Committee.

- Member eager to hear an update on ACTRA voice online, if staff may have one.
- Members want clarification on what "inclusion" means in the bargaining. This is in regards to AIR (A - AI and Accessibility, inflation and inclusion, residuals and respect).
- Members want a better understanding if inclusion is in relation to dialect/voice coaches on set who are consistently told they won't be on set during days of filming after prepping dialects with actors.
- Bargaining team member Ana Sani joined us, alongside Alistair Hepburn, to speak about the upcoming IPA bargaining.

Executive Liaisons: George Alevizos & John Cleland

Staff Liaison: Grace Hawkins

YEAA: Co-Chairs, Mercedes Morris and Tavia Pereira

- Last Meeting: October 16th.
- Was a meeting of the Socials Subcommittee to discuss Halloween Party.
- Conclusion: not enough time to organize this event. Pivot to a December Holiday Party.
- This event is being spearheaded by Mercedes Morris and Ryan Persaud.
- Plans to approach other committees (i.e. AYA, D&I, outACTRAto, etc.) to share the costs.
- Next meeting: TBD

OTHER REPORTS

Inclusion and Community Development

Luisa Alvarez Restrepo, Director, Inclusion and Community Development

- Partnerships
 - Warner will be funding the Permit Access Fund for a second year. The agreement has now been signed.
 - Apart from being an Industry Sponsor of this edition of the Reel Asian Film Festival (November 13-24), ACTRA Toronto is a Community Supporter of their [Late Bloomer screening Q&A](#) on November 17 at the TIFF Lightbox. ACTRA Toronto has two tickets to share with Council. If are interested in attending, please email Ms Alvarez Restrepo. ACTRA Toronto also has a giveaway for all our members [here](#) and a discount code to Reel Asian programming [here](#).
 - ACTRA Toronto is an in-kind sponsor of [Breakthroughs Film Festival](#) and will be amplifying their programming on social media as well as receiving tickets for giveaways. Stay tuned.
- Industry Events
 - Reelworld Summit
 - Spoke on a panel about how unions are putting their #HerFrameMatters Protocol into action. On the panel was also Lauren from National, Victoria Shen from the WGC, and the lead researcher. The lead researcher pointed out the reason why unions and guilds do not have their own recommendations is because they have already been doing a lot of this work. From the ACTRA side they mentioned the HMU equity work they're doing as well as how they work with casting directors.
 - Ms Alvarez Restrepo also connected with several BIPOC creatives in the industry. A common conversation she had (and that she hears time and time again), is the frustration from non-PR/non-Canadian citizens about not being able to join the union.
 - The Sangster foundation was announced. The foundation will fund BIPOC projects (shorts, docs, features) and will have an emerging and established producer stream. They are projecting to have \$50 million by the launch next September. The hope is for funded projects to go union – Ms Alvarez Restrepo will continue to have conversations with the Foundation.

- Awards
 - Connected with partners and community groups to amplify the call for submission to the Awards. The response has been very positive from our partners, and they have been excited to share.
- Committees
 - Supported the D&I Committee September meeting as well as bi-weekly check-in.

Outreach and Industry Development

Taisa Dekker, Director, Outreach and Industry Development

- ACTRA Toronto has [student film agreements](#) with various post-secondary programs allowing students to engage union performers on their projects. This educates the next generation of filmmakers on the benefits of ACTRA talent and provides real world experience so students graduate understanding how to work with professional performers. In October, I spoke with **250 film students** in the following programs:
 - **Humber College:** October 1st w/BR Bridget Deer & ABR Nada Abbass, 80 students
 - **Sheridan College:** October 8th w/BR Anisha Gliddon, 100 students
 - **Centennial College:** October 9th w/BR Emma Kitchen & ABR Arjot Sandhawalia, 45 students
 - **Canadore College:** October 17th w/BR Heather Holditch, 25 students
- Graduates of eligible post-secondary performance programs can join the union via the [New Graduate Credit](#). ACTRA Toronto present to performance programs about the benefits of ACTRA, the importance of ACTRA's agreements, union governance, ACTRAism, and member committees with the goal of growing the membership.
 - **Fanshawe College's** Acting for Stage and Screen program w/member Kristina Esposito on October 15th, 32 students
- Met with the organizer of a monthly film screening event about showcasing films created by ACTRA Toronto members.
- ACTRA Toronto applied for the Ontario Skills Development Fund for a proposed initiative to train union performers in motion and performance capture.
- Met with contacts from two AI organizations about advances in the sector and the impacts on businesses and the screen-based industry.
- Met with representatives from an animation festival about potential sponsorship.
- Attended the Ontario Creates Film Fund Production Webinar on October 17th. The deadline to apply is November 14, 2024 at 5 pm. Funding Guidelines available [here](#).
- Met with a video game organization about the potential for ACTRA Toronto to be involved in their upcoming events.
- Attended the ACTRA Toronto IPA Town Hall on October 21st.
- Attended a conference hosted by an AI company showcasing their technology and how their tools can be used by businesses.
- Attended the [Ontario Screen Creator's Conference](#) in London, Ontario on October 24th, which is part of the Forest City Film Festival. Ms Dekker represented ACTRA Toronto on a panel about acting and spoke with attendees about the benefits of union membership, how to join, advocacy and union agreements. She also spoke on the "Figuring Out Film Unions" panel with representatives from IATSE 873 and DGC Ontario to discuss ACTRA, union membership, and ACTRA's agreements, and answered questions during the Q&A. Attended the OSCC networking event to connect with potential engagers and pre-members.
 - ACTRA Toronto's Spotlight on Forest City Film Festival is [here](#).
- Met with the team producing a short film about how to engage ACTRA Toronto members via the [Low Budget Guideline](#).
- Attended the "Emerging Challenges in AI: Breakthroughs and Risks for the Next Decade" webinar on October 28th.
- Director of Contracts, Gail Hauptert, and Ms Dekker met with the Artistic Director of Kick Start Arts about presentations to the program covering union membership and how to produce with ACTRA. They also discussed the development of a production with union members in 2025.
- Attended the Toronto Film School StudentFest '24 Halloween Networking event on October 29th to connect with 400 students and alumni about how to work with union performers and the benefits of union membership.

- Attended the Voice Committee meeting on October 30th.
- Outreach to non-union productions continues.
- Ms Dekker was promoted to Director of Outreach & Industry Development on October 1st, 2024, and is excited to take on this new role to promote the ACTRA Advantage. This includes outreach at industry events, speaking on panels, contacting non-union productions, presenting to post-secondary programs, meeting with potential engagers to explain ACTRA agreements, research, taking part in film & television career fairs, sponsoring festivals, industry partnerships and more.

Ontario Green Screen

Taisa Dekker, Director, Outreach and Industry Development

- Green Frame was announced this fall. Led by CBC/Radio-Canada, the group includes Bell Fund, the Black Screen Office, the Broadcasting Accessibility Fund, the Canadian Independent Screen Fund for BPOC Creators, the Canada Media Fund, the Independent Production Fund, the Indigenous Screen Office, the National Film Board of Canada, the Shaw Rocket Fund and Telefilm Canada. Green Frame will work with other sustainability coalitions in the sector, including [Canadian Broadcasters for Sustainability](#), [Producing for the Planet](#), [Reel Green](#), [Ontario Creates](#) and [On Tourne Vert](#). Read more about Green Frame [here](#).
- Members can watch the recording of the OGS Summer Community Meeting [here](#).
- ACTRA Toronto members interested in becoming Ontario Green Screen Ambassadors can apply [here](#).

Past President's Report

Theresa Tova, Past President

- AACE – Association of Acting Coaches and Educators
They have 137 fully vetted members with over 50 in the membership pipeline.

Actor's Wellbeing, an international collective of educators who are concerned with the state of acting training, asked to meet with them to explore partnering/joining AACE as an international branch. The conversation is ongoing.

The AACE Conference committee is in full prep mode (blue sky) for the next Actors and Educators conference to be held on July 19 and 20th, 2025, at the Tarragon Theatre. As soon as AACE have the large themes decided they will send out a survey to members asking what they want to see within those large themes and ask for proposals for workshops and panels.

AFBS was a Gold Sponsor of the 2023 AACE conference. They have been invited by AFBS to meet with the Support and Finance Committee on October 29th to talk about sustainable funding.

- EIC – Entertainment Industry Coalition
ACTRA Toronto shared a complaint with the EIC around agent actor contract language. EIC met with the agent in question and have assurances that the offending points in the boiler plate contract were never intended to be used. They are working with the agency to standardize their contract in accordance with the EIC Code of Conduct.

EIC continue to introduce agents to CAF who can help them set up bank accounts that do not commingle clients' money with operations accounts.

- Safe Sets - Dying to work in the film industry

Ms Tova was honoured to have been interviewed last fall by Dr Paul Heinzelmann for this important production. The film premiered at the New Hampshire Film Festival on October 19th and 20th where it won the Audience Choice Award. It goes to Fort Lauderdale next month and then on to Los Angeles.

FIA 2024 Report

Theresa Tova will continue to add to this report as time allows and will ensure that all documents/ resolutions etc. are sent out to council as available.

Day One FIANA

First big conversation they had on opening day of the FIANA meeting, chaired by Duncan Crabtree-Ireland ED of Sag-AFTRA, was about labour disputes solidarity.... or "lack" of same. (Her words).

Marie Kelly spoke to ACTRA's NCA issues and the fact that some actors were accepting work from locking out engagers. She asked about what more we can do to support each other and a need for a Global strategy and membership rules that disallow members from accepting work during labour unrest.

After British Equity spoke about losing work due to the American strikes, Ms Tova took the opportunity to channel our Toronto members and spoke passionately and very specifically about our support of the SAG-AFTRA strike, Writers Guilds, etc. The fact that we did not allow run away productions and suffered sizeable loss of work while standing in solidarity with our sibling performers. We understood their fight was our fight we need them to win!... But solidarity must work both ways. She asked why they have not stood in solidarity with us and why there was no such reciprocal support of a two-and-a-half-year lockout in our commercial jurisdiction? She called out American performers, named John Krasinski and Taylor Swift (Simon Peacock /President Montreal mentioned Drew Barrymore,) for coming up to Canada to work for non-union locking out agencies. She asked why SAG-AFTRA was silent on the matter? Where was their communication to their agents and performers? She informed the world that we know from double carded members and other friends that the American union has been silent on the matter.

Duncan became quite defensive. He went on about the issues of the *The Lord of the Rings* global action that backfired back in 2010 and was used to break the NZ union. He then spoke about how far the rebuilding has come. He then finally said in principle they want to stand with us but went on about jurisdictional legal variances and challenges and how they, SAG-AFTRA, are limited in what they can direct their members to do. Duncan then admitted that SAG-AFTRA can do better with their communication to their members and their agents. Ms Tova made the point that we reported on our commercial strife at FIA in London in 2022, and then again in Turkey 2023 and that this is the third year we are talking about this!!!! Many others added their voices in disappointment of the lack of solidarity globally.

Ms Tova thanked the room for the very respectful but honest conversation and added that support in principle is not good enough. She suggested that the least SAG-AFTRA could do was communicate with their members so that if they choose to work in a locked-out jurisdiction as scabs that they would be doing so with open eyes. They could not hide behind "not knowing".

Ms Tova then thanked Duncan for making a public commitment to better communication with their membership on the moral or ethical choices they are making to work non-union in other countries. She assured him and the room that ACTRA was ready to work with SAG-AFTRA on that messaging. She asked that we see a motion or a strong statement come out of this week's meetings.

Ms Tova then relayed a hard message for many to hear. That even though she understood the important work of FIA our members question why we invest in attending these conferences if we cannot stand strongly in support of sibling union's labour unrest? Many in the room agreed that FIA needs to do better and take action. We again talked about crafting a renewed commitment to solidarity.

Australia suggested building a portal on the FIA website where any actor or agent considering working internationally could go to that country's page to learn about important local issues or work disruptions.

At the coffee break ten different countries reps came up to thank me for calling out the issues as clearly as she did and agreed that we need to do better.

Skipping ahead to complete this effort. Day 2 or 3 SAG-AFTRA told the meeting they had brought t-shirts for all and hoped the FIA delegates would wear them for a picture to support the latest video game strike in the US. Ms Tova was appalled and told her team that she would do no such thing as she had not seen any motion or movement to support us! After the photo ops, which Ms Tova did not attend, Ms Kelly used the opportunity to push SAG-AFTRA for concretes. She will leave it to Ms Kelly to report on the promises she got in writing. Suffice it to say... we moved the dial and have promises to see these efforts in November!

Day Two FIA

On the opening day of the FIA meeting President Gabrielle Carteris SAG-AFTRA recognized the importance of yesterday's important conversation about global solidarity.

More to come

Midday they were bused to take part in a Māori welcoming ceremony. They were welcomed by Indigenous leaders of New Zealand in a Pōwhiri ceremony. Ninety percent of the very moving ceremony was in the Māori language with no translation. It is very common for all Kiwis, not just those who identify as Māori to learn Māori words and use them in everyday conversation. The Māori language was used consistently throughout the week.. truly impressive.

Stay tuned.