

**ACTRA TORONTO
COUNCIL MEETING – IN PERSON & HYBRID
TUESDAY, MARCH 18, 2025**

PRESENT

Kate Ziegler, President
Paul Constable, Treasurer
George Alevizos, Vice President
John Cleland, Vice President
Mercedes Morris, Vice-President
Heather Allin (Zoom)
Tim Beresford
Kenton Blythe, alternate for Jason Bryden
Emily Hurson
Jameson Kraemer
Matt Lemche, alternate for David Gale, Past President
Angelica Lisk-Hann, alternate for Amy Matysio, Vice President
Sally Nakazi, alternate for Elana Dunkelman
Tavia Pereira
Gord Rand
Tonjha Richardson
Gugun Deep Singh
Samora Smallwood (Zoom)
Joy Tanner (Zoom)
Theresa Tova
Asante Tracey, alternate for Nicola Correia-Damude – half day
David Wallen
Ann-Marie Zammit, Secretary, Apprentice Caucus, alternate for Dina Pino

ABSENT

Alana Bridgewater

COMMITTEE & MEMBER CAUCUS CHAIRS, OMBUDSPERSON

Victoria Brooks, Chair, Apprentice Caucus
John McGrath, Ombudsperson
Geoff Scovell, Stunt Committee Representative (Zoom)

OBSERVERS – IN PERSON & VIA ZOOM

Gerald Martindale
Kara Wooten
Zoom Attendees – See attached

ALSO PRESENT

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

Member Zoom Attendees

Stephanie Belding
Julia Borsellino
Fiona Highet
George Ploszczansky
Alex Milner
Paulino Nunes
Michael Gordon Shore
Ricky Ye

The meeting was called to order at 10:04 a.m. with President, Kate Ziegler, in the Chair.

The reading of the Equality Statement by George Alevizos was followed by the reading of the Land Acknowledgement by Tim Beresford.

APPROVAL OF THE AGENDA

MOTION #1

Moved by Gord Rand seconded by John Cleland:

“That the Agenda for the ACTRA Toronto Council Meeting of March 18, 2025, be accepted.”

CARRIED

APPROVAL OF MINUTES FROM FEBRUARY 4, 2025

A fulsome discussion took place on the Minutes of February 4, 2025, that was sent to Council for approval.

Mercedes Morris noted that her report regarding her attendance at Prime Time was not documented in the minutes and asked why it had been omitted, especially as reports from other attendees were included. She expressed that, as the only Black member of leadership present, the omission felt particularly disappointing during a time when the union is actively championing diversity, equity, and inclusion. She encouraged greater awareness moving forward and reiterated her previous suggestion to consider the use of a recording or dictation device to assist staff and support accuracy and fairness in record-keeping.

Jameson Kraemer suggested that Councillors send in their edits/reports to the Recording Secretary for inclusion.

The Minutes will be approved at the next Council meeting.

TABLING OF OTHER BUSINESS TO BE INCLUDED IN #10

- AFBS coverage – John McGrath
- Organizing – Gord Rand

CHAIR’S REPORT

President, Kate Ziegler, welcomed and introduced the alternates, observers and those present.

She reported that at the last meeting she talked about the North Committee and said that, with all that has been happening, this has been put on the back burner momentarily. She will address this in April.

COUNCIL HONORARIA (INCLUDING OSLOs, ADVOCATES, ETC. – PAUL

Paul Constable said that typically when the IPA is negotiated, Councillors’ per diems, honoraria, etc. are adjusted accordingly. Currently, 3% has been built into the budget for this fiscal year. He asked if Council would like to raise

it to match the IPA. Theresa Tova said that the National Council decided not to take an increase because of the optics.

Heather Allin said that the honoraria are locked into the By-Laws and tied to the same level as the IPA. She suggested that Council separate the OSLOs from the governors because she felt that ACTRA Toronto should ensure that people are fully compensated. As far as governors are concerned, she felt that they should not take the 6% and felt that going forward Council continue with the practice of matching the increases according to the rate negotiated in the IPA.

Jameson Kraemer agreed with Ms Allin but felt that Council should review the Ombudsperson's honoraria. He did not believe in a 0% increase. He agreed that 6% was a bit high but agreed with a 3% increase. Ms Ziegler said that the draft budget includes the 3% increase.

In response to Kenton Blythe's query, Alistair Hepburn said that currently the "Green Sheet" rate (which includes the Council meeting honoraria) is \$152.99. This rate would be increased by 3% pending approval.

Joy Tanner agreed and supported Ms Allin's position regarding the OSLOs but agreed to keep it at 3%.

Tim Beresford agreed with the 3% raise and agreed with Tova's point re the optics.

Ms Allin said that next year the increase should be 6% and 4% the following year. She said that every time that she is out talking to members, "they are aghast at how little they make and that we should get much more."

Tova agreed with sticking with 3% and not 6% as everyone is taking a bite.

It was suggested that the other honoraria be taken to the By-Laws Committee to review when we restate the budget in the summer. Ms Ziegler said that at the moment there will be no change. A straw poll was taken and a 3% increase was agreed to across the board.

NATIONAL COUNCIL DEBRIEF – KATE

Ms Ziegler said that she was incredibly disheartened by the way National Councillors talk to each other and the difficulty of examining everything, especially the Minutes. She said that she felt that Toronto was being chastised. She said that she had warned that the dues rollout process would be very difficult and it is proving difficult.

Gord Rand said that he had the experience last year and said in December that we should pay attention to the feelings in the membership and that was shutdown. Had this been taken into account, the dues rollout would be easier.

Tavia Pereira said that she feels safe to contribute at National Council about not doing this increase. She wanted to make this dues rollout to 2026 but even this table did not listen. A Councillor made a statement about the Toronto President leaving the National Council meeting that was subsequently withdrawn.

Angelica Lisk-Hann said that everybody present was there for a reason and felt like there was a bit of a disconnect. She said how they react to things is on them. She said, "We need to take a deep breath; we are here to help the membership and everybody wants to be heard. I would like to bring a new vibe in here." She said that, "We are stronger together and this too shall pass. Do not let things define your term and life."

Mr. Constable said that he sees the benefit of National but struggled with the two-day meeting in February which did not go well. He said that Toronto's agenda was ignored. He said he sees a big challenge ahead of us in the next 20 months.

Joy Tanner said that the membership feels that decisions are handed down to them. She said that it is incumbent upon us to let the membership know that we are not handing decisions down to them.

Mr. Kraemer said that in the online meeting he attended it was a very bizarre feeling. That room was very anti-Toronto.

Mr. Alevizos said that he felt that Toronto did not go in as a team. He said that there was a separate meeting and, optically, it felt closed off. Ms. Morris responded that she was sorry he felt excluded but clarified that there was nothing serious or private happening in the library. She noted that there had been a Toronto branch prep meeting on Day One, which he was free to attend, but he chose not to join their table.

She added that while the union often discusses optics, we do not post any updates from the National meeting online for members to see or engage with. She shared that she will follow up with National Council through Mr. Hepburn to ensure that social media posts are done in a timely fashion—something she brings up at every National meeting.

Ms. Morris also noted that the situation that occurred while amending the Minutes was unfortunate. She acknowledged that the current style of minute-taking has its pros and cons, but emphasized that, since we often speak about the importance of diversity and BIPOC representation on Council, it's necessary to reflect on moments like these. She asked: "When your contributions cannot be minuted or recognized as a BIPOC leader, how do you feel valued and included?"

She concluded by expressing that she hopes we can work together and be better allies to one another. She said she hoped the spirit of the Toronto Motion—supporting BIPOC persons in leadership—will be felt at the National level, so that it may become a safer and more inclusive space. However, she also stated honestly that she did not feel safe at the National table.

Gugun Deep Singh said that it is rare to find a room that is safe, not just here.

It was pointed out that the alternate protocol was not followed so folks like Mr. Kraemer did not feel included.

The meeting was then held in camera from 11:07 a.m. to 11:35 a.m.

Gord Rand said that he was not proud of the outburst that he had at National Council. As far as the alternate protocol, he said that the By-Laws are not being followed. He said that he had 24 hours to find an alternate.

BY-LAW 8.1 (c) - "In the second year of a Council's mandate, Council may establish a committee to review the By-Laws to identify any issues and recommendations for Council to discuss that may then be presented to the general membership through a referendum as above."

Alternate Sally Nakazi said if the By-Laws Committee is not exclusive to the participation of Council members, she would like to be part of the Committee. She said that there is a lot of improvement needed in terms of governance.

Mr. Singh said that he brought this up so he could lead the Committee.

Mr. Hepburn said that it is the will of this Council who should sit on the Committee.

Mr. Kraemer had no problem with the make-up of the Committee but recommended a sociocratic method.

Ms Lisk-Hann said that she and David Sparrow were part of a previous By-Laws Committee. She suggested focus groups and then bring those groups together to discuss their concerns. She regrets that they did not do this at that time.

Those interested in sitting on this Committee should get in touch with Ms Ziegler. She is happy to have a conversation with Mr. Singh regarding how this Committee is run.

AGM SCHEDULING

Mr. Hepburn said that we need to have an AGM before May 31st. Mr. Hepburn responded, “yes”, in response to Ms Nakazi’s query if the appointment of auditors is confirmed at the AGM. He said that there is no requirement to have an in-person meeting. The quorum is 50 Full Members.

Ms Pereira asked whether Council wanted to hold the AGM before or after the Awards. She suggested May 30th.

Mr. Hepburn suggested the week of May 26th. Further discussion took place. Mr. Cleland said that Council might want to hold it earlier depending on the outcome of the dues referendum.

Ms Tanner suggested the week of May 12th but Mr. Hepburn pointed out that he did not believe that we will have the Audited Financial Statements then. Mr. Constable said that we have lost our experienced auditors and have new auditors appointed. Mr. Hepburn said that there will be some else taking over our files and they need to be brought up to speed.

Mr. Hepburn and Ms Ziegler will bring forward a few dates to Council. We need to consider whether the AGM will be in-person or hybrid.

MEDIATION & TRAINING UPDATE – KATE

Ms Ziegler reported that she will be meeting with two of the organizations, that we are looking at to provide mediation training, tomorrow. She cautioned that we have to be aware of the cost of this training. Heather Allin would like to know who is in the running. Tonjha Richardson would like to be in attendance at the meeting with Ms Ziegler if she is able to. Ms Ziegler said that she will not be making a final decision at this meeting. Mr. Rand asked if there were other options that would be less expensive. Mr. Hepburn said that there are other free options that are not individualized.

Ms Lisk-Hann asked whether Council could all ride this out and get along until the dues issue is sorted out especially since ACTRA Toronto is running at a \$1.8M deficit. Ms Allin responded that Council has tried over a year to find a bridge and balance where the environment is not toxic. She supported Ms Richardson’s request to be involved in the meeting.

Ms Morris respects and appreciates the value in training. It is not about the training but our application where she is concerned. Since it is going so late in their term, it is not the best return on investment. She suggests having one person take the training, like Luisa Alvarez Restrepo, and share what she learns as she will be here longer.

Ms Richardson said that we need to bring awareness and respect – “When we are talking about expenses, we are talking about our mental health, etc. It is not about dollars and cents. We need to get the training in real time.” She

said, “I cannot do my work here if I do not feel safe. Let us heal together. We are talking about our lives; we are people who are hurting each other.”

Ms Pereira said that “The fact that we are talking about money is micro-aggression. We did not think about it when we sent money to the AFC” and thinking about sending money to B Street. Ms Ziegler said that B Street cost will probably be prohibitive to us.

Samora Smallwood said that in terms of this we see so many claw backs – women of colour are being exploited. She suggested having a guidebook for Councillors and staff. We have a chance for supporting women of colour.

Ms Tanner said that Council needs to walk the walk. They put Ms Alvarez Restrepo in the line of fire when she spoke up to Council in November.

Mr. Constable pointed out that there is a Special Council line in the budget for \$127,000.

Mr. Kraemer said that he would feel more comfortable if this expenditure would help future members. He said that he was not aware of the letters that Ms Tanner referred to that Ms Alvarez Restrepo received.

Ms Lisk-Hann said that what is going on here is a mental health issue. She suggested going to Ron Zammit/AFBS and asking them to carry that cost.

Tania Cardwell said that the AFBS has some wonderful training programs – one of them is the First Aid and Mental Health training. They have great resources and the costs are very little.

Mr. Alevizos said that this Council is based on member engagement and members feeling safe. If there is a reason why we are not feeling safe, it shows contention – it shows that membership engagement is very selective.

Tim Beresford said that the day the Motion was put forward, he spoke generally. His engagement has not waived. He hears what everyone is saying about money and value but there are a lot of programs out there that do not cost anything.

Matt Lemche said, “It is about having the receipts when we all do this training together and make eye contact. It is important to carry this forward with new Councillors.”

OTHER BUSINESS

- AFBS coverage – John McGrath – It was pointed out that the different levels of coverage are not on the AFBS website. James Lipscombe (AFBS) has said that there have been errors and this information has not been shared with the membership. Ms Cardwell talked about AFBS coverage and reserve accounts. Ms Ziegler suggested that we go back to AFBS to get more information.
- OFL – Matt Lemche
- Organizing – Gord Rand – Mr. Rand asked if there were any updates on this file and what the plan is. Mr. Hepburn responded that ACTRA Toronto had originally been paying 50% of the National Organizer’s salary. This stopped in March of this year. We have received many good applications for the position of Director of Communications and Organizing. What we budgeted for in the upcoming year for the shared Organizer, we will not be remitting to National.

B-STREET – ALISTAIR

Ms Ziegler said that she has heard a lot of people talk about B-Street and the return on investment. She said this will not help the members who do not live downtown. There is a lot to discuss regarding the feasibility of this venture. Mr. Hepburn has explored the timeline of an agreement and B-Street have said that we have to sign up for a minimum of one year.

Victoria Brooks said that it seems like it is an investment in ACTRA members' future. Mr. Kraemer said that he can see it being of value to those who can afford it. It feels like self-tapes are here forever. He asked, why the Gordon Pinsent Studio cannot be used for self-tapes. He said that the return on investment is very questionable to him.

Mr. Hepburn said that \$15,000 ask from B-Street, \$20 an hour from members and technical support is \$60 per hour. In order to open the GPS, it would mean that we would have to hire an additional employee which will cost more than \$60,000 annually.

Emily Hurson said that if B-Street cost does not include technical support then it is not a good deal.

Mr. Alevizos said that it would cost \$173 for 1.5 hours and \$120 for an hour. He understands that it is not much of a deal but said that it is something.

Ms Ziegler suggested sending out a survey to the membership to gauge their interest. Ms Nakazi suggested that all the details are included in the survey.

Ms Tanner said the \$60 for a technician cost on top of \$20 which does not include a reader – it elevates the idea and is awesome for her. She said ACTRA Toronto can write these expenses off. Mr. Hepburn pointed out that as a not-for-profit organization, we do not pay taxes.

Ms Ziegler said that the cost to the member is \$15 and not \$20.

Further discussion took place.

Ms Brooks said that she would like to do a targeted survey to Apprentice Members.

Mr. Rand, Mr. Singh, Ms Brooks and Tova will meet to discuss this.

ELECTIONS UPDATE – ALISTAIR

Mr. Hepburn said that ACTRA Toronto has lost a biggest champion in MPP Dr. Jill Andrews. The Liberals do not have a leader in the house. Marit Stiles will continue to be a friend to us. We will continue to work with the party in power.

Mr. Hepburn reported briefly on the Compass file.

Mr. Constable said that Stephanie Bowman (Liberal), Don Valley West, is an ally.

Mr. Rand announced that he will be running for Federal Green Party MP seat.

OTHER BUSINESS (CONTINUED)

- OFL – Ms Ziegler will sit on smaller committee meetings.
- Save the CBC – are gathered at a church today.

OLRB – IN CAMERA

Council met in camera from 2:00pm to 2:43pm.

Notice of Motion – Tim Beresford:

“That ACTRA Toronto Council examine the Toronto NCA Bargaining Team.”

DUES INCREASE REFERENDUM UPDATE

If it passes, we need to deal with members and keep them engaged and put strategies in place. If it is not successful we need to have a serious conversation on our next steps.

UBCP had a meeting with their members on Monday night and yesterday. Ms Ziegler said that they have separate By-Laws.

Mr. Kraemer said that if the dues increase is voted down, we will not be able to ask for another increase in two years. He asked, is there a version of a plan that it can be presented in a year? Ms Ziegler said that if the increase gets voted down, we would look to see how we can go on.

Mr. Alevizos said that ACTRA Toronto as a whole has been operating at a pretty bare-bones level. We have not held any conferences and a lot of the deficit comes from lack of work. Mr. Hepburn said that our highest expense is staff. Mr. Alevizos asked, “What can we cut? Our expenses are relatively low.” Mr. Hepburn said that as August Lew says, our expenses are “stagnant and predictable”.

Mr. Cleland said that if there is a no vote, we should go back to the members and tell them we need more revenue and ask them what we can do. He said that the stunt people were mortified that we were staying at Queen’s Landing. We owe it to the membership to be transparent.

Mr. Constable said that based on the referendum we had budgeted a \$1.5M deficit, if it does not pass the deficit will be \$1.9M. Lives will be affected by this. He said that he did not have a solution for this. We only have a two-to-three-year window of safety. We are in a dark dark time.

Ms Lisk-Hann said that some members were not happy that National was not at the Town Hall. It made people feel unseen – “you are going to do what you are gonna do!” They will have the same attitude. She said that the Stunt Community had a lot of issues and they have discussed and talked about things and things have been good. There are a lot of things that can happen. A lot of Stunt Co-ordinators might consider going to the DGC. It is not a fix but it will hurt stunt riggers, etc. There is talk about having a stunt union – talk about may be having someone outside the union – a forensic auditor. If people say yes or no, we still have to fix the problem. We need to get people back and aligned. What matters is what is the plan moving forward?

Mr. Blythe asked what can be done to heal the wounds. He suggested sending a list of priorities to the membership to review.

In the interest of time Ms Ziegler suggested that the Op Plan discussion be moved to the April 1st meeting.

Mr. Rand said that the gap is what the members want from the union and what they get. Ms Hurson suggested that we need a revised plan if the dues increase does not go through.

Geoff Scovell said that 200 stunt people across the country agree with the dues increase and asked why can't there be a flat fee. Ms Tanner asked Ms Ziegler her thoughts on this. She responded that she has been reviewing a few scenarios. ACTRA Toronto had approached National regarding By-Law changes but they did not make it on the agenda. These will go to the Constitution Committee for review.

Mr. Alevizos said that we should have a sort of dividend fund where the money goes back to the membership.

Angelica Lisk-Hann said she would be inclined towards the special assessment.

Ann-Marie Zammit asked about the "one and done" that had been suggested as there are members who would love to be part of the union as Full Members. Ms Ziegler said that this was on our agenda that was not put on the National agenda. Mr. Rand thanked Ms Ziegler for banging on the drum for one and done and the special assessment.

Ms Tova said that "one and done" will go to the By-Law Committee. She said that there is a place and it is not that they were not looked at. Ms Hurson pointed out that we had asked for this information about a year ago. Ms Ziegler said that no information was given about the status of the ask.

OP PLAN DISCUSSION

As suggested earlier, Ms Ziegler said that the discussion on the Op Plan will take place at the April 1st meeting. Ms Allin suggested that it be sent to Council as a separate document for their input.

Ms Ziegler suggested that ACTRA Toronto put together a strategic plan so that the Op Plan flows through that.

MEETINGS AND COMMITTEE UPDATES FROM FEB

Diversity and Inclusion: Mr. Alevizos said that he would like a third Co-Chair on this committee.

Creators Corner: Mr. Rand said that he is talking to the DEI Committee re Creators Corner. He would like a page on our website and will be meeting with Mr. Hepburn to discuss this.

YEAA: Ms Morris has received a few applications for a new Co-Chair position. She will be doing the approval process by email so asked Councillors to watch their in boxes.

Social Media Analytics Data Collection: Ms Morris would like to do a quarterly report.

Norther Ontario Committee: Ms Ziegler is planning to meet with the members in North Bay within the next month.

WORD FROM SET

- Mr. Beresford said that about three weeks ago a member contacted him about a non-union breakdown for the provincial Liberal party. Mr. Hepburn approached his contact in the government and this was changed to a union spot.
- Mr. Alevizos reported on an audition protocol. He was sent \$200 to do a self-tape for a TV show.
- Tova said that she was bumped to principal performer on a production that she recently worked on.
- Ms Tanner reported on an ADR. She said that some of the companies are using AI. There was a non-union performer changed by AI.
- Mr. Cleland said that performers are still receiving short notices for auditions. Ms Ziegler said that performers should send in this information as we are collecting data on these instances.

- Members have complained that they are not allowed to vote on the referendum in spite of them be a Full Member. We need to bring the eligibility up. Ms Ziegler said that this is for the Constitution Committee.
- Mr. Hepburn reported on an agent who has not remitted payments to performers in a timely manner. Through a lot of work from EIC and ACTRA Toronto, Breakdown Services will not be sending out any breakdowns to them. This forced the agent to pay to get back on the Breakdown Services list. However, they are in arrears again! Ms Tanner is concerned about members not being paid by the agent. Mr. Hepburn responded that ACTRA Toronto is working with EIC on this. Tova said that the EIC is helping everyone not just union members.
- Mr. Alevizos said that many members come up to him to talk about a new show going into production. Nobody has heard back from them. This will help the disabled community. Many members have auditioned. Mr. Hepburn reported that ACTRA Toronto has not received paperwork on this.
- Ms. Morris said it would be lovely to post a follow up on the money that was sent to the AFC during the LA fire. She said that she wanted to make it clear that the donation is accessible to ALL our Members. We have some Councillors who thought the \$25,000 AFC donation was just to members in L.A affected by the L.A. wildfires, so if Councillors aren't clear on that, maybe some members aren't as well.
- Ms Richardson said that she is a proud recipient of AFC's help back in the day. They were not demeaning. She said that we are requesting this training and mediation for not only those of us who are affected but we are bringing it home. It goes deeper than this table.
- Ms Ziegler announced that the ACTRA Awards in Toronto has a host! It is the incredible Angelica Lisk-Hann.
- Mr. Hepburn asked Councillors to get in touch with the Awards Committee if they know of anyone who can be sponsors.

ADJOURNMENT

Gord Rand moved to adjourn the meeting at 4:09pm.

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 February 5th for 90 minutes on Zoom.

- “New faces only” being asked for by most BG agents, causing performers to not be used again, despite only being in the deep background, however, some performers seemingly ignore this request, and end up working more often.
- How do performers inquire as to if a role is still actually still available, without seeming uninterested? Or difficult/ungrateful? If the auditions are for ‘backups.’
- We want a conference! Preference for in-person.

The Apprentice Caucus will meet next on March 27, at 14:00pm at ACTRA Toronto, all ACTRA Members are welcome! Ask Victoria Brooks or Nicole Valentin for the link, or email apprentice@actratoronto.com to be added to their mailout list.

Executive Liaisons: Vice-Presidents, John Cleland, Amy Matysio & Kate Ziegler
Staff Liaison: August Lew

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

Initiatives:

AYA Name Change: The ballots were counted and the membership has voted to keep Act Your Age in place – AYA for short.

Voice Project: Tracey Hoyt and Heather Dick have contacted all the actors on the spots and preparing for a launch. Social media outreach will be the start of the campaign. They appreciate the support from President Kate Zeigler and Vice-Presidents Amy Matysio, and John Cleland. Creator Ms Hoyt and Ms Dick are steering the project committee.

New Co-Chair Search: To date, there are no replacements for Anne Wootten and Heather Dick, so we have added a call to the AYA February/March.

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

Child Advocate, Angelica Alejandro

- Responded to questions from parents about Minors Trust, Dues Increase and PCPA.
- Proposal for ACTRA Toronto Minors Committee was submitted to ACTRA Council and received approval. Many thanks to everyone for the continued support in the months and weeks to come as they begin work on this Committee.
- Spoke with Manitoba Past President to provide assistance with information for a session they are holding in their branch for members.

Executive Liaisons: Paul Constable & Kate Ziegler
Staff Liaison: Jennifer McGibbon

Editorial Committee – Chair, Joy Tanner

On March 4th, Staff Editor Jennifer McGibbon and Editor Joy Tanner met to discuss the upcoming calendar. The following are pieces that will be released this spring:

- Ask an Expert Series will currently highlight taxes
- Winter Applause
- Spring Applause
- Award of Excellence interview with Deb McGrath by Joy Tanner will drop on March 31st
- April will see the roll out of nominee biographies for the Awards
- A short feature of David Connelly (the new AD at Drayton Entertainment) by George Alevizos
- Get to Know Your President introduction of Kate Ziegler to the members

Other news and in the pipeline: working on an Ask an Expert piece on Estate Planning, new Commercial Spotlight. The Puppeteer piece originally slated for January has been pushed to June.

Staff Liaisons: Luisa Alvarez Restrepo

Meetings/General

- Committee meeting held on February 25th, 2025, next meeting set for March 18th.
- outACTRAto general survey results:
 - Moving to regular meeting schedule (3rd Tuesday of every month).
 - Keeping alternating Zoom and Hybrid Meetings.
- Field testing meeting minutes recap in Instagram stories for increased accessibility and committee reach.

- As CAFTCAD partnership is moving forward, outACTRato and our Gender Diversity Subcommittee are seeking a performer to join the panel event planned for later this year.

- Winning team, *Last Call*, has completed their fundraiser and should move into production shortly.

- Subcommittee is currently completing a first draft of a report similar to the current Guidelines for Working with Queer Performers. This new report will be focus on specific needs of trans and non-binary performers.

- First meeting of the year set up for March 4th, 2025.

TAWC – Co-Chairs, Heather Allin and Tonjha Richardson

They are happy to introduce, welcome and thank Lacey Creighton, as their Social Media guru. TAW*C's Social Media presence online is revitalized and they are grateful for Lacey's hard work and dedication to building the community. Please follow them —IG: @actraTAWC.

We acknowledge that we live, work and create on the unceded and traditional lands of the Ho-de-no-sau-nee-ga (Haudenosaunee), Anishinabewaki ᐱᓂᓴᓇᑦᕐᕐᖅ, 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.

*Recognizing the terms “Woman” and “Women” (Female/Male/Man/Men) are gender constructs and 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. We 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.

Staff Liaison: Grace Hawkins

Attended the CODA Interactive Strike Town Hall. Some noteworthy points include.

- Games on SAG-AFTRA's Interim and Tiered Budget Agreements are now making more money than things on Side Letter 6. (i.e. Union videogame production environments *with* AI protections are now making more money than those without). They have 60 developers who are happy with SAG-AFTRA's terms.
 - The Interim media agreement and Interim tier agreement are used per-project, so company wouldn't *have* to become a signatory. Might be worth looking into for future agreements.
- Game Jam Waivers and Student waivers are also being worked on at SAG-AFTRA. These waivers will also come pre-equipped with AI protections.
 - With an increase in our outreach and presence at conventions like XP Game Summit and TAAFI, having an agreement to help indie creators become accustomed to working with the union sets up groundwork for potential future clients.

Next voice committee meeting is on March 10th 2pm-3:30pm

Executive Liaisons: George Alevizos & John Cleland

Staff Liaison: Grace Hawkins

YEAA – Chair, Mercedes Morris

- February 4: YEAA held a joint Social & Social Media Subcommittee Meeting to plan a Black History Month event.
- February 12: The committee attended the Toronto Black Film Festival as a group outing. Members watched the opening night film, *Fight Like a Girl*, and attended the Ernie Hudson Tribute. Despite the snowstorm, four YEAA members braved the weather—they salute their winter warriors!
- February 19: A Call for a New Co-Chair was officially released. The details were included in the February 19th e-blast and sent directly to the YEAA email list. Thank you to everyone who helped spread the word.

Social Media Insights:

- From January 26 – February 24, their socials garnered 3.6K views, with both views and interactions increasing.
- They are planning a big social media push for their next meeting, which will be in-person and feature a prize giveaway and snacks.
- The goal of this meeting is to survey members ideas and interest in future events and initiatives for 2025.

Looking Ahead:

- As always, YEAA remains committed to their mission to engage, educate, and empower emerging artists.

OTHER REPORTS

Inclusion and Community Development

Luisa Alvarez Restrepo, Director, Inclusion & Community Development

- Committees
 - Supported the D&I Committee with their January 20 meeting as well as their Black History Month event.
 - Supported outACTRAto's February meeting.
- Partnerships
 - Finalized conversations with CAFTCAD to support their workshop on working with Trans and Non-Binary performers. She also connected them with Spindle Films, whose Trans Film Summit ACTRA Toronto supports at TIFF. They have joined the workshop as a partner as well. Details are being finalized and details about the date and panelists will be shared as soon as confirmed. outACTRAto co-chairs Matt Lemche and Madelaine Rose played a key role in these conversations.
 - In talks with Reel Asian, Inside Out, and Reelworld to renew ACTRA Toronto's partnership for this year. This is Reelworld's 25th anniversary so conversations also include the possibility of programming outside of festival and summit dates.

- Conversations continue with TIFF to support and be part of their year-round programming. ACTRA Toronto are currently in talks to be part of their [Next Wave](#) programming.
- Industry Events
 - Luisa Alvarez Restrepo attended PrimeTime and had the opportunity to connect with producers, performers, and key advocacy organizations; follow-up meetings have been scheduled. A lot of her work continues to focus on one-on-one conversations to dispel myths about working with ACTRA Toronto. There is still distrust from underrepresented creatives as well as lack of knowledge of resources available such as ACTRA Toronto's Low Budget Guidelines. The main feedback I receive during these conversations is surprise about the resources available as well as relief in knowing that there is a dedicated DEI role they can first reach out to when needing to talk to the union.
 - Ms Alvarez Restrepo attended TIFF's Canada's Top Ten launch. It was a good opportunity to reiterate to TIFF our desire to see them offer more support for Canadian performers. She will be following up with meetings to further discuss.
 - Spoke to [CMU](#) students at a lunch-and-learn. This was part of their series to connect students with the industry at large. Topics covered included our work in hair and make-up equity as well as the role they play in shaping the experiences of ACTRA Toronto performers.

Outreach and Industry Development

Taisa Dekker, Director, Outreach and Industry Development

- Negotiated a sponsorship agreement with [XP Game Summit](#), a video game conference taking place June 12th & 13th in Toronto. Stay tuned for ACTRA Toronto Member ticket discounts and more about the union's involvement in the event.
- Met with the video game task force members about agreements for indie game developers.
- Attended the [panel](#) discussion, "Perspectives on the Future of the Canadian Film Industry" at TIFF Lightbox and networked with attendees.
- Met with ACTRA National organizers and UBCP Industry Relations staff to discuss organizing initiatives in respective jurisdictions.
- Grace Hawkins and Ms Alvarez Restrepo met with Anna Sikorski and Serena Gelinas from ACTRA Montreal about indie video game productions in Ontario and Quebec.
- Met with ACTRA National Associate Director of Organizing Francois Desjardins about the history of industry relations work in the Toronto branch, fighting the NCA lockout, and goals for organizing across Canada.
- Met with 3 of SAG-AFTRA's organizing staff about their [Influencer Agreement](#) and [Influencer Waiver](#) to learn about the development of the contracts, challenges, and successes. I was on the call with fellow ACTRA staff Tracy Ho from UBCP, Shannon Joutel and Julia Lee from Montreal, and Francois Desjardin and Neha Soni from National.
- Attended a webinar about the IP Fund, Interactive Content stream, hosted by Ontario Creates. The [Intellectual Property Fund](#) is intended to drive economic growth in Ontario's screen sectors, with a Linear Content stream (feature film, digital series), and Interactive Content stream (video games, XR content)
- Attended a planning meeting for the upcoming Durham Region Film & Television Career Fair on March 17th along with other organizations taking part. Information about the event is available [here](#).
- Met with a company interested in engaging ACTRA Toronto members on a new video game production.
- Took part in [Kingston Creative Industries Day](#) on February 28th. ACTRA Toronto was the presenting sponsor of the Video Game Performance panel, which she moderated, and she represented the union on the "Breaking In" panel about unions and organizations. ACTRA Toronto had a booth in the Table Talks Networking portion of the event, which was sold out.
- Post-Secondary outreach to performance programs to promote ACTRA's work to protect performers and encourage graduates to become union members:
 - Seneca Polytechnic, Acting for Camera and Voice – 25 students on February 3
 - George Brown College Theatre, Business of Acting, joint presentation with Canadian Actors Equity Association – 24 students on February 21

- Humber College, Performance – 48 students on February 24 with Tavia Pereira

Ontario Green Screen

Taisa Dekker, Director, Outreach and Industry Development

- Attended the OGS Communications Subcommittee meeting on February 20th, where we discussed promoting the new climate & sustainable production training course, which will be available soon, and upcoming comms initiatives.
- ACTRA Toronto members interested in becoming Ontario Green Screen Ambassadors can apply here: <https://www.ontariocreates.ca/filmcommission/ogs-ambassadors>
- ACTRA Toronto members can watch previously-recorded OGS Community Meetings and Panels here: <https://www.ontariocreates.ca/filmcommission/ogs-community-building>