

**ACTRA TORONTO
COUNCIL MEETING – IN PERSON & HYBRID
TUESDAY, May 6, 2025**

PRESENT

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

ABSENT

Alana Bridgewater

COMMITTEE & MEMBER CAUCUS CHAIRS, OMBUDSPERSON

Victoria Brooks, Chair, Apprentice Caucus
Cory Doran, Co-Chair, AI Subcommittee
Jamie Jones, Stunt Committee Representative (Zoom)

OBSERVERS – IN PERSON & VIA ZOOM

Sandy Crawley
Paul Marques
Shack Shackleton
Zoom Attendees – See attached

ALSO PRESENT

Alistair Hepburn, Executive Director, ACTRA Toronto
Avia Allen, Director, Communications and Organizing, 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
Tania Cardwell, Stunt Liaison, ACTRA Toronto (Zoom)
Freda Merritt-Gambrill, Recording Secretary, ACTRA Toronto

Member Zoom Attendees

Danielle Ayow
Stephen Bogaert
Julia Borsellino
Caitlin Driscoll
Allegra Fulton
Joanna Haughton
Melissa Kelly
Brennan Martin
Alex Milner
Janet Porter
Geoff Scovell
Bill Williams

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

The reading of the Land Acknowledgement by Gord Rand was followed by the reading of the Land Acknowledgement by Elana Dunkelman.

APPROVAL OF THE AGENDA

MOTION #1

Moved by Heather Allin seconded by Kenton Blythe:

“That the Agenda for the ACTRA Toronto Council Meeting of May 6, 2025, be accepted.”

CARRIED

APPROVAL OF MINUTES FROM MARCH 18, 2025

MOTION #2

Moved by Heather Allin, seconded by Elana Dunkelman:

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

Discussion

Page 4: Typographical error - 6th paragraph, second sentence should read, “She said that every time that she is out ~~taking~~ **talking** to members,”

Page 7: First paragraph, second sentence should read: “They put Ms Alvarez Restrepo in the line of fire when she should up to Council in ~~August~~ **November.**”

Mercedes Morris said that at Council a statement was made that was then retracted.

This Motion was tabled until changes from Mercedes have been received.

TABLED

MOTION #3

Moved by Paul Constable, seconded by John Cleland:

“That the Minutes of the ACTRA Toronto Council Meeting of February 4, 2025, as amended, be accepted.”

CARRIED

Samy Osman – Abstained.

TABLING OF OTHER BUSINESS

- Trump's tariffs
- Council statement – Gugun Deep Singh

CHAIR'S REPORT

President, Kate Ziegler, reported.

- Since the March meeting, Ms Ziegler has continued member outreach and industry work, including meetings with CION, TAMAC, and representatives from the Immersion Room.
- She was invited to chair the years inaugural Stunt Committee meeting and worked with staff and committee chairs on a system to improve workflow, aiming to bring forward a proposal to council in June.
- She continues to liaise with the D&I Committee and has been working with members from Sudbury as they find their footing as one of our newest committees.
- She was present at the PRS Board meeting in April where jurisdictional concerns were addressed and the digitization of records to support residual tracking was proposed.
- The ACTRA Toronto Executive worked with the national team on the tentative agreement with the ACA. Over a series of meetings: A one-year extension, a 3% raise, and a quarterly AI review agreement were secured.
- Meetings with Minister Cho's staff, NCA Task Force members, and Grassy Narrows organizer Dan Mossip Balkwill also took place.
- Ms Ziegler attended the Ontario Provincial court with members on April 29 in support of those impacted by an active criminal case.
- She also participated in the first National Constitution Committee meeting of her term and looks forward to working with her national counterparts.
- She acknowledged the late agenda and committed to improving the process for Council with staff. Media inquiries about recent U.S. tariff threats were abundant in the days after Trumps big announcement. ACTRA Toronto is committed to working with industry stakeholders and governmental allies as we traverse the challenges wrought by the US administration.

Jamie Jones explained commercial diving. Alistair Hepburn said that although we lost three days because of the diving regulations, the production *Reacher*, continues to shoot here. He said that ACTRA Toronto is putting together a show and tell for the government to show them what the divers really do.

STAFF UPDATES

Alistair Hepburn reported. He introduced Avia Allen, ACTRA Toronto's new Director of Communications and Organizing.

He thanked everyone who participated in Maddy's Spring Market to honour an employee's daughter who passed away in February. Over \$8,000 was raised in support of the Canadian Blood Services.

ACTRA Toronto will be hiring a replacement to replace the employee who fell and injured themselves.

NEW MEMBER MEETINGS – ELANA DUNKELMAN

Ms Dunkelman said that she would like to organize quarterly New Member meetings. Ms Ziegler said that Councillors should email Ms Dunkelman and cc Nicole Valentin if they would like to be involved.

MINORS COMMITTEE – ELANA DUNKELMAN

Ms Dunkelman reported that ACTRA Toronto has a new Minors Committee. Mercedes Morris and Ms Dunkelman are the Executive Liaisons to this committee. The Committee does not currently have a budget. A proposal will be brought to Council after the Committee's first meeting on June 3rd.

MOTION EQUITY TASK FORCE – SAMORA SMALLWOOD & TAVIA PEREIRA

The following Motion, in consultation with Vice-Presidents Mercedes Morris and George Alevizos, was presented by Samora Smallwood and Tavia Pereira:

MOTION #4

Moved by Samora Smallwood, seconded by Tavia Pereira:

“Whereas recent years have seen a noticeable shift in public discourse and institutional commitment to Diversity, Equity, Inclusion, and Accessibility (DEIA), with some organizations scaling back or deprioritizing related initiatives due to political, economic, or ideological pressures;

Whereas ACTRA Toronto has previously committed to supporting DEIA principles, notably through Council commitments made in 2020;

Whereas ACTRA Toronto must continue to be a national leader in DEIA in order to effectively advocate for the interests of equity-seeking and underrepresented performers;

Be it resolved that ACTRA Toronto establish an Equity Taskforce, composed of approximately ten diverse performers, to lead meaningful community consultations focused on identifying the most urgent DEIA concerns impacting performers;

Be it further resolved that the Equity Taskforce work in collaboration with the Director of Inclusion & Community Development, and in close consultation with the Indigenous Screen Office, Black Screen Office, and Disability Screen Office, ensuring broad and intersectional representation;

Be it further resolved that, informed by these consultations, the Taskforce will draft a comprehensive DEIA Pledge and Guidebook to be adopted by Council Members, Committee Chairs, and the Executive Director, outlining actionable principles and standards to guide ACTRA Toronto's continued work in advancing equity within the industry.”

Discussion

A fulsome discussion took place.

Mr. Hepburn noted that Council cannot choose which staff should support the Task Force. He also pointed out that Council cannot pre-agree to adopt a Guidebook.

Ms Smallwood said that the Guidebook will be presented to Council with the goal of it being adopted.

Ms Morris said that maybe the DEI Committee could be included. Ms Ziegler asked whether they talked to the Committee regarding being involved.

Joy Tanner said that she wholeheartedly supported this endeavour and said that they need a Guidebook sooner rather than later. She said it definitely should be a standalone task force.

Ms Smallwood said that she would like to be connected with the Shine Network.

Sally Nakazi asked if the BIPOC TV and Film Office could be included.

Ms Smallwood said it is a good idea to put a proposal together. She said that it is premature to talk about budget because of the nature of this work.

Asante Tracey asked how the members of the task force can be selected. Ms Pereira said that she was not sure and that is why they need the help of staff.

After further discussion, the Motion was amended.

MOTION #4 – AMENDED

Whereas recent years have seen a noticeable shift in public discourse and institutional commitment to Diversity, Equity, Inclusion, and Accessibility (DEIA), with some organizations scaling back or deprioritizing related initiatives due to political, economic, or ideological pressures;

Whereas ACTRA Toronto has previously committed to supporting DEIA principles, notably through Council commitments made in 2020;

Whereas ACTRA Toronto must continue to be a national leader in DEIA in order to effectively advocate for the interests of equity-seeking and underrepresented performers;

Be it resolved that ACTRA Toronto establish an Equity Taskforce, composed of approximately ten diverse performers, to lead meaningful community consultations focused on identifying the most urgent DEIA concerns impacting performers;

Be it further resolved that the Equity Taskforce work in collaboration with appropriate staff and the ACTRA Toronto D&I Committee, and in close consultation with industry partners, such as the Indigenous Screen Office, Black Screen Office, and Disability Screen Office, ensuring broad and intersectional representation;

Be it further resolved that, informed by these consultations, the Taskforce will draft a comprehensive DEIA Pledge and Guidebook to be presented to the ACTRA Toronto Council with the goal that the work be adopted by Council Members, Committee Chairs, and the Executive Director, outlining actionable principles and standards to guide ACTRA Toronto's continued work in advancing equity within the Union and the industry.

CARRIED UNANIMOUSLY

EMERGENCY MEETINGS & EMAIL MOTIONS – TAVIA PEREIRA & GUGUN DEEP SINGH

Ms Pereira said that Council does not have the guidelines of what the process of email motions are and that Council should define guidelines for email motions. She said that they need to be informed of the date before the vote is counted. She said that having the question called on the date – perhaps that is something that can trigger an in-person meeting.

Mr. Hepburn referred to the guidelines that the Canadian Association of Journalists follow.

Jameson Kraemer said it would be helpful if there is a secondary notification. It would give everybody the opportunity to react. People need a little bit of time to process and read.

George Alevizos agreed with this. He said that the issue he has is what things are urgent make – it makes him feel he has to be on his email 24/7. He feels like there is a lack of respect of time.

Ms Allin said that the emails are being sent as bcc and Councillors cannot respond and discuss. Ms Ziegler sending emails without bcc'ing Councillors is good but she would not recommend it universally.

Ms Nakazi said that three business days is good and Council could then do a ratification at the next meeting.

Theresa Tova said that there were tons of motions that were sent by email and said that sometimes there is a lot to consider but in emergency situations timelines can be much shorter. She said that she liked the ratification process.

Mr. Hepburn pointed out that there were only two motions and not tons that were sent to Council via email for approval. He said that three business days are reasonable. Email motions are sent to Council because they are time sensitive. If Council agrees to five days then there will be things that will be missed.

Ms Tanner said that she likes Ms Nakazi's ratification suggestion but it is a moot point as it is only for archival purposes. Ms Ziegler said that ratification is more of a rubber stamping. Ms Tanner agreed that it should be transparent in the Minutes.

Regarding Emergency Meetings, Ms Pereira asked what happens if quorum is not met. Mr. Hepburn responded that the meeting does not take place and said that the Executive did not meet. He said it is not a matter of trying to silence anybody.

Ms Pereira asked for the discussion to be noted that she felt that Councillors are being silenced. She referred to the By-Laws about Emergency Meetings and felt that procedure was not followed and that the President did not meet with the Executive to deal with the issues that were raised regarding the request for an Emergency Meeting of Council.

President Ziegler suggested take a five-minute break. The meeting resumed at 11:54am and after a brief and vigorous discussion **Ms Ziegler adjourned the meeting at 11:55am.**

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 March 27th for 90 minutes at ACTRA Toronto and on Zoom.

- Many Apprentice Members have had a ‘bad year’ and would not have voted for a fee increase if they were included in the referendum. Other Members would have voted yes, as the increase is ‘modest’ and needed to continue to run the union.
- Feeling that the issues of basic dues and working dues ‘cap’ need to be unique.
- Excited about new EP Casting Portal for BG Performers.
- Interested in a list of Commercial Agencies who are/are not signed on to NCA.

The Apprentice Caucus will meet next on May 7, 11:00 on Zoom for 60min. Ask Victoria Brooks or Nicole Valentin for the link, or email apprentice@actratontoronto.com to be added to our mailout list.

Executive Liaison: Vice President, John Cleland

Staff Liaison: Clare Johnston

Child Advocate – Angelica Alejandro

- New Member Calls to Minors
- Minor issues/concerns as reported by members and Production.
- Participated in the Committee Chairs and Caucus Meeting.

Executive Liaisons: Vice Presidents, Elana Dunkelman and Mercedes Morris

Staff Liaison: Clare Johnston

Minors Committee – Chair, Angelica Alejandro

Discovery Work and Analysis

1. Two meetings have been held and in attendance were: Angelica Alejandro – ACTRA Toronto Child Advocate, Clare Johnston – ACTRA Toronto Staff Liaison, and ACTRA Toronto Executive Liaisons Elana Dunkelman and Mercedes Morris.
2. Based on my initial findings from historical and current discussion with parents, regarding the concerns and issues, there are opportunities to educate and engage our Minors. Discussions surrounding these in our two meetings as a group have identified the key areas we would like to move forward in addressing with the Committee. I have aligned these back to parts of the Operating Plan. On a high level and for brevity in this report, the areas have been identified as follows:
 - a. Diversity, Equity, Inclusion, Belonging and Accessibility
 - i. Membership Status and Work Category concerns and issues, Inclusion of Minor with the larger member initiatives and cross-opportunities with other Committees.
 - b. Bargaining

- i. Continued Communication, Focus Groups as needed, Specific Communication and Education highlighting Minors.
- c. Member Engagement, Education and Empowerment
 - i. Workshops, Guest Speakers, New Member Onboarding, Tailored Respect on Set Education for Minors (15-17), Education based needs specific to Work Category and/or Membership Status, Resources for Members, Rights and Advocacy.
- d. Organization
 - i. Minors that are pre-members, Outreach beyond the current school-based model, What is ACTRA, Becoming an ACTRA member and what that means
- e. Communications
 - i. Webpage amendments to Child Advocate page, Addition of Committee to Committees page, Committee newsletters, Socials, Accessibility (AODA), Minor2Minor.
- 3. Since the ACTRA Toronto Minors Committee is newly established we have no historical data to forecast our financial needs. Currently compared to other Committees and Groups, we have no allocation within the current budget. We propose that after our Committee meeting, we will determine if there are any financial requirements for the remainder of the year and bring those forth as a proposal to Council for consideration. We will ensure that we follow the established protocols with respect to any monetary request submissions.
- 4. We will develop a process to propose, discuss, approve and schedule the implementation of initiatives after having our first meeting as a Committee.
- 5. Progress will be reported back to Leadership and Staff regarding Committee activities as part of the Child Advocate Report, highlighting Committee activities as they occur.
- 6. Next Steps will be to organize and plan our First Meeting which will occur via Zoom.
 - a. Member Recruitment – Committee Introduction, Meeting invites will be sent to members (we have extracted membership information based on membership category and work category).
 - b. Organize Structure of Committee aside from Chair – to be discussed.
 - c. Schedule of Meetings and Communications – to be discussed.

Executive Liaisons: Vice-President, George Alevizos

Staff Liaisons: Luisa Alvarez Restrepo

outACTRAto – Co-Chairs, Matt Lemche and Madelaine Rose

Meetings/General

- Meetings held on March 18th and April 15th. Next meeting will be on May 20th, 2025.
- Co-Chairs Madelaine and Matt attended National Progress Pride Committee meeting on April 23rd.

Queer Your Stories Subcommittee

- *Last Call* has completed production and nearly finished post-production and will be submitting shortly.

Gender-Diversity Subcommittee

- Best practices document for working with Trans and Non-Binary performers in second draft and preparing for community consultation.
- Drafting memo to AFBS regarding vague language in their new Gender Affirming Care benefit.

Working the Scene in Rainbow Subcommittee

- Submissions closed on April 26th, received a record 20 submissions for our 5th installment of the event.
- Jury will meet to select scenes on May 7th.
- Event venue and date selected
 - Monday June 9th, 2025, at 1 College Street (Suite 610 – Théâtre français de Toronto rehearsal space) and on Zoom.

CAFTCAD (Canadian Alliance of Film and Television Costume Arts and Design)

- Spindle Films has joined in partnership, along with ACTRA Toronto for the panel on costuming for Trans and Non-Binary performers.
- Pannel confirmed for June 21, 2025.

Firecracker Department + outACTRAto

- Co-chairs Madelaine and Matt met with Firecracker Department's Naomi Snieckus.
- Discussed possible ways Firecracker Department + outACTRAto could collaborate.
- Will connect in the future to talk next steps.

Trans Picture Day- Spindle Films

- Held on April 27th from 10am–6pm.
- Matt volunteered from 9 am–1 pm.
- 20 performers had their headshots taken including 10 ACTRA Toronto members.
- Organizers discussed the possibility of running future events like this one.

Executive Liaisons : N/A – Staff Liaisons : Luisa Alvarez Restrepo & Taisa Dekker

TAWC – Co-Chairs, Heather Allin and Tonjha Richardson

TAWC Held a social event at PAL with the accessible performance of Women at Play(s). This matches our survey results of meeting every other month, and more social interaction events.

Both chairs attended the OFL Women's Committee meeting in April.

The guest speakers were Angella MacEwen

(https://substack.com/@socialeconomics?r=43pfzm&utm_medium=ios&utm_source=profile) social economist and writer, some publications through CUPE <https://cupe.ca/public-protections-against-trumps-tariffs> and Cheryl Paron, CLC Regional Representative.

Angella spoke of the current responses to the Trump tariffs being male centric in response, focusing on manufacturing and forestry, mining, etc. job impact. What isn't being talked about is the Care system, dominated by women in healthcare and education and social services. Her take on the reduction of inter provincial trade barriers is unnecessary as these are barriers exceptions and reductions are primarily in place. These existing or almost ready "exceptions" are inclusive, with an attention to best practice standards. What Ford is proposing is to be matching the least standard and therefore a race to the bottom.

The changes in immigration rules have heavily impacted the Education system, and they put the post-secondary community in crisis. With the job losses in manufacturing, forestry and mining, mostly impacting men, there is expected to be a return to the levels of intimate violence and alcoholism we saw during covid. What isn't being discussed is the service industries and local businesses that will be impacted with less \$\$ flowing. These workers are primarily female, non-binary, racialized women, indigenous women and girls. She also talked about buying Local, including choosing to use Square (Not a US or a right-wing owner) – over Shopify (an American, right-wing owner). I spoke of the position of Actors – that we are precarious workers, often having one day of work a year in our chosen profession; that when we buy Canadian, we need to also be supporting and consuming Canadian culture, the CBC, Canadian Film and TV; that the OFL members hire ACTRA Union professionals when recording. I further asked about lobbying and education efforts being made at the provincial and federal levels. Angella said that in a reach out by the Toronto Star she emphasized Buy LOCAL including an especially the arts and culture, and suggested folks go see a play, that's local and supporting arts workers. Women, and particularly racialized and intersectional people, cannot be the shock absorbers for the economy. They assured me education and lobbying is an ongoing pursuit and took the notes.

It was mentioned especially no as the world is under such turmoil, that we need to put everything through a Trauma Informed Lens – in order to ensure we are doing the most to reduce harm.

The OFL Women's Committee promoted a #WomenVote campaign, in promoting a Reproductive Rights Campaign and an Equal Pay campaign. They are also ditching Twitter/X and taking up BlueSky or BSKye www.bsky.app as a "Lean In" social media platform.

Shareables to OFL resources especially for vote:

OFL Social media handles:

Meta (Facebook): <https://www.facebook.com/OFLabour/>

Instagram: <https://www.instagram.com/onfedlab/>

BlueSky: <https://bsky.app/profile/oflabour.bsky.social>

X (Twitter): <https://x.com/OFLabour>

Federal Election guest speaker Cheryl Paron CLC Regional Rep. <https://workerstogether.ca> & <https://workerstogether.ca/resources/> & <https://workerstogether.ca/events/> This to make Entry Level into elections easier for all workers.

Voting likely moving to protectionist and strategic voting. Door knocking is reminding folks about their core values. It pulls people back into electing opposition voices to hold folks to the fire.

NDP Focused support to maintain 12 NDP seats and party status:

Hamilton Centre

London–Fanshawe

Windsor West

Timmins–Kapuskasing–Mushkegowuk

Taiaiaiko'n–Parkdale–High Park

OFL Convention resolutions for the Fall convention are being discussed.

They Presented Equal Pay Committee report, which confirms women are still making about 68 cents on the dollar that a man makes. Of note this has not changed in over 55 years.

Child Care report: <https://childcarenow.ca/stand-on-guard-for-child-care/> & https://www.childcareontario.org/election_2025

*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 ᐱᐢᐱᐢᐱᐢᐱᐢᐱᐢᐱᐢ, 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: Amy Matysio

Staff Liaison: Gail Hauptert & Taisa Dekker

Voice Committee : Co-Chairs, Ana Sani Anthony Sardinha and Emily Stranges

- The AI Subcommittee is requesting approval of their proposal: A motion was presented and fully supported by the AI Sub-committee members in attendance to request that ACTRA National create and approve an AI Task Force. As the AI Subcommittee is under the wing of the Voice Committee, they were hoping the Voice Committee could forward their request to ACTRA Toronto Council. They formally request to meet and discuss what they feel is an essential actionable item that needs to be addressed with extreme urgency and importance. The request is to create an AI Task Force that would oversee and implement a strategic Political and Public Pressure Campaign to create and pass new Federal Laws that would protect the individual, their VINL (Voice, Image, Name & Likeness) and the Financial Banking Security for every individual Canadian.

The Task Force would be comprised of three differently focused groups. The Task Force needs an AI Communication Group with a mandate to educate the membership and general public on the current state of AI and the complete lack of an individual's legal protections as our laws are currently written, and to educate membership/public about the unprecedented change to future employment levels. They additionally need a Rallying Group with a mandate to help unite, firstly, the other Artist Workers, Musicians, Authors, Directors, Publishers; and then the other At-Risk Labour groups that risk job loss due to AI implementation. The Third Group would be a Political Action group with a mandate to use all avenues, methods and connections available to help illustrate, identify and influence MP's and MPP's into making the moral and economic decision to support new Copyright and Individual Privacy Laws.

- The Voice Co-chairs will be meeting with a member of the Council approved Dialect Coach sub-committee to discuss their goals.

Executive Liaisons: George Alevizos & John Cleland

Staff Liaison: Grace Hawkins

YEAA – Chair, Mercedes Morris

YEAA kicked off the season with a well-attended in-person meeting on March 20, featuring a “blue sky” planning session, games, and a fun prize pack giveaway. This fresh approach, combined with a stronger social media push, contributed to high engagement. We also launched a WhatsApp group chat, now with 10 active members, to keep the momentum going between events.

In April, YEAA ran a ticket giveaway for the Next Wave Film Festival, sending four members to an "Actors in Focus" panel. Chair Mercedes Morris also attended and networked with emerging performers, boosting their visibility and gaining 15 new followers on Instagram.

They closed out the month with a Movie Day on April 30, drawing 15 attendees, half of whom were new to YEAA. A snack table and post-screening Q&A with four performers from the films, *We Forgot to Break Up* and *One Must Wash Eyes*, added to the experience. They celebrated Daniel and Pegah for their ACTRA Award nominations. Big thanks to Kenton for proposing the event, Mercedes for catering and décor, and Elena for volunteering.

YEAA is seeing strong growth and engagement, (112 new followers since February 1st) and they look forward to continuing this momentum throughout the year.

OTHER REPORTS

Inclusion and Community Development

Luisa Alvarez Restrepo, Director, Inclusion & Community Development

- Committees & Sub-Committees
 - Disability Alliance
 - Supported March 24 meeting.
 - Facilitated and attended meeting with the Disability Screen Office to discuss the planning of a Disability Alliance survey and their upcoming industry survey. ACTRA Toronto proposed ways in which the experience of union performers can be captured and support our industry conversations. ACTRA Toronto will continue conversations and look for ways to support each other.
 - outACTRAto
 - Supported April 16 meeting.

- Reached out to industry contacts to share the call for writers for the next edition of Working the Scene in Rainbow, taking place on June 9. We received a lot of enthusiasm including from TIFF's Industry team, WIFT, Reelworld, the Black Screen Office, and the Disability Screen Office. Learn more about the event, [here](#).
 - Supported the D&I Committee's April 15 meeting.
 - Attended Progress Pride's Spring meeting.
- Partnerships
 - The [CAFTCAD](#) virtual panel ACTRA Toronto is supporting on the topic of working with performers on the gender spectrum has been confirmed for June 21, and includes ACTRA Toronto performers [Makayla Couture](#) and [Breton Lalama](#). You can learn more about it [here](#). CAFTCAD will officially announce the panel on May 7; we will have a \$20 discount for members interested in tuning in to the panel.
 - Ms Alvarez Restrepo has been joining [Inclusive Pixels](#) for focus groups and one-on-ones to provide industry context. They are undertaking a research project (supported by the Canada Council for the Arts) on skin tone representation in media. On March 26, She participated in their Leveraging Technology for Skin Tone Representation panel. [You can watch it here](#).
 - ACTRA Toronto supported the TIFF Next Wave's Actors in Focus panel as a community partner. The partnership included tickets to share with our members and the opportunity to have a booth at the event. After the event, I was able to connect with many attendees to talk about ACTRA Toronto and the work we do. A common comment from young performers was frustration at not being able to join the union as they were here on a student visa/waiting for their PR to be processed.
 - She connected with [OBAC](#) to share about the work we do and how we can better work together. Our FTDM team already works closely with them and supports them in accessing our performers for their talent development program productions. They are really happy with the support they have received from Clare and Grace for their productions. Our chat focused on how we can better build a community partnership so that we are able to amplify their opportunities to our members and find other ways to collaborate.
 - ACTRA Toronto was one of the sponsors for [Spindle Film Foundation's Trans Picture Day](#), which took place on April 27. A more fulsome report will be provided by Spindle in the coming weeks. The event allowed for 20 Trans performers to get 2 edited headshots done by Wynne Neilly, who shot Elliot Page's Time Cover. Hair and make-up touch-ups were available. As part of the partnership, half the spots were reserved for ACTRA Toronto performers.
- Industry Events
 - She attended the South Asian Canadian Filmmakers Federation's (SACFF) A Celebration of South Asian Talent event. ACTRA Toronto got a shoutout as an event attendee, and I was able to connect with creatives there.
 - She was invited to speak at the Law Society of Ontario's Entertainment Symposium taking place on April 30. She spoke on the panel Fostering Equity in Entertainment: Navigating BIPOC Funding and Diversity Policy Initiatives. In attendance were entertainment lawyers and business affairs people from production companies. During the panel I had the opportunity to share about the work we are doing in the inclusion space and to call out the barriers where we need buy-in from the industry at large including funding disparity and casting.

Outreach and Industry Development

Taisa Dekker, Director, Outreach and Industry Development

- It's been a busy spring for union outreach. In March and April, I connected with attendees at multiple events for film, television, animation and video games. There were over 4,00 registrants for these events.
- A video game production became signatory after meeting with the union about contracting performers. This is the third video game to become signatory with ACTRA Toronto since the start of 2025.
- Negotiated a sponsorship agreement with [XP Game Summit](#), a video game conference taking place June 12th & 13th in Toronto. Thanks to our partnership with XP Gaming, ACTRA Toronto members get 15% off tickets using code **XP25ACTRATO**. This discount stacks with Early Bird (until May 23!) giving extra savings. Get

your tickets before May 23rd to get the early bird discount plus the 15% ACTRA discount! Register here: <https://xpgamesummit.com/register/>

- Represented ACTRA Toronto at the Durham Region Film & Television Career Fair on March 17th with members Tavia Pereira and George Alevizos. Information about the fair and the other organizations involved is available [here](#). Over 700 people registered for this Oshawa event.
- In March and April, Ms Dekker presented to performance programs to promote ACTRA's work to protect performers and encourage graduates to become union members via the [New Graduate Credit](#):
 - Sheridan College Theatre & Drama Studies – 16 students on March 6th with Tonjha Richardson.
 - Sheridan College Music Theatre Performance – 41 students on March 11th with Asante Tracey.
 - Niagara College Acting for Film & Digital Media – 31 students on April 11th with Matt Lemche via Zoom.
- Presented to students at Brock University in St. Catharines about working with ACTRA Toronto members on video game productions.
- Met with the organizers of Cinefest Sudbury in March about partnering on the festival again in 2025. As of April 28, ACTRA Toronto is a confirmed sponsor of the event in Sudbury September 13 – 21, 2025. Members will receive discounts on film submissions and tickets.
- Attended the TAW*C meeting on March 5th featuring guest speaker Dr. Carol Whiteman.
- Reported at the Voice Committee meeting about union initiatives specific to voice performers, as well as the royalties available to audiobook narrators via the [Public Lending Right Program](#).
- Met with the new President of Web Series Canada, ACTRA Toronto member Katie Uhlman, about the upcoming TO Webfest 2025 and the union's continued partnership with the event.
- Met with the Associate Dean, Visual & Performing Arts, Faculty of Animation, Arts & Design at Sheridan College about current programs and how this training can translate to work in live theatrical productions, film & television, and other industries.
- Met with the Marketing Manager at George Brown College about their promotional video for the Acting for Media program, and details about the New Graduate Credit information provided in the production.
- Met with the Program Director for Film Production at Toronto Film School about ways to implement educational sessions for film students, given their term structure differs from other post-secondary programs.
- ACTRA Toronto sponsored the [Toronto Animation Arts Festival International \(TAAFI\) Conference](#) on April 11th & 12th. We had a booth at the event to connect with attendees and encourage producers to engage union performers on animated productions. ACTRA Toronto members Ana Sani, Anthony Sardinha, Deven Mack and Eric Bauza spoke on the "Raise Your Voice" panel discussing their work as voice performers in animated productions. Check out our [post on Instagram](#) about the event.
- ACTRA Toronto had a booth at the Level Up Showcase on Saturday April 12th, and I spoke with attendees about engaging union performers on video game productions. There were over 4000 attendees at this event to celebrate post-secondary video game programs in Ontario featuring over 150 student video games. Check out our [post on Instagram](#) about the event.
- Work continues on a new low budget video game agreement for Canadian interactive digital media productions developed in Ontario with budgets under \$2 million.

Ontario Green Screen

Taisa Dekker, Director, Outreach and Industry Development

- April was Earth Month, and OGS celebrated by launching a new training course, hosting a community meeting, and promoting a CBC sustainability event.
- On April 10th, OGS launched the re-launched an updated version of its [Sustainable Film Production Fundamentals Course](#). This course is available free online in either a self-directed or facilitated version. The next facilitated courses are available on [Thursday May 8th](#) at 7 pm and [Sunday May 25th](#) at 10:30 am.
- Attended the OGS Communications Subcommittee meeting on April 23rd and the Inform and Educate Subcommittee on April 30th where we discussed goals and next steps for Year 3 of the OGS Strategic Plan.

- The OGS Spring Community Meeting took place on April 24th with a virtual screening of the documentary *The Interceptors* followed by a panel discussion exploring food waste solutions in the film and television industry. ACTRA Toronto members can watch previously recorded OGS Community Meetings and Panels here: <https://www.ontariocreates.ca/filmcommission/ogs-community-building>
 - ACTRA Toronto members interested in becoming Ontario Green Screen Ambassadors are encouraged to apply here: <https://www.ontariocreates.ca/filmcommission/ogs-ambassadors>
 - On April 23rd, the CBC Seeds of Change online event took place. The full webinar is now available on demand, so you can revisit the insights and inspiration from the event:
 - English Version: <https://www.youtube.com/watch?v=XluHOqFisJc>
 - ASL Interpretation: <https://www.youtube.com/watch?v=5eRDmdOcd04>
 - French Version: <https://www.youtube.com/watch?v=ZOmuiijgNDc>
- CBC Seeds of Change 2025 Resource document:
- <https://drive.google.com/file/d/1fxM9zJvdVwrbGmBsBfkxWb7Ms2CLa25E/view?usp=sharing>
- Explore previous Seeds of Change sessions here:
- <https://www.cbc.ca/businessandrights/production-information/green-production/seeds-of-change>