

**ACTRA TORONTO
"SUPER" COUNCIL MEETING
TUESDAY, DECEMBER 2, 2025**

PRESENT

Paul Constable, Treasurer, in the Chair
George Alevizos, Vice President
John Cleland, Vice-President
Elena Dunkelman, Vice-President
Amy Matysio, Vice-President (Zoom)
Mercedes Morris, Vice-President (Zoom)
Heather Allin
Tim Beresford (Zoom)
Alana Bridgewater (Zoom)
Victoria Brooks, alternate for Kate Ziegler, President
Fiona Hight, alternate for Emily Hurson (Zoom)
Jameson Kraemer
Matt Lemche, alternate for David Gale, Past President
Angelica Lisk-Hann
Dina Pino
Gord Rand
Tonjha Richardson (Zoom)
Madelaine Rose, alternate for Tavia Pereira
Michael Gordin Shore, alternate for Theresa Tova (Zoom)
Gugun Deep Singh
Samora Smallwood (Zoom)
Joy Tanner (Zoom)
Roy Urbanozo (in-coming Councillor), alternate for Asante Tracey
David Wallen

ABSENT

IN-COMING COUNCILLORS

William Cole	Izaiah Dockery	Sally Nakazi, alternate for Adolyn Dar (Zoom)	
Samy Osman, alternate for Anand Rajaram	Tamara Podemski	Roy Urbanozo	Jennifer Wigmore
Jinny Wong	Kara Wooten		

COMMITTEE & MEMBER CAUCUS CHAIRS, OMBUDSPERSON

Cory Doran, Co-Chair, AI Subcommittee
John McGrath, Ombudsperson
Shack Shackleton, Co-Chair, Stunt Committee

OBSERVERS

Paul Bates Cahterine Beyer Myles Dobson Alex Milner Oscar Moreno Jess Nudo Potato Tran

ALSO PRESENT

Alistair Hepburn, Executive Director, ACTRA Toronto
Taisa Dekker, Director, Outreach & Industry Development, ACTRA Toronto – briefly (Zoom)
Nicole Fournier, Director, Member Services, ACTRA Toronto (Zoom)
Gail Hauptert, Director, Contracts & Production, ACTRA Toronto
August Lew, Director, Finance & Administration, ACTRA Toronto (Zoom)
Luca De Franco, Public Relations Officer, ACTRA Toronto (Zoom)
Jennifer McGibbon, Public Relations, Officer, ACTRA Toronto (Zoom)
Freda Merritt-Gambrill, Recording Secretary, ACTRA Toronto

The meeting was called to order at 10:00am with Treasurer, Paul Constable, in the Chair.

The reading of the Land Acknowledgement by Heather Allin was followed by the reading of the Equality Statement by Gordon Rand.

APPROVAL OF AGENDA

It was suggested that since Item Numbers 7 (Ombudspersons Report) and 9 (Award of Excellence discussion) are in-camera items, these would be moved to after Item 10 - Other Business.

MOTION #1

Moved by Roy Urbanozo and Angelica Lisk-Haan:

“That the Agenda for the ACTRA Toronto Council Meeting of December 2, 2025, as amended, be accepted.”

CARRIED

APPROVAL OF MINUTES FROM NOVEMBER 19, 2025

MOTION # 2

Moved by Heather Allin, seconded by Tonjha Richardson:

“That the Minutes of the ACTRA Toronto Council Minutes of November 19, 2025, as amended, be accepted.”

CARRIED - 1 Abstentions – Gord Rand recorded abstained

TABLING OF OTHER BUSINESS

- OFL – Elana Dunkelman
- Staff updates and Social Media – updates – Alistair Hepburn

OPERATING PLAN/EXEC GIVING COMMITTEE UPDATES

Executive Director’s Report: Alistair Hepburn reported that ACTRA Toronto will be embarking on a new quest – moving from an Op Plan to a Strategic Plan. It will help us with long-term planning and spending. The current Operating Plan is available on our website. We are attempting to protect, promote and advance. Mr. Hepburn walked Council through the plan to develop a Strategic Plan. He said that Nordicity is the company that we have engaged to work with on this plan. Phase 1 will take approximately five or six months. Council will have to come up with a Strategic Plan Taskforce. The Taskforce will work with Nordicity. Some Councillors and Committee representatives will make up this taskforce - no more than 7 or 8 members (as requested by Nordicity). Mr. Hepburn would like Council to embrace this new form of the Operating Plan. He suggested that Council spend some time reviewing the document so that they understand it.

Gail Hauptert, Director, Contracts & Production will be representing ACTRA Toronto in BC when UBCP is negotiating their animation agreement.

Angelica Lisk Hann advised Councillors to be patient with staff as they are doing a lot.

George Alevizos – Liaison outACTRAto, YEAA and Conference Committee. He is here to help members in all their initiatives. He would like to see the conferences back.

Mercedes Morris – First time as a Councillor and VP. She enjoyed working with the members. Proud of directing members to staff if they need help.

Regarding the Minors Committee – Ms Morris said that she loves the data that they are currently collecting.

YEAA had a holiday party last year and she is proud of the year that they had. Looking to bring back YEAA Shorts.

John Cleland reported on the following:

Parades Committee – John Nelles the Chair has stepped down.

John Cleland said that the Green Committee is looking for a new Co-Chair. Gord Rand said that he is interested.

Mr. Cleland said that YEAA has made the job of liaison easy.

AYA needs new Co-Chairs.

Voice/AI Subcommittee just had an amazing meeting. The Voice Committee is very active as is the AI Subcommittee. Cory Doran and John Cleland have made good progress in communicating with members.

Elana Dunkelman reported on the following:

Minors Committee – this is also a brand-new committee, it's being chaired by our amazing Minors Advocate Angelica Alejandro, the committee is

- specifically looking to support some government legislations which would push productions to get background checks for anyone working with minors on set
- we're also looking to push to get access to footage for minors for their reels

Northern Committee - this is a brand new committee, still finding the mandate but the committee is very energized. They're looking to do some educational videos for members in the north. We're also looking to do a meeting/mixer in the new year and hoping to get some council members up to attend and engage with northern members.

We made some connections at the OFL with some USW members in Sudbury and they offered their union hall, so we're hoping to have it there to save some money and also to build some even better connections with USW.

Video Game – We had an extensive meeting with the group last night. We reviewed our goals from the previous year which was to have an indie video game agreement - which is in process, we also looked at goals for the year and how we want to move into the second phase of long-term outcomes - which was member education and engagement, as well as industry outreach. So we are planning the initiatives for the working group now, based on two big dates in 2026, Canadian Game Awards and Games Week. We're looking at various forms of workshops and webinars.

New Member Meetings – this is something that we’ve taken on with Nicole Fournier’s help – attendance has been fairly steady. We have received some fantastic feedback from the exit surveys sent out. Members have been very excited about the opportunity to ask questions and speak to long standing members. Lots of great conversation and engagement. Comms team sent out some questions that will be published in the performers magazine. It's a low cost, high impact type of event. I think we spend about \$100 on food and the attendance has been great. I believe five people came to the Apprentice Caucus because of the New Member meetings. And hopefully this gives people more information and more pathways to getting involved with union and committees

Amy Matysio reported.

It has been an honour to represent ACTRA Toronto members at Executive and to serve as a Vice President over the past two years. I extend my sincere thanks to the ACTRA Toronto staff I’ve worked with across multiple committees in my liaison role.

Below are highlights from some of the files I am actively advancing:

A key focus has been my continued work, alongside co-chair Dina Pino, on the ACTRA Awards, including the successful launch of the new Outstanding Performance in Video Game Voice (created with the support of the ACTRA Toronto Video Game working Group) category and the ongoing rebuild of our jury and adjudication process. Thank you to August Lew and Jennifer McGibbon for their continuing collaboration.

The Animation Think Tank, co-led by Elana Dunkelman and myself, will continue in the new year. This work includes ongoing discussions related to the CRTC decision, NU organizing, the Shaw Rocket Fund, upcoming animation agreement negotiations, and applying lessons learned from the *Unicorn Academy* replacement labour debacle to understand shifts we urgently need to make to keep our members working.

Through Creator’s Corner, led by Gord Rand, we continue to examine and propose updates to the Co-Op Agreement. I have also supported the very successful New Member Meetings, with plans underway to build toward an NU-focused session this winter.

My work amplifying and strategizing around the NCA lockout continues as a bargaining team member, as we await the OLRB decision, and in my preparation for a motion to address our ability to access the Regional Addendum in 2026. In the new year, we will also launch a project to review and improve our childcare subsidy, supported by Balancing Act Canada.

As ACTRA Toronto’s representative on the Appendix 31 Committee, I am pleased to report that we held our first full meeting with the CMPA to address key issues related to casting and current industry practices. The CMPA will now caucus and return with proposed areas of collaboration and solutions. ACTRA Toronto’s recent survey will serve as an essential tool in this process, and we will continue to provide updates to Council as this work progresses.

Initiated conversations around TIFF and ACTRA Toronto to explore ways to amplify members at the festival. A potential 2026 partnership may include alignment with the Canadian Content press conference. Looking to continue this file with Luisa Alvarez Restrepo.

Finally, both the Apprentice Caucus and AABP are rebuilding their executives, both with promising teams developing. I want to extend sincere thanks to Victoria Brooks for her years of intrepid leadership of the Apprentice Caucus.

*outACTRA*to: Madelaine Rose reported – noted that their pronouns are she/they and for this meeting they can be referred to as they/them.

Yearly Initiatives:

- Queer Your Stories
 - Currently in year 7
 - A short film competition intended to create space and uplift queer filmmakers
 - In partnership with InsideOut Film Festival, the winning submission receives a guaranteed spot at InsideOut Film Festival
 - Winning film also receives a fulsome prize package to help bring their film to life, sponsors include:
 - AFBS
 - Sunbelt Rentals
 - Grande Camera
 - TA2 Sound and Music
 - Alter Ego Post
 - Lovina
 - Previous Sponsor: Hamilton Location Rentals
- Working the Scene in Rainbow
 - Going into year 6
 - A cold read series modelled after Working the Scene in Colour
 - Typically, 4 script excerpts are chosen from queer writers, and performed live by queer ACTRA performers
 - Both online and hybrid events have been held in the past
- Out in the Park
 - An informal committee picnic in the park typically held in the summer months
 - Event has run on 3 previous occasions
- Pre-Pride Parade Party
 - Each year ACTRA Toronto marches in the Toronto Pride Parade, *outACTRA*to hosts a pre-pride parade party, typically at the ACTRA offices (although last year it was in a park/ at the AFBS offices as this was closer to the newly moved muster point)
 - This has involved sign making, handing out t-shirts, snacks etc.
- Advocating for queer performers in our union and the industry
 - We helped bring forth the new Gender-Non-Conforming/ Non-Binary on-camera performing award at the ACTRA awards
 - Created the current Guidelines for Working with Queer Performers promoted by ACTRA

Subcommittees:

- Gender Diversity Subcommittee
 - Chair: Asher Rose
 - Meets on an as needed basis
 - Current Initiatives:
 - Working with Trans and Non-binary performers industry wide guidelines
 - Previous Initiatives:
 - Work to bring forth the Gender-Non-Conforming/ Non-Binary on-camera performing award at the ACTRA Toronto Awards
 - Discussing the new AFBS Gender-affirming care benefit, and ensuring it's as fulsome and inclusive as possible
 - Lending voices/ volunteers to industry wide initiatives as needed

- Typically 1 or both outACTRA to co-chairs attend meetings to lend support
- Ad Working Groups for organizing initiatives
 - Queer Your Stories Working Group
 - Working the Scene in Rainbow Working Group
 - Pre-Pride Parade Party Working Group

Ongoing Industry Relationships:

- We have built an excellent relationship with InsideOut Film Festival alongside ACTRA Toronto’s general partnership and are always looking to expand this relationship
- We continue to work with Spindle Films and the Trans Film Mentorship when initiatives come up for either of us, we offer volunteers, resources when applicable and a sounding board to discuss Trans / non-binary issues in the industry
- CAFTCAD
 - CAFTCAD hosted a panel about working with Trans performers in respect to costume/ wardrobe, we offered resources, and assistance where applicable (largely led by Luisa Alvarez Restrepo)
- We continue to help promote queer based casting calls, surveys, and mentorship opportunities industry-wide through our social media and emailing list.

Paul Constable reported.

Stunts Committee – Mr. Constable said that this is a vocal and very involved active group. They will be having their holiday party on Sunday.

TAWC – and AI Subcommittee. TAWC is a standing committee co-chaired by Heather Allin and Tonjha Richardson. They will be meeting on Friday, in person and via Zoom. Tina Wang is the Staff Liaison.

George Alevizos – is Chair of the Disability Alliance Subcommittee.

FINANCIAL WALKTHROUGH

August Lew reported on the 2025/2026 Budget.

Mr. Hepburn reported on the permit fees, equalization payments and Insurance and Retirement payments. The equalization payments and I&R are paid to National and AFBS. Not all branches do the same. BC is different. Permit fees stop with the branch.

The question was asked if any portion of our income can be increased without a referendum. Mr. Hepburn’s response was, “No, other than investments, only by negotiations”.

In response to bringing Apprentice Members into the fold, Mr. Hepburn responded that this would mean less fees funding the benefit program. That request has been made to AFBS for them to work on metrics for it. A Councillor responded that we have been requesting this for the last two years.

Mr. Hepburn thanked Ms Lew for the budget presentation.

AUDITION SURVEY RESULTS DISCUSSION

Mr. Hepburn said that this can be something that this new Council can look into in January.

There was a fulsome discussion regarding working as a local. It was reported that longstanding companies in Ottawa are causing this problem for GTHA actors. They are contravening the IPA.

A Councillor said that this will have to be addressed in the new year. It is not about shaming members. We have to talk to casting about this. It is in their breakdowns and is a violation of the IPA.

Council would like the report to go to the members. Mr. Hepburn said that sharing the graph results is fantastic but do we need to share 195 pages of comments. Council was happy with a higher level report. Mr. Hepburn was happy to work on condensing it to four or five pages.

A Councillor asked what the next steps would be. Mr. Hepburn said that IPA committee meetings have been scheduled. Ms Matysio will continue to be representing ACTRA Toronto at Appendix 31. It is up to us to ensure that these meetings happen. We have got to invite industry stakeholders. Nothing stops us from meeting with the CDC, however it is important to do it in front of the CMPA.

A Councillor said that we need the breakdowns to say that the production requires the performer to travel instead of producers. There are people who will do anything to work.

The Performers Magazine Editor has written a couple of articles on this. Anecdotally, we hear that it happens all the time; people need to work. It will be a conversation between our Northern folks and the Ottawa folks. It is not the right thing to do, we have to stand for our values but not sure how we can address this.

A Councillor said that there used to be quarterly meetings with TAMAC. There should be quarterly meetings with EIC.

Mr. Hepburn said that we meet with TAMAC monthly. The President attends these meetings and we have invited the branches and Marie Kelly to attend. It is harder with the CDC due to their governance structure— we meet with them one-on-one.

A Councillor suggested that it be said that, “If you are not based in Toronto, do not audition”.

A Councillor said that they felt inspired with this conversation. They said that this should be a priority for ACTRA Toronto and that we need to have these hard conversations with the members who do not understand.

One Councillor admitted that they did a couple of these at the beginning of their career.

A Councillor agreed that this is not happening just in Ottawa but all over the country.

It was noted that it is just not ACTRA but the DGC, IATSE and NABET are doing this as well.

A Councillor said it is tough for members to say no but if we come together and say no to production, they will have to open it up to Toronto. There are not enough performers in Ottawa.

It was suggested that we will have more clout if we can come together with other unions.

Jennifer Podemski said that it is an excellent survey. Members are waiting for the results and she agreed said that Council should agree with the Executive Director to condense the results and share it.

The hiring of Non-Canadians was discussed. It was noted that this is an action item we need to work on in the IPA.

A Councillor asked where is this in the Constitution? Nicole Fournier responded, “By-Law #7 – “...shall not work for less than minimums...”. The Councillor responded that, “you can lose your entire income by working as a local.”

EXECUTIVE & NATIONAL COUNCIL ELECTION PRIMER

Mr. Hepburn informed Council that at the January Council meeting Council will elect the Executive and National Councillors. The group will be asked whether they wish to vote for all twelve seats (the President automatically has the 13th seat) or only additional seats with automatic placement for Executive. The National Council will be meeting in February. This information is in the New Councillor Handbook. Mr. Hepburn will email the National Council Handbook to Council as soon as possible.

TABLING OF OTHER BUSINESS

OFL

The following represented ACTRA Toronto at the OFL Biennial Convention – Elana Dunkelman, John Cleland and Yasmin S. Luca de Franco was the staff representative.

OFL Report

Elana Dunkelman's Report

- Overall, I think it's important for ACTRA Toronto to be attending the OFL. There was a noticeable absence of resolutions or conversations centred on creative industries - we are one of the few creative unions present - which puts us in a unique position to lead but begs the question: does there need to be a creative industry forum? How do we align with other unions present or not present to strategize on goals prior to convention?
- I was able to attend the small affiliate VP vote and I believe it'll be important to remain connected to this caucus to make sure ACTRA Toronto's voice is being brought to the executive table via the newly elected VP - Kim Valliere was backed by IATSE
- 2/3 of our resolutions were heard and passed - which was fantastic. A frustration that was felt by all delegates was how the AI resolution was called to question very quickly. There were some larger unions who did not have their resolutions heard.
- We marched alongside our union siblings to Queens Park to show solidarity in fighting against Bill 33.
- We made sure to post on social media to keep members informed. The OFL reposted several of our stories.
- Connected with union leaders from USW who offered their union hall in Sudbury.

Mercedes Morris' Report

I was prepared to speak on ACTRA's third resolution regarding the creation of a "creative cultural worker classification." Unfortunately, it didn't make it to the floor.

Anticipating this, I rose earlier in support of a separate resolution calling for a strategic plan to push back against Doug Ford and the Conservatives. While I supported its intention, it was heavily public-sector focused — similar to the OFL's new Action Plan. I reminded our labour siblings that Doug's government is also harming workers in the creative/private sector. Examples include:

- Cuts to the Ontario Arts Council
- Axing the Indigenous Culture Fund
- Cuts to the Ontario Music Fund
- Reduced support for festivals, events, and tourism
- Education cuts impacting arts programs

Artists are workers too — arts work is work. This is why ACTRA continues to call for a "creative cultural worker classification." We must not be left out of this labour movement conversation or fight. We are in this together. #Solidarity

I attended the Youth Caucus and connected with newly elected President Angel Martinez. A resolution passed expanding “youth” to 35 — what is ACTRA’s definition of youth?

I also attended the Black and Racialized Caucus and connected with newly elected President Juanita Forde, who encouraged me to stay involved throughout the year.

Point of information: Do we have representation in these OFL caucuses year-round? Keeping artists in the labour conversation is essential. We need full recognition and support from our union siblings if we want the creative cultural worker classification to succeed politically and publicly.

Lastly, I was approached by Antonio an organizer from the Youth Wing of the ONDP. I passed the contact along to Lucas Vani (YEAA Chair of Policy & Outreach). We hope to work together to strengthen youth engagement in the labour movement.

Marie Kelly’s address at FIA – Mr. Hepburn said that the request to receive a copy of this is with National. Anyone elected to National Council can send in a request.

STAFF UPDATES

- Anna Bucci, National Senior Director, Operations, will be retiring June 2026. Michelle Naraine will be stepping into her role,
- Taisa Dekker, ACTRA Toronto Director, Outreach & Industry Development will be leaving us for the Rocky Mountains and will be taking up the role of Branch Representative in Alberta. This is a bittersweet one but we are happy for her,
- Terri Black, our Data Processing Clerk will be retiring on January 16th. Rodney Gaviola has joined us. Terri was at the helm of Maddy’s fundraiser.

ELECTION REPORT

Mr. Hepburn said that we are aware that this Council is due a report. The report is almost complete.

SOCIAL MEDIA

Mr. Hepburn said that if ACTRA Toronto post something on social media that needs correcting, please let us know if we have made an error rather than post about it on social media. We are very quick to make corrections.

Mr. Hepburn informed Council that he will be away from the office from December 9th to 16th inclusive.

The remainder of the meeting was held in-camera. Mr. Hepburn thanked the Observers.

The Observers left the meeting at 1:04pm

AWARD OF EXCELLENCE DISCUSSION

This was a in-camera discussion.

OMBUDSPERSON’S REPORT

John McGrath reported. His report was in-camera.

ADJOURNMENT

Elana Dunkelman moved to adjourn the meeting.

The meeting adjourned at 2:12pm.

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 Fournier

Apprentice Caucus – Chair, Victoria Brooks – Vice-Chair, Roy Urbano

The Apprentice Caucus met November 14th for 90min at ACTRA Toronto. Preference of engagement as it relates to BG work is still a concern. Amy Matysio shared that it is a hot topic, and has been for a while, but education is needed to clarify what Preference of Engagement actually is and how it relates to who works.

- Apprentice members are charged 15% commission on BG gross earnings, whereas Full Members only pay 10% on Sub-Total earnings, which causes conflict.
- We are seeing non-members and AABP being ‘Green-Vouchered’ regularly.
- Because union members are allowed to work on the “White”, “Cash” voucher, we are technically getting paid below minimum wage when we work that way, because we pay commission out of that wage.
- Not being ‘allowed’ to look at the call sheet when working BG is happening.

The Apprentice Caucus is now under new leadership. Email apprentice@actratoronto.com to be added to our mail-out list or get in touch.

Executive Liaison (Child Advocate): Vice President, John Cleland
Executive Liaisons (Minors Committee): Vice Presidents, Elana Dunkelman and Mercedes Morris
Staff Liaison: Clare Johnston

Child Advocate/Minors Committee – Angelica Alejandro, Child Advocate & Chair, Minors Committee

There is nothing new to report. She has been responding to the usual emails as the Child Advocate.

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

Editorial Committee – Joy Tanner, Chair

- From September 1 to November 26, 2025, PerformersMagazine.com achieved over 4,900 pageviews and almost 3,700 unique impressions.
- Published in November:
 - [Spotlight: 2025 Toronto Reel Asian International Film Festival](#) (November 4, 2025)
 - [Spotlight: 2025 Breakthroughs Film Festival](#) (November 20, 2025)
 - [In conversation with Rabiya Mansoor](#) (November 20, 2025 (part 1) / November 26, 2025 (part two))

- Upcoming
 - Welcome new members! (December)
 - Stunt Stars: Interview with Cotton Mather (Stunt Award recipient)
 - Puppeteers (TBC)
 - Applause: Fall 2025 (December)
 - Commercial Spotlight (December)
 - ACTRA Spotlight: In conversation with Rabiya Mansoor (recorded October 8; publish date in November)
 - Partnership Series: EPIC Symposium (November 2025)
 - Stunt Stars: Interview with Cotton Mather (Stunt Award recipient)
 - Puppeteers (TBC)
 - Applause: Fall 2025 (December 2025)
 - Commercial Spotlight (November/December)

Executive Liaisons: Elana Dunkelman, Vice-President

Executive Liaisons: Clare Johnson

Northern Committee

The Northern Committee held two meetings in November: one with the full planning committee meeting, executive liaisons and staff, and a second meeting with all chairs, staff, the executive liaison, and two members-at-large to begin planning an event in the North.

The committee is continuing to establish its purpose and mission, and to identify initial actions to better support and inform members in Northern Ontario. Early initiatives include developing a Northern-focused newsletter and producing short informational videos for members.

At the event-planning meeting, the committee discussed hosting a member meeting and mixer in Sudbury in the new year. This event would introduce the new Northern Committee, share our mission statement, and provide updates on upcoming resources (newsletter, informational videos, and future outreach). The event would include a short Q&A followed by a networking portion. A clear budget and adequate planning time will be essential, especially given winter travel conditions. VP Elana Dunkelman has contacted the USW hall in Sudbury (500-person capacity) for potential venue use and is awaiting confirmation.

Additional discussions included:

- The need for Cultural Sensitivity Training for Northern members, and possibly for the wider membership. A member referenced existing training videos via the Shine Network
- Beginning production of informational videos (e.g., how to fill out vouchers, understanding upgrades) and developing the newsletter format while the committee page and email are being set up.

The committee is now awaiting hall confirmation and budget information to move forward with event planning.

outACTRAto – Co-Chairs, Matt Lemche and Madelaine Rose

Meetings/General

- Meeting held on November 18th, 2025, next meeting will be on December 16th, 2025
- Matt and Madelaine met with Councillor Hurson on November 26th regarding queer safety during elections.
 - Discussion focused on
 - Resolution of Queer Your Council issue
 - Online safety for members with public facing accounts

- Ideas to carry forward
 - Member course on internet safety:
 - ❖ Having a public persona without being personally accessible + what to do if you're being attacked online with the threat of it moving to offline.

Queer Your Stories

- QYS7 Jury met on November 5th to vote on winning project
- Winner announced November 13th: *Tender Chosen* by Mason McDonald

Co-Chair Elections

- Timeline below
 - November 24th — Release nomination form
 - December 16th — Nomination deadline
 - December 17th — Release submission form
 - December 31st — Submission form deadline
 - January 7th — Submit nominees to staff for vetting
 - January 20th — outACTRAto committee meeting and vote for new Chairs
 - January 21st — Submit results to Executive Council

Executive Liaisons: N/A

Staff Liaisons: Luisa Alvarez Restrepo & Taisa

TAW*C's next event will be held on Friday, December 5th in person and on zoom. The session is:

Coping, Confidence & Wellbeing
 (Hybrid) max of 20 participants
 Lead by: Tish Binzanga and Tahirah Reynolds
 (Therapists and Registered Social Workers in Ontario)

Registration opened on Wednesday, November 26th to the TAW*C members. It will be opened to female, non-binary and transgender members on Monday, December 1st, who then register with TAW*C.

We have a fabulous opportunity. Our Social Media member, Lacey Creighton, is doing their Master's at York. Lacey's degree requires 75 volunteer hours with an organization. Lacey has been granted the right to put in volunteer hours towards their degree with TAW*C's social media. Lacey will begin this volunteering of 75 hours in early December. Tonjha attended the OFL Human Rights Summit: "Fighting Hate, Building Solidarity, Allyship in Action" on November 15, 2025.

Report submitted by Tonjha:

The Morning Panel "Resisting Hate in Our Communities"

Speakers: Dr. Jill Andrew, Rubina Boucher, Athena Pheasant, Nigel Barriffe

- Provided tools to challenge hate, build inclusive workplaces and communities, and take collective action for justice.
- Centred intersectional voices & experiences, offering space to learn, heal and mobilize.

The Afternoon Workshop "Bargain for Better: Negotiating Equity & Inclusion"

Facilitator: Megan Carter (OPSEU/SEFPO)

- Learned how to embed intersectional equity into contracts, constitutions and union polices that shift power.

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>

YEAA wants to bring back the YEAA Toy Drive! In the past, it was successful in collecting over 50 toys for the Redwood Women's Shelter. This is an event that YEAA is passionate about and a great way to give back to the community.

Follow-up report.

1. Spooky Social - Halloween Event

YEAA, in partnership with the outACTRAto Committee, transformed the ACTRA Toronto office into a festive "Spooky Social" with 13 members in attendance.

The event operated on a combined \$400 budget (\$200 per committee). Thanks to creative budgeting, like decor donations by Chairs Caroline and Mercedes- the total event spend came to \$219.34, or \$109.67 per committee, which is *significantly under budget* while still delivering a unique and interactive space for members.

Photos from the event have been shared on YEAA channels, and the content performed strongly. A follow-up reel will also be posted.

We extend our sincere thanks to all the member volunteers and staff who supported set-up and tear-down. Well done and thank you to the Chairs from both committees.

This joint initiative was a success, and both committees look forward to future collaborations that strengthen union solidarity and create opportunities for members to connect, share, and network.

2. Membership Engagement - ACTRA Toronto Election

Over the past month, YEAA focused heavily on encouraging eligible members to vote in the ACTRA Toronto elections.

We consistently reshared ACTRA Toronto's election posts and created an original YEAA post emphasizing the importance of voting and how member participation shapes their future within the union.

Member Engagement - Ticket Giveaways

This month, YEAA offered two small ticket giveaways to support member engagement online. One giveaway featured a ticket to Second City's *Predictable Holiday Rom-Com*, featuring our Vice Chair Kenton Blythe. The second was an advance ticket to *SISU: Road to Revenge* at Scotiabank Theatre Toronto, generously donated by Chair Caroline Vartanian.

3. Labour Movement Connections - OFL Convention 2025

YEAA also built new connections at the 2025 OFL Convention through Chair Mercedes Morris, who attended as one of ACTRA's four delegates. She connected with the Youth Workers and their OFL committee, attended their caucus elections, and exchanged contacts with the newly elected president, Angel Martinez.

As Chair of Advocacy and Policy, Lucas Vani will lead the work of strengthening this relationship to ensure YEAA members become more informed, engaged, and active within the broader labour movement. More updates will follow as this collaboration develops.

4. Committee Planning

The four YEAA Chairs recently met to begin mapping out the year ahead. Further details and upcoming initiatives will be shared soon.

OTHER REPORTS

Inclusion & Community Development

Luisa Alvarez Restrepo, Director, Inclusion & Community Development

- Committees & Sub-Committees
 - outACTRAto
 - Supported monthly meetings.
 - Disability Alliance
 - Met with Toria and the Disability Screen Office (DSO) to discuss a guide the Alliance is working on to share with engagers working with disabled performers. We also discussed the guide the DSO will be launching, which is coming out around PrimeTime. Members of the Disability Alliance will have the opportunity to provide feedback on the performer sections of the DSO's guide.
- Partnerships
 - Connected with IFFSA about supporting the festival. This is not a festival that we supported in the past. The conversation took place close to the festival dates so we were unable to explore a fulsome partnership but we gave some support. IFFSA recently announced that they would be starting a South Asian Film Office. We are in talks with them about next year's festival and the film office.
 - We presented a panel at the Unify Deaf Film Festival about getting started in the industry. The panel was moderated by Pamela Estrada and featured Max Amani and Em Siobhan McCourt. During the Q&A section, performers (both union and non-union) expressed frustration by the lack of support from the union for deaf performers. I encouraged the members to reach out to not only me but Council and to committees to share ideas, frustrations, and experiences.
 - Along with ACTRA National, we have been working the CMF on a performer survey. This is the first time the CMF is going to be gathering data on performers. The CMF is also working with UDA on the survey. It will be open to union and non-union performers. Launching the week of November 17, the survey "will help the CMF and its partners build a clearer picture of performers' realities today, including working conditions, financial stability, representation, and emerging trends such as artificial intelligence. The results will guide future data collection and inform discussions across the industry. ACTRA and UDA will each receive a dedicated report with aggregate, non-identifiable results to support their ongoing census and membership data efforts."
 - Connected with POV Film to discuss how we can support their talent development programs and help their producers learn about working with ACTRA. Lauren Saarimaki, their Programs and Operations Lead, is an ACTRA Toronto member and is very interested in finding a way to collaborate.
 - Connected with OYA to discuss how we can formalize a partnership. In the past FTDM team members have gone to speak to their program participants about working with the union. We will continue the conversation. In the meantime, they are excited for us to share their opportunities for Black creatives.
 - Confirmed a partnership with imagineNATIVE to support their iN Originals program. This is the second time we are supporting the program. As part of our support, Clare and I chatted with program participant about working with ACTRA and how the union can help with their productions.
 - Clare and I attended the Reel Asian Bootcamp. As part of our partnership with the festival, we do an online session to their talent development program participants where we give an introduction to ACTRA, our agreements, and answer questions about working with us.
 - We will be supporting the Toronto Black Film Festival once again. We are also in talks about topics for industry programming that affect our performers.
 - We are supporting the [EPIC Symposium](#), a three-day event bringing together equity-driven organizations that champion diverse voices in the documentary and filmmaking communities. As part of our partnership, we will have a booth and passes to give away to our members.
 - We are a community partner for the Breakthroughs Film Festival. As part of this partnership, we received passes which were shared with TAWC and outACTRAto as well as passes to give away to our members.

- MISAFF is back and this year, there is a large industry component. We will be hosting a panel on the topic of working with ACTRA and DGC, featuring ACTRA Toronto performers and reps from DGC. As part of our partnership, we will also have tickets to give away.
- We sponsored the Latin Forum (full disclosure, I am a board member of Listo Calisto, the non-profit that organizes the event) where I also held a round table. President Ziegler attended the event as well. This was a great opportunity to connect with the community and share about the work that ACTRA Toronto does, and what we're doing to support underrepresented performers and producers.
- We supported Reelworld. As part of our support, we were able to share passes with Council and members to the Summit and gave away tickets to the film festival. Fun fact, a Tribe Called Love, which premiered at the festival, was supported by the Permit Access Fund!
- Industry Events
 - Attended TIFF and Access Canada. Both were opportunities to connect with producers and production companies. New this year, through TIFF's support, we were able to provide support to two Northern performers to attend the festival. Feedback about the experience was very positive.
 - I will be hosting roundtable meetings at this year's edition of Blood in the Snow. This is an opportunity to connect with their talent development program participants and share about working with ACTRA and the resources available.

Outreach & Industry Development

Taisa Dekker, Director, Outreach & Industry Development

- Met with TAAFI regarding sponsorship of their 2026 industry conference.
- Presented to the following post-secondary performance programs about ACTRA's role in the industry, union protections, and the benefits of joining.
 - Fanshawe College - Acting for Stage & Screen – 26 students
 - Humber College – Comedy Performance – 13 students with member co-presenter Tavia Pereira
- Along with Business Representative Bridget Deer and Associate Business Representative Matthew Turner, presented virtually to Humber Polytechnic's Film & Television program, 3rd year Production Class. We discussed ACTRA's collective agreements, contracting union talent, health, safety and respect on set, and the Student Film Agreement to inform the 60 students in the class about the benefits of engaging professional performers.
- Met with Web Series Canada about a proposed event about engaging ACTRA members on web series productions.
- Attended sessions at the Reelworld Summit, part of the Reelworld Film Festival.
- Met with an ACTRA member about supporting member-created productions and the Co-op Guidelines.
- Held a small member focus group to discuss contracting Canadian video games with budgets under \$2 million. The members provided key insights into the proposed contract language, and we appreciate their feedback.
- Met with an industry contact interested in creating a workshop for background performers. We discussed involving ACTRA Toronto in the session to provide information about union wages and working conditions.
- ACTRA Toronto sponsored the [Ontario Screen Creators Conference](#), part of the Forest City Film Festival in London, Ontario. Ms Dekker spoke on the "Figuring Out Film Unions" panel along with representatives from DGC Ontario and IATSE 873. Read the Forest City Film Festival 2025 spotlight article in the Performers Online Magazine [here](#).
- Connected with the organizer of the Next Generation Showcase about ACTRA Toronto's partnership with the event, taking place in January 2026.
- Met with a production company that works with video game developers regarding the engagement of union voice performers on interactive digital media content.
- Attended the National Executive meeting, National Council meeting, Treasurer Talk, Candidate Meet & Greet, and ACTRA National Financial Info Session.

Ontario Green Screen

Taisa Dekker, Director – Outreach & Industry Development

- The Sustainable Production Forum takes place November 24th, 2025, at the CBC Toronto Broadcast Centre. Ontario Green Screen will be hosting a panel at SPF Toronto. For details, please visit <https://www.sustainableproductionforum.com/spf25-toronto>
- Save the Date - the next Ontario Green Screen Community Meeting is Wednesday, December 3rd at 7 pm. Join OGS and the Directors Guild of Canada for a special presentation and Circularity Showcase, as they celebrate the growing movement to reduce waste and promote reuse across Ontario's screen industry. To register for this zoom event, please [click here](#).
- The next facilitated [Carbon Calculation](#) training is on Thursday, November 20th, 7:00 PM – 8:15 PM. Please [click here](#) to register. A self-directed version of the course is also available.
- The next facilitated [Sustainable Film Production Fundamentals](#) course is on Thursday, December 4th, 7:00 PM - 9:00 PM. Please [click here](#) to register. A self-directed version of the course is also available.
- ACTRA Toronto members can access resources from the “Climate Storytelling - A CBC & CMPA Independent Producer Learning Roundtable” that took place Wednesday, October 29th, 2025. The takeaway document is available [here](#), and to view a recording of the event, please click [here](#).
- Ontario Green Screen is seeking ACTRA Toronto members to become OGS Ambassadors. Please apply here: <https://www.ontariocreates.ca/filmcommission/ogs-ambassadors>