

**ACTRA TORONTO  
COUNCIL MEETING VIA ZOOM  
TUESDAY, MAY 3, 2022**

**PRESENT**

David Gale, President, in the Chair  
Gugun Deep Singh, Treasurer  
Lisa Michelle Cornelius, Vice-President  
Debra McGrath, Vice-President  
Joy Tanner, Vice-President  
Louisa Zhu, Vice-President  
Jocelyne Zucco, Vice-President  
Dalmar Abuzeid (1/2 day)  
George Alevizos  
Thom Allison  
Heather Allin  
Sandra Beckles  
Avaah Blackwell, alternate for Alicia Turner  
Martha Chaves  
Nicola Correia-Damude  
Jamaal Grant, alternate for Wendy Crewson  
Linda Kash  
Janet-Rose Nguyen  
Samy Osman, alternate for Fuad Ahmed  
Anett Rumanoczky, alternate for alternate for Tony Nappo  
Samora Smallwood  
Ferne Downey, alternate for Theresa Tova, Past President

**REGRETS**

Ruby Joy

**COMMITTEE & MEMBER CAUCUS CHAIRS, OMBUDSPERSON**

Shereen Airth, Background Advocate  
Victoria Brooks Chair, Apprentice Caucus

**OBSERVERS**

Shannon McNally

**ALSO PRESENT**

Alistair Hepburn, Executive Director, ACTRA Toronto  
Sue Milling, Advisor, ACTRA Toronto  
Judy Barefoot, Director, Commercial Production, ACTRA Toronto  
Gail Hauptert, Director, Film, Television and Digital Media, ACTRA Toronto  
August Lew, Director, Finance and Administration, ACTRA Toronto  
Karl Pruner, Director, Communications, ACTRA Toronto  
Nicole Valentin, Director, Member Services, ACTRA Toronto  
Luisa Alvarez Restrepo, Manager, Diversity, Equity, Inclusion and Belonging, ACTRA Toronto  
Marie Kelly, National Executive Director, ACTRA  
Jenn Paul, Director, Diversity, Equity, Inclusion and Belonging, ACTRA  
Tania Cardwell, Stunt Liaison, ACTRA Toronto  
Cass Enright, Media Relations, ACTRA Toronto  
Karen Woolridge, Public Relations Officer, ACTRA Toronto  
Freda Merritt-Gambrill, Recording Secretary, ACTRA Toronto

The meeting was called to order over Zoom at 10:00 a.m. with President, David Gale, in the Chair. Mr. Gale welcomed and thanked everyone for their attendance.

The reading of the Land Acknowledgement by Lisa Michelle Cornelius was followed by reading of the Equality Statement by Martha Chaves, Jamaal Grant, Heather Allin, Linda Kash, George Alevizos and Ferne Downey.

Mr. Gale introduced the alternates, observers and staff.

## **APPROVAL OF THE AGENDA**

### **MOTION #1**

**Moved by Heather Allin, seconded by Joy Tanner:**

**“That the Agenda for the ACTRA Toronto Council Meeting of May 3, 2022, be accepted.”**

**CARRIED**

## **APPROVAL OF MINUTES**

Following are the corrections to the Minutes:

**Page 2:** Last paragraph, first line should read: “Alicia Turner was nominated **by** Amy Szoke and acclaimed.....”

**Page 3:** Under President’s Report – 2<sup>nd</sup> bullet point, delete the period between “jury and their teams”.

**Page 7:** Under *Stunts* – first sentence should read: “Ms Zhu reported that the Stunt Committee and the Diversity and Inclusion Committee ~~had~~ **would like to have** a joint meeting.”

### **MOTION #2**

**Moved by Jocelyne Zucco, seconded by Heather Allin:**

**“That the Minutes of the ACTRA Toronto Council Meeting of April 5, 2022, as amended, be accepted.”**

**CARRIED UNANIMOUSLY**

## **NCA UPDATE, MOTION OF SUPPORT & NATIONAL REPORT**

David Gale reported in length on the NCA negotiations. The ACA members have ratified the NCA for a one-year period with a 2% increase. This year will buy us the opportunity to take a deep dive and rework the agreement and make it realistic for our members.

Sue Milling said that Mr. Gale provided a good overview of the work that went into negotiating the NCA. Ms Milling gave a shout out to Mr. Gale, the Toronto Negotiating Committee and staff. She thanked Council and the Members for their support.

The ratification package will be going out at the end of this week to the members. It is hoped that we receive the same support as we did for the strike mandate. She assured Council that the NCA does exist. She said that ACTRA’s agreement with the advertisers ensures that not only does it exist but it will be renewed. We have decades of history here that works.

ICA represents 16 agencies – 9 have been at the table with them. ACA is becoming strong allies in this fight.

Marie Kelly also reported. She thanked Ms Milling for assisting in this long year of bargaining which has been frustrating and demoralizing. She also thanked the Negotiating Team. She said that the Committee for our union and our work in the commercial industry. We have a union that is 80 years strong. This is a monumental and historical fight. The opt-in and opt-out clause is a way to characterize union busting.

Ms Kelly reported on the Terms of Settlement. The term of the agreement will be from June 1, 2022, to May 31, 2023, with a 2% increase. The Contract Service Fee will be divided 60% to ACA and 40% to ACTRA. This does not only give our members a 2% increase but it also tells our members that we are not defeated.

Council voted to support the NCA Terms of Settlement.

### **MOTION #3**

**Moved by Joy Tanner, seconded by Heather Allin:**

**“That Council receive and support the NCA 2022-2023 Terms of Settlement negotiated between ACTRA and the ACA; and recommends approval of the settlement by means of referendum vote of eligible Members.”**

**CARRIED UNANIMOUSLY**

### **PRESIDENT’S REPORT**

David Gale report.

- He attended the outACTRA to committee meeting. The committee continues to be well co-chaired by Matt Lemche and Thalia Gonzalez Kane. It was a fulsome, inclusive and diverse meeting.
- Attended *Working the Scene in Colour* via Zoom.
- Attended various Zoom meetings.
- Attended ACTRA Toronto Executive meeting.
- Attended the YEAA meeting that was chaired by Joy Tanner.

### **WORD FROM SET**

- Lisa Michelle Cornelius talked about working with a Deaf performer on set of *Blues Clues and You*. She was impressed by the great length that production took to make the performer’s experience pleasant on set.
- Councillors have a problem with casting directors asking for a full body slate and would like this practice to stop. Discussion ensued. Some Councillors do not provide this information.
- It was pointed out that BC actors are provided scripts but this is not the case in Ontario.

### **LIFE MEMBER NOMINATIONS**

After a lengthy discussion, Council nominated the following three members to be awarded with Lifetime Membership:

- Sedina Fiati
- Art Hindle
- David Sparrow

## **EXECUTIVE & COMMITTEE REPORTS – HIGHLIGHTS & NEW ITEMS**

### ***Liaisons : Vice-Presidents – Louisa Zhu, Jocelyne Zucco and Lisa Michelle Cornelius***

*Voice Committee – Chair, Cory Doran, Co-Vice Chairs, Krystal Meadows and Scott Farley – Submitted by Krystal Meadows*

Nothing major to report for the Voice Committee. The committee has one thing in the works . . . The wheels are in motion to have another round of Virtual VO training in Animation VO for BIPOC performers in June. The instructors who ran the workshops last year are interested in participating again. Council will be updated once it is finalized.

Ms Zhu talked about AI voice work – how voice is being used. Alistair Hepburn suggested creating a sub-committee to focus on the issue.

### ***Liaison: Vice-President, Joy Tanner and Treasurer, Gugun Deep Singh***

*Editorial – Chair, Joy Tanner*

As the Spring Season emerges, challenging the continued winter weather, the Editorial Committee is busy writing, interviewing and editing. As noted in the last report, the committee had their writing orders with twenty-two pieces!

At date, there is movement with:

- The Sheila Boyd piece by George Alevizos, who has nailed down an interview date.
- The Green Screen Initiatives piece by Avaah Blackwell.
- COVID Update, and interview with Executive Director, Alistair Hepburn by Gugun Deep Singh.
- The Hair and Makeup Grievance - a personal reflection on how that affects actors who have to arrive to set camera ready, by Lisa Michelle Cornelius.
- ACTRA Award of Excellence Winner Art Hindle by Joy Tanner.

There will be links to follow for the following:

- The Sandi Ross Awards
- Catherine Joell MacKinnon's interview on the CBC reacting to Troy Kotsur's Oscar win in CODA
- Film Ontario's Report on 2021 Review.
- Reminder of Self tape audition requirements.
- Jenn Paul's OP Ed originally written for Playback.
- Launched ACTRA Spotlight vlog featuring Dave Foley and Kevin McDonald from The Kids in the Hall hosted by Thom Allison. <https://www.actraspotlight.com>

There is a lot of material coming down the pipe, so be sure to head over to:

<https://www.actratorontoperformers.com/> to see what's up!

### ***Liaisons: Vice-President – Lisa Michelle Cornelius, Gugun Deep Singh and Louisa Zhu***

*Diversity and Inclusion – Co, Chairs, Chattrisse Dolabaille and Janet-Rose Nguyen*

- The committee welcomed Luisa Alvarez Restrepo to the team and bade a fond "see you around" to Jenn Paul.
- They had their second D&I Committee meeting of the year, which included a visit from the outACTRAto Committee Co-chairs.
- The next D&IC meeting (via Zoom) is set for June 23<sup>rd</sup>.
- Discussed plans for upcoming Mindfulness Meditation workshop (TBA), a Spring Social (May 15), and low-cost headshot event (which Ms Alvarez Restrepo is already on).
- The town hall was held which Tonya Williams of Reelworld had reached out to the committee concerning the portrayal of BIPOC women in the media. D&I may be involved with a related event later this year and are keeping an eye/ear on the issue as it touches on so many of the obstacles faced by their members.

ACTRA Toronto's new Manager of Diversity, Equity, Inclusion and Belonging, Luisa Alvarez Restrepo, introduced herself.

***Liaisons: Treasurer, Gugun Deep Singh and Vice-President, Joy Tanner***

*Finance – Treasurer, Gugun Deep Singh*

Gugun Deep Singh and August Lew gave a fulsome report. Ms. Lew explained what NKAs (No Known Addresses) are.

Mr. Singh said that ACTRA Toronto had a wonderful recovery and that we are in good shape.

***Liaison: Treasurer, Gugun Deep Singh***

*Apprentice Caucus – Chair, Victoria Brooks*

The Apprentice Caucus met on Wednesday, April 20<sup>th</sup> at 11am for 90 min on Zoom.

It was the last meeting including their Vice-Chair Michelle Roy who has achieved Full membership, and will be moving on to other roles, congrats to Michelle! They are now operating without a Vice-Chair and may look to fill the position if it becomes necessary in the future.

Caucus shared some concerns around the lack of respect for AABP members on set when it came to lunch lines and treatment. Some crew were overheard to be spreading misinformation regarding AABP members status as ACTRA members, as somehow lesser than other members. This treatment is unfortunately common. Members were encouraged to reach out to their business representative if they experience issues of discrimination or disrespectful treatment of any kind.

There were a lot of questions about how the OSLO program works, and they shared some additional information. It seems that the role of OSLOs is not clear to a lot of our caucus, who have not had a lot of experience on set.

The Apprentice Caucus will meet next on Wednesday, May 18<sup>th</sup> at 11am on Zoom.

***Liaisons: Vice-Presidents, Jocelyne Zucco and Debra McGrath***

*Act Your Age (AYA) – Chair, John McGrath*

- AYA submitted a proposal to ACTRA Toronto Executive for funding for a special project to promote “well-seasoned” performers to the voice-over casting and production industry. The proposal was granted and work has begun behind the scenes in bringing the project forward.
- As part of the “**This Is What (age) Sounds Like**” project, AYA, in partnership with ACTRA member Tracey Hoyt, will produce a series of demo radio commercials featuring AYA members. The intention is to shake up people’s assumptions about ageism.
- AYA has been in touch with ACTRA staff about producing under a Union Advocacy Project contract.
- Production is tentatively planned for early fall.

***Liaison: Not assigned***

*Background Advocate – Shereen Airth*

- Attended the National Day of Mourning/Workers Memorial Day at Hamilton City Hall.
- Responding to NCA negotiation and ratification enquiries.
- Liaising with Carol Taverner regarding tribute for members Jay Joniec and Catherine Marshall
- Liaising with staff regarding Background Agents, Casting, work opportunities, late payments, upgrades.
- Discussed Advocate and Ombudsperson postings with a number of members

- Ongoing confusion that ACTRA is not imposing workplace restrictions with regard to COVID particularly given current provincial changes. A lot of discussion online. Still providing links to ACTRA FAQs and encouraging members to ensure they read their ACTRA emails.
- Liaising with Nicole Valentin regarding AABP Caucus.
- Provided links to Working Background page and Forms, particularly Request for Upgrade, the Agent Complaint Forms and Zone Map, as well ACTRA YouTube page.
- Assisted performers with direction to staff (primarily Business Representatives and Membership), as well as to various information platforms including ACTRA Toronto, ACTRA National, AFBS, Canada.ca, Haven, EP Canada, CRA.
- Members are generally experiencing email fatigue. Many chose not to even open ACTRA emails or have banished them to other files.
- Provided wellness calls to several members.

***Liaison: Not assigned***

*Child Advocate – Christina Collins*

Ms Collins has broached the subject of scheduling a parent/minor session. She is hoping to follow through with this and include the new Child Advocate. Her two terms are done and while she will miss being the ACTRA Child Advocate, she will continue to advocate for minors and their parents and for actors who have visual and non-visual disabilities.

Ms Collins looks forward to passing the hat to the new Child Advocate and mentoring them in any way possible to continue to educate parents and minors of their rights.

***Liaison: Vice-President, Debra McGrath***

*outACTRAto – Co-Chairs, Thalia Gonzalez Kane and Matt Lemche*

Inside Out—Queer Your Stories 3

- QYS3 Winning team, “Save the Date”, is officially in post and will have a rough cut by March 21. It is going well. They will be promoting on social media closer to the premiere date.

Social Media

- Announced *Working the Scene in Rainbow* and put out call for submissions - gained a lot of new followers and saw greater reach.
- Developing plan for more regular content to grow followership and attract new members who may not be aware of outACTRAto.

Working The Scene in Rainbow

- Working the Scene in Rainbow is planned for June. Call for writers has been put out, call for actors will follow. The subcommittee has calendar outlining events leading up to virtual event.

Pride Party Planning Committee / Mixer Planning Committee

- Focus for Pride month will be on WTSR. Considering a smaller mixer outdoors for committee members since they will not be participating in the parade.

Passing, Outing and Power Committee

- Subcommittee had its first meeting. Planning to ask the D&I committee to collaborate on initiative.

Workshops Committee

- Subcommittee has had one meeting. Set up priorities for workshops, ideas and how to execute.

Other Subcommittees

IPA Negotiations Subcommittee: On the suggestion of David Gale to create a focus group to bring related concerns from outACTRAto to IPA Negotiations, the subcommittee will convene to track and compile issues and ideas from ongoing committee meetings and discussions. Subcommittee has not had time to meet yet.

***Liaisons: Past President, Theresa Tova and Vice-Presidents – Jocelyne Zucco and Debra McGrath***

*TAWC – Co-Chairs, Joanna Swan and Dominique Brownes*

- TAWC's next meeting will take place via zoom on May 5, 2022, from 12:00 pm to 2:00 pm. The Zoom session will open 15 minutes earlier to allow for members to catch up before we start the meeting.
- Upon officially being affirmed as Co-Chairs of TAWC, Joanna and Dominique have touched base to discuss further strategic planning for the year and plan activities for the membership. They will share their ideas with the members at the next committee meeting.
- The TAWC Childcare Initiative spearheaded by the TAWC Childcare Initiative sub-committee has been doing amazing and serving its members while receiving great feedback. Hours logged thus far: February - 41.5 hours (cost billed to ACTRA : \$227.50), March - 113 hours (cost billed to ACTRA : \$565.00), April (as of April 20) - 119 hours (cost billed to ACTRA : \$595.00). Numbers will have more than tripled for the month of April compared to February. Due to increasing demand, it has been extended for an additional month so that we can ensure we properly figure out the next steps and avoid any gap/interruption of service with the hopes of the partnership becoming permanent. Please see attached report from Allie Dunbar (founder of The Summerhill Club). The sub-committee will meet at a later time to review the latest data and finalize the proposal. You can register here: <https://www.actratoronto.com/flexible-child-care-program/>
- *Rainbow Baby* (TAWC's 2019/20 Short Film Creation Lab film; *Director/Co-Producer* - Monica Mustelier, *Writer/Co-Producer* - Kate Fenton, *Producer* - Lisa Michelle Cornelius) is now hitting the film festival circuit with great success. So far, it has been chosen as an official selection at the Toronto International Women Film Festival, the Miami Indie Film Awards, the Berlin International Art Film Festival and is a semi-finalist for the month of April at the New York International Women Festival.
- The Self-Tape group is busier than ever as it continues to connect TAWC members with one another when they need assistance with rehearsing lines and finding readers for self-tape auditions. Cait Alexander is administering the group, TAWC members can email her directly at [info@caitalexander.com](mailto:info@caitalexander.com).
- The Masterclass Pass is still going on with two accounts and access is available to TAWC members on a first-come first-serve basis. Login credentials are being securely provided to members who also have the opportunity to sign up for approximately two-week to one-month periods (based on availability and demand) multiple times throughout the year. TAWC members simply have to email Dominique at [dominiquebrownes@gmail.com](mailto:dominiquebrownes@gmail.com) and include the subject line: "add me to masterclass.com" to be added to the list.

***Liaisons: David Gale and Joy Tanner***

*YEAA – Co-Chair, Joy Tanner*

- The YEAA Committee rejuvenation team Zoomed on April 28 for the premiere 2022 meeting. Joy Tanner chaired.
- Both David Gale and Joy Tanner had in-depth discussions prior with the previous Co-Chairs, Bryn McAuley and Clara Pasiaka respectively. Both agreed to serve as mentors.
- Although past iterations of the YEAA had a strong connection to the Reelworld Festival, through is YEAA Shorts initiative, it was agreed that the timeline for the 2022 Festival was undoable.
- Possible ways to attract/repopulate the committee were discussed.
- The importance of inter-committee collaborations was agreed to.
- Oscar Moreno, Acting Chair, said he would reach out to five or six individuals and invite them to an inaugural membership meeting and would put feelers out to see what his peers would be interested in exploring in a committee.
- The committee agreed to find a time in the next three weeks to meet up. All in all a very successful meeting.

**EXECUTIVE DIRECTOR'S REPORT**

Alistair Hepburn reported that ACTRA will be meeting with the CMPA for the first Appendix 33 meeting. This meeting will be led by Jenn Paul.

ACTRA Toronto now has a Green Committee. The Executive has put forward the following for Council's approval:

## **MOTION #4**

**Moved by Joy Tanner seconded Unanimously:**

**“That ACTRA Toronto Council confirms the appointment of Avaah Blackwell and Chrissie Topjian as Co-Chairs of the Green Committee.”**

### **CARRIED UNANIMOUSLY**

Mr. Hepburn said that Gail Hauptert and he will be heading to LA as part of the Mayor’s trip. They will be marketing Toronto as a great place to film. He said that the LA studios are always shocked to hear about the excellent diversity of ACTRA Toronto Members.

We will be going into negotiations with Bell Media agreement. The agreement with them was last negotiated 14 years ago.

The provincial elections are coming up. Party platform links will be posted on the ACTRA Toronto website as they become available.

The Freedom in Films group letter was discussed. This falls under ACTRA National By-Law No. 7 as members are actively working against this union.

ACTRA Toronto and ACTRA National are looking to do a joint Town Hall (info sessions) on vaccine mandates.

Mr. Hepburn said that the QR code was not designed for employers in response to a question.

### ***Industry Relations – Taisa Dekker***

- On May 9<sup>th</sup> and 10<sup>th</sup>, ACTRA Toronto is hosting a Content Creation Workshop for members interested in creating their own productions. The course will be taught by ACTRA Toronto member, and Red Hill Entertainment Co-Founder & CEO, Dana Abraham. Over 250 members have registered for the workshop.
- POV Films in conjunction with Prince’s Trust Canada created an educational initiative called “Discover Acting,” and the invited ACTRA Toronto to speak to the program. On April 28<sup>th</sup>, 2022, Ms Dekker co-presented with member Aisha Evelynna to a group of 16 performers about how to join ACTRA and the benefits of union membership.
- Presented to 10 students at the Toronto Acting Academy about the work done by ACTRA and the importance of joining the union.
- Met with the winner of the DRIFF Emerging Filmmaker Incubator to discuss their film and how to engage ACTRA performers on the production.
- ACTRA Toronto is a confirmed sponsor of the Durham Region Film Festival, which takes place September 29<sup>th</sup> to October 1<sup>st</sup>, 2022.
- Attended the Unions & Guilds Green Committee meeting on April 10<sup>th</sup>. The meeting featured guest speaker Chris Dunn, Ontario Creates, to discuss the work done by Ontario Green Screen.
- Met with 5 members interested in sustainability to discuss the new ACTRA Toronto Green Committee.
- Met with the DGC about a virtual production training program taking place in May and June and discussed how ACTRA Toronto can be involved in both the workshop and short films that will be produced as part of the initiative.
- Planning has begun for the next Diversity in Voice Animation workshop, which will take place in early summer and will be open to members of the Diversity & Inclusion and outACTRAto Committees.
- Attended the NCA Member Town Hall and NCA Talent Agent Town Hall.
- Connected with the organizer of the Hamilton Black Film Festival about event sponsorship. The festival takes place May 25<sup>th</sup> – 28<sup>th</sup>, 2022.



- Work continues on the creation of tools to promote the engagement of union performers on video game productions.

### **Ontario Green Screen – Taisa Dekker**

- On Earth Day, April 22<sup>nd</sup>, Ontario Green Screen launched a tool to assist productions in finding electrical access points when shooting on location. This will decrease reliance on diesel generators for power, therefore reducing carbon emissions. Click [here](#) for information about the OGS electrical grid tie-in initiative, and [here](#) to access the map.
- A Facebook page has been launched with the goal of reducing waste by reusing set materials. The **Ontario Circular Sets** Facebook group is found here:
- <https://www.facebook.com/groups/ontariocircularsets>  
Please share this group with your networks.
- The next OGS Climate & Sustainable Production Training is on May 26<sup>th</sup> at 6 pm. To register, please click [here](#).

### **Industry Relations - Anti-Black Racism, Diversity, Equity & Inclusion: Jenn Paul**

- The op-ed that I authored entitled, “[Diversity is being used as a scapegoat for capitalism, and it’s time to talk about it](#)” was published in Playback Online on April 6<sup>th</sup>. The paywall has now come down, so the article is now viewable by all. After its initial release as well as posting about it on my social media, the article has received thousands of impressions, and engagement from media executives from organizations such as Bell Media, CMF, Warner Brothers/Discovery, Banff World Media Festival, The Canadian Academy, TIFF, as well as numerous production companies. The article has been shared with the Casting Directors Society of Canada, and work continues on the plan to dismantle biases in the Canadian Casting industry.
- Attended Telefilm’s Diversity & Inclusion Working Group Meeting.
- Planning continues in the Industry Relations Department for the upcoming Content Creation Workshop being held on May 9<sup>th</sup> (and 10<sup>th</sup>) hosted by ACTRA Toronto member Dana Abraham.
- Attended various NCA update meetings.
- Working on updating the protocols surrounding Film Festival/Outreach Partnerships with Taisa Dekker and Luisa Alvarez Restrepo.
- Met with the AACE exec to discuss feedback as it pertains to Voice Coaches/Educators and ACTRA members from historically underrepresented groups.
- Attended a session called “Introduction to Disability Inclusion in Community Arts” facilitated by Artscape Daniels Launchpad.
- Finalized a letter with outACTRA to that will be sent to IMDb to urge them to update their limited gender options.
- Met with a performer to discuss the challenges that non-binary/trans/Gender Non-Conforming performers face on online platforms when they have updated their name in real life, but their online presence and past body of work does not link to their present-day identity. I’m currently working on a plan to help address this.
- Attended the April D&I Committee meeting. Their committee is planning a headshot event, a social for mid-May, and a meeting on June 24<sup>th</sup> from 10am-12pm.
- Assisted in the hiring and onboarding of the newest member of the ACTRA Toronto team: Luisa Alvarez Restrepo! Luisa is the new Manager of Diversity, Equity, Inclusion and Belonging, and she will be the new staff liaison for the D&I committee going forward.
- This will (probably) be my last report as an ACTRA Toronto staff member as I officially started at ACTRA National as the Director of Diversity, Equity, Inclusion and Belonging on April 19<sup>th</sup>. I’d like to thank the staff and members of ACTRA Toronto for giving me the best 505 days of my career to date. Seriously, this is going to be a tough act to follow because I’ve truly loved every day of working here, and these 17 months have completely flown by. A few thank yous before I go...

*Thank you to the Diversity and Inclusion Committee for advocating for this role, and to the ACTRA Toronto Council for prioritizing the creation of a full time DEIB role despite being in the height of the pandemic and budget cuts. Thank you to Sue, Karen R, Samora and Lisa Michelle for recognizing my potential and deciding to hire me. Thank you to Sue and Alistair for your ongoing guidance, progressive leadership and always taking the time to listen to*

*my ten million ideas. Thank you, Tova and David, for your incredible passion and dedication to challenging the status quo. Thank you Samora, Lisa Michelle, Janet Rose, and Chattrisse for both your leadership and friendship.*

*Thank you to Taisa for being such an amazing collaborator and co-conspirator, and for all of the words of encouragement and belief in me. Thank you to Maxine for your unmatched patience and always calm advice, and to Nicole and the Membership team for the incredible commitment and compassion you continue to show to nearly 15k members every day. Thank you, Karl, Cass, Karen and Luca, for helping us get our messaging out and membership informed – even on short turnarounds! Gail, Judy and the FTDM + Commercial teams – thank you for all of the invisible work you do to keep Producers in line and the members safe. August and the Finance and Admin team – truly this place would fall apart without you. Thank you for keeping us intact.*

*2022 Council Members and Committee Chairs/Members: Thank you for placing so much trust in me. Thank you for showing up for your union, for having the tough conversations, raising the difficult issues and for fighting for change. There is so much work to be done, and it's been a pleasure to serve alongside all of you.*

*And finally Luisa, thanks for not running away after a week of onboarding with me! I'm so grateful that we found you and can't wait to see all of the amazing things you're going to do here.*

### **Special Advisor – Maxine Bower**

- Membership Support
  - Ongoing support for members with mental health and workplace challenges
  - Attended outACTRAto committee meetings as a staff liaison/support
  - Updated on AACE initiatives and will be a staff support moving forward
  - Taking meetings, letter writing, and offering support to member upset with servicesAddressing Harassment and Discrimination
  - Supported member through complaints of harassment on set
  - Ongoing communication and support for a member with a variety of historical complaints about incidents on set, and about the industry in general
- Membership Education
  - Ongoing updates (pending feedback) for a new Respect on Set Manual
  - Ongoing updates (pending feedback) of a completed self-study course for the ACTRA website on unconscious bias
  - Attended and supported both facilitators and members during Respect on Set sessions
- HAVEN Helpline
  - Attended meeting with LifeWorks to discuss updates on some of the issues with the HAVEN service (mis-filing reports and improvements to call triaging). Most issues have been resolved. The new coding being developed to alleviate misfiling issues is still ongoing
  - Detailed review of HAVEN Helpline reports as an ongoing effort to ensure that the Helpline is meeting ACTRA's needs.

### **OTHER BUSINESS**

- Ferne Downey who sits on the AFBS Board reminded Council that the AFBS AGM is virtual and is being held on Tuesday, June 14<sup>th</sup> from 2:00 p.m. to 3:00 p.m.
- Marie Kelly serves as Vice-President on FIA.

### **ADJOURNMENT**

**Janet-Rose Nguyen moved to adjourn the meeting at 3:16 p.m.**