

**ACTRA TORONTO
COUNCIL MEETING
MONDAY, JANUARY 8, 2024**

PRESENT

REGRETS

Theresa Tova, Past President (in the Chair)
George Alevizos
Heather Allin
Tim Beresford
Alana Bridgewater
Jason Bryden
John Cleland
Paul Constable
Nicola Correira-Damude
Caitlin Driscoll, alternate for Elana Dunkleman
Emily Hurson
Jameson Kraemer
Amy Matysio
Mercedes Morris
Janet-Rose Nguyen
Samy Osman, alternate for David Gale, President
Tavia Pereira
Dina Pino
Gord Rand
Gugun Deep Singh
Samora Smallwood
Joy Tanner
David Wallen
Katlyn Ziegler

COMMITTEE & MEMBER CAUCUS CHAIRS, OMBUDSPERSON

Wendy Chow, alternate for Victoria Brooks, Chair Apprentice Caucus

OBSERVER

Sandy Crawley
Kara Wooten, Stunt Committee

ALSO PRESENT

Alistair Hepburn, Executive Director, ACTRA Toronto
Judy Barefoot, Director, Commercial Production, ACTRA Toronto
Gail Hauptert, Director of Contracts, ACTRA Toronto
Karl Pruner, Director, Communications, ACTRA Toronto
Nicole Valentin, Director, Membership Services, ACTRA Toronto
Tina Wang, Director, Finance & Administration, ACTRA Toronto
Luisa Alvarez Restrepo, Manager, Diversity, Equity, Inclusion and Belonging, ACTRA Toronto
Grace Hawkins, Manager of Contracts, ACTRA Toronto
Luca De Franco, Public Relations Officer, ACTRA Toronto
Jennifer McGibbon, Public Relations Officer, ACTRA Toronto
Cass Enright, Media Relations, ACTRA Toronto
Marie Kelly, Executive Director, ACTRA National
Freda Merritt-Gambrill, Recording Secretary, ACTRA Toronto

The meeting was called to order at 10:00 a.m. with Past President, Theresa Tova, in the Chair.

The reading of the Land Acknowledgement by Gugun Deep Singh and Jameson Kraemer was followed by the reading of the Equality Statement by Samora Smallwood, Amy Matysio, Nicola Correia-Damude, Kate Ziegler and Gord Rand.

Councillors, alternates, observers and staff introduced themselves. Tova addressed President David Gale's absence.

APPROVAL OF THE AGENDA

MOTION #1

Moved by Joy Tanner, seconded by Heather Allin:

"That the Agenda for the ACTRA Toronto Council Meeting of January 8, 2024, be accepted."

CARRIED

APPROVAL OF MINUTES FROM NOVEMBER 7, 2023

The following are corrections to the Minutes:

Page 3: Paragraph 9, 3rd sentence, under President's Report, should read, "Council are the eyes and ~~years~~ **eyes** of the membership."

Page 4: 5th bullet point under Word from Set, delete the extra 'r' - sentence should read: "It was ~~r~~ reported that a Casting Director sent"

Page 4: 8th bullet point, 2nd sentence under ACTRA Awards in Toronto Presentation should read: "It is ~~not~~ an ACTRA event but ..."

Page 5: 4th bullet point, under Executive Director's Update, the word "agent" in the first and fourth sentences should read: "**agents**".

Page 6: 4th bullet point "house" should read "House".

Page 7: 2nd bullet point, first sentence under Apprentice Caucus report, should read: "Lots of BG work is starting to circulate but observing the BG ~~agents~~ **agents'** posts on social media..."

Page 10: 3rd paragraph, second line under TAWC, "Woman" should not be capitalized.

Page 12: 4th line under Other, should read: "Debra McGrath re outACTRAto – would love to have a queer liaison "but anyone would be great".

MOTION #2

Moved by Gugun Deep Singh, seconded by Janet-Rose Nguyen:

"That the Minutes of the ACTRA Toronto Council Meeting of November 7, 2023, as amended, be accepted."

Discussion

A Councillor asked as to why comments in the minutes were listed anonymously. The Chair responded that this was debated by previous Councils. It was pointed out that the Council meetings are a safe space. Some Councillors did not agree as being transparent was a huge issue for them. They did, however, agree about it being a safe space. The Chair said that this will be brought to the Executive for discussion and will then be brought to Council for a vote.

CARRIED

CARRIED

TABLING OF OTHER BUSINESS TO BE INCLUDED PER #12

No items were tabled.

ELECTIONS OF ACTRA TORONTO EXECUTIVE, ACTRA NATIONAL COUNCIL DELEGATES AND ACTRA TORONTO REPRESENTATIVES TO THE ACTRA NATIONAL EXECUTIVE

Alistair Hepburn assumed the Chair. He explained the election procedure. The following were appointed as Scrutineers: Members Sandy Crawley and Kara Wooten and staff, Nicole Valentin, Tina Wang and Freda Merritt-Gambrill.

TREASURER NOMINATIONS

The floor was opened to nominations. The ballots were distributed.

Nominated:

Gugun Deep Singh	-	Accepted	
Paul Constable	-	Accepted	- ELECTED

The nominees gave their speeches. A question-and-answer period followed and ballots were cast.

After three tied votes. The Scrutineers verified that they witnessed a fair and accurate count of the ballots.

Paul Constable was elected.

VICE-PRESIDENT NOMINATIONS

The floor was opened to nominations.

Nominated:

Heather Allin	-	Accepted	
John Cleland	-	Accepted	- ELECTED
George Alevizos	-	Accepted	- ELECTED
Janet-Rose Nguyen	-	Accepted	- ELECTED
Samora Smallwood	-	Declined	
Kate Ziegler	-	Accepted	- ELECTED

Joy Tanner	-	Declined	
Amy Matysio	-	Accepted	- ELECTED
Gugun Deep Singh	-	Accepted	
Mercedes Morris	-	Declined	
Tavia Pereira	-	Declined	

Speeches and a Q&A followed. Ballots were cast. The Scrutineers verified that they witnessed a fair and accurate count.

The following were elected:

John Cleland
George Alevizos
Janet-Rose Nguyen
Kate Ziegler
Amy Matysio
Theresa Tova*

*Per the ACTRA Toronto By-Laws, the Past President, if elected to Council, holds an acclaimed seat as Vice-President.

TORONTO NATIONAL COUNILLOR NOMINATIONS

Nominated:

Samora Smallwood	-	Accepted	
Mercedes Morris	-	Accepted	- ELECTED
Gord Rand	-	Accepted	
Joy Tanner	-	Accepted	
Nicola Correia-Damude	-	Accepted	- ELECTED
Gugun Deep Singh	-	Accepted	- ELECTED
Tavia Pereira	-	Accepted	- ELECTED
David Wallen	-	Accepted	
Dina Pino	-	Accepted	- ELECTED
Heather Allin	-	Accepted	

Speeches and a Q&A followed. Ballots were cast. The Scrutineers verified that they witnessed a fair and accurate count.

The following were elected:

Mercedes Morris
Nicola Correia-Damude
Gugun Deep Singh
Tavia Pereira
Dina Pino

MOTION #3

Moved by Gugun Deep Singh, seconded by Heather Allin:

“That the ballots be destroyed.”

CARRIED

COMMITTEE REPORTS – NEW ITEMS

In the interest of time, Committee Chairs reported when the ballots were being counted.

Liaison: Treasurer, Gugun Deep Singh

Apprentice Caucus – Chair, Victoria Brooks

The Apprentice Caucus met December 11th for 90 minutes at ACTRA Toronto offices.

- Continued questions about shuttles to get to early BG bookings. Reiterated to ask agents for as much information as possible on accepting in order to make an informed decision as to whether they can reasonably accept the job.
- A member suggested a template of information that is shared with talent via BG casting, that is then shared with BG agents, and then shared with talent.
- Continued discussion on what went wrong with the Compass Artist Management, and how to learn from the situation. How to protect themselves going forward.

Liaisons: Vice-Presidents, Jocelyne Zucco and Debra McGrath

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

- On December 13th, AYA set up a virtual meet-up to chat and catch up as the year draws to a close. Despite the busy holiday season, 11 members joined and shared their news, offered suggestions for 2024 workshops and wished each other merry holidays. Another 7 members sent regrets. Thank you to ACTRA for the Zoom link and to Karl and Luc for their assistance on the day.
- At the holiday meet-up, they had a chance to thank Jocelyne Zucco, their out-going Toronto Council liaison, for her support and assistance over the past couple of years. She has always championed their cause and was a great help as Anne and Heather took over as Co-Chairs last January. They are sad to lose her as their liaison but wish her well going forward.
- At the meet-up, AYA also updated everyone on the planned ClipChamp workshop to be organized and run next February in partnership with CAN (Canadian Artist Network). Their members are very interested in this workshop and unanimously agreed that, while they are getting more comfortable with actually recording self-tape auditions, they don't feel competent with editing programs and welcome the chance to take their audition tapes to the next level. CAN will run the workshop and pay for the instructor as they feel that it will benefit all artists who need to document and submit videos of their work and art for applications of all kinds. The Co-Chairs will reach out to CAN at the top of the New Year to start the organizational wheels in motion.

Liaisons: Vice-Presidents, Debra McGrath, Louisa Zhu and Jocelyne Zucco

Conference Committee – Chair, Jocelyne Zucco - Vice-Chairs, Pierre Simpson and Victoria Brooks

The Committee has moved their debrief with David Gale, Tina Wang and Alistair Hepburn to January 2024. They will also, at that time look, at when the Winter Conference will take place and discuss the form the conference will take.

Awards Jury – On Camera Jury Coordinators Jocelyne Zucco and Pierre Simpson

The On-camera Jury Coordinators had their first meeting with staff liaison, Jennifer McGibbon, on December 19th to develop their plan of action and timeline.

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

Editorial Committee – Chair, Joy Tanner

- Between July 1 and December 31, 2023, PerformersMagazine.com achieved almost 12,000 pageviews and 7,000 unique impressions (comparatively, the old website received 4,444 pageviews and 2,643 unique impressions over the same six-month period in 2022).
- Top 5 articles in 2023:
 - [The Canadian Star System: A Critical Look at the Canadian Entertainment Industry](#) October 10, 2023
 - [The 21st ACTRA Awards in Toronto](#) May 1, 2023
 - [IPA 101: Residuals](#) September 27, 2023
 - [Stunt Stars: Jennifer Murray](#) November 20, 2023
 - [In conversation with Billy MacLellan](#) July 12, 2023
- Articles in December
 - [Accent on Inclusion](#)
 - [Ask an Expert: Key risks and considerations relevant to performers who are active on social media](#)
- Performers on Set:
 - [December 18](#)
- Upcoming in Q1:
 - IPA 101: Performer Residency
 - Applause
 - Ask an Expert: Taxes
 - NCA 101
 - IPA 101: Hair and Makeup (part 2)
 - AI series (part 1)
 - Introduction to Political Advocacy/Labour Allies
 - ACTRA Awards:
 - AofE Q&A
 - Outstanding Performance nominee spotlight
 - Stunt Award Q&A
- Next Editorial Committee meeting will take place in January/February (date TBC)

Liaison: Vice-President, Debra McGrath

outACTRAto – Co-Chairs, Thalia González Kane and Matt Lemche

Meetings

- No meeting held in December 2023.
- Next meeting date will be in January 2024.

Leadership

- Call for new co-chairs to step in has been made, have requested folks submit their interest by January 1st so that the Co-Chairs can bring these names to Council for approval in 2024.

Subcommittees

- Queer Your Stories 5 competition submissions closed on Nov. 20, 2023. The jury met and selected a winner of the 16 applications. *Something's Phishy* is the winning project - the official announcement will be made in December 2023.
- Working the Scene in Rainbow subcommittee will meet in the new year in anticipation of planning the next edition for June 2024. Hope this can be a hybrid event.

Past President's Report – Theresa Tova

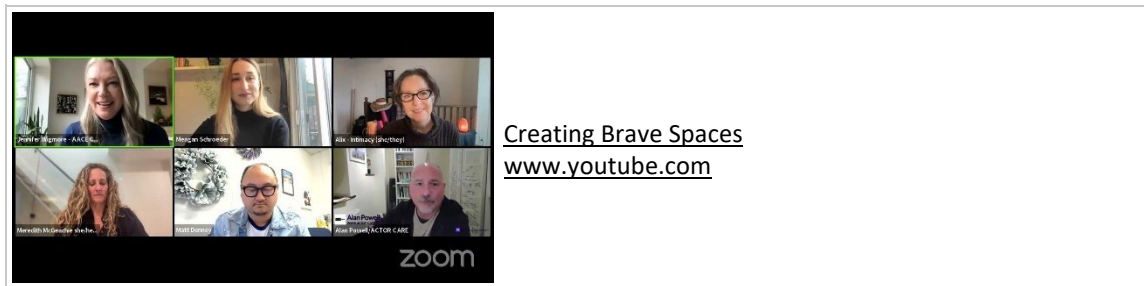
They continue to problem solve issues with coaches, agents and actors through two main files.

AACE

As part of her Past President files, Ms Tova co-administers the [Association of Acting Coaches and Educators](#) with Jennifer Wigmore. They have built a community of 110 coaches who are fully vetted AACE members with over 60 applications in the membership pipeline. The industry partners and community supporters include ACTRA, CAEA, TAMAC, the EIC, Equity Showcase, The CDC, TAPA, AFBS and more. Their day-to-day work consists of providing ongoing education to coaches on respect-based practices, industry standard business practices and mediating complaints.

AACE presented two educational workshops in November: **Resiliency** with Actor Care specialist Alan Powell and **Power Dynamics** with Niki Landau. Power Dynamics was created with the support of ACTRA Toronto staff and will soon be available online. Both offerings were well attended. They also streamed **Creating Brave Spaces**, a free online panel discussion on December 1st. The practitioners from Montreal, Toronto, Arizona and the UK explored specific techniques on how to provide consent-based practices and agency for their students. The panel discussion is available on our AACE YouTube channel.

<https://www.youtube.com/live/kyU-QHNgovI?feature=shared>



Agents

Ms Tove missed the monthly Agents/ACTRA meeting because of work.

The Entertainment Industry Coalition

On December 11th I chaired a community meeting of 50 TAMAC and EIC agents over Zoom. They were joined by ACTRA Toronto Executive Director, Alistair Hepburn. They started discussions on a number of industry-related issues. Volunteers came forward for a committee to look at proposal language that will be brought back to the larger group. There are many different ideas floated but what they all agree on is the need ensure both actors and agents are protected.

Liaisons: Vice-Presidents, Joy Tanner and Lisa Michelle Cornelius

TAWC – Co-Chairs, Heather Allin and Tonjha Richardson

TAWC seeks to extend their committee membership renewing existing ones and creating new committee members, by reaching out to their contacts and telling them about the work they are doing. Their last meeting has generated some interest and they hope for more as they start to have regular meetings and a program to accomplish.

NATIONAL UPDATE

Marie Kelly reported. She congratulated everyone who was elected for the first time or re-elected to National Council. She also congratulated those Councillors who were elected to the ACTRA Toronto Executive committee. Ms Kelly advised the National Councillors to read the kits that will be emailed to them prior to the February 9th National Council meeting. The meeting will be held at a hotel/conference centre.

UBCP will start negotiating the BCMPTA three months after us. She said that we need to do things differently this time. It would be nice to do a National survey instead of each branch sending out their own surveys. We need to find ways to find resources for the many fights for both the IPA and NCA. We fought hard at the last negotiations for the hair and makeup grievance.

Ms Kelly noted that many members are too afraid to fight for their rights – how do we crack that nut.

The National DEIB committee is working on a panel and workshop regarding the hair and makeup issues. We have five bargaining days set aside for DEIB issues with the CMPA.

Ms Kelly said that she would like to have ACTRA's proposals ready by June well in advance for bargaining. We are looking at November dates.

Organizing and Lobbying – the Council of Unions talks are moving slowly. We are trying to find new ways to organize the commercial sector. Ms Kelly said that we must become an organizing union. It is a lot of work and a lot of resources are needed. We have to set up a committee to do it and we need resources.

Ms Kelly said that we almost lost the Status of the Artist legislation but we are pushing back. What should Cancan productions look like in this new world?

We are talking to the government about AI and copyright. We do not have copyright protection for actors but we do have it for musicians. We are spending a great deal of time educating our government.

A discussion ensued regarding organizing the commercial production agencies.

EXECUTIVE DIRECTOR'S UPDATE

Alistair Hepburn reported.

HAVEN Hotline: The HAVEN 24-hours hotline service we currently have is coming to an end at the end of February and ACTRA Toronto will not be renewing the contract. We will not be receiving funding from Telefilm. The cost per incident report was more than \$3,000 which is not a good return on investment. We will, in the interim, move to the MAP. Although the MAP (Members Assistance Program) is only available to Full Members, we have a guarantee from AFBS that anyone who calls into that number regarding an ACTRA related incident will not be turned away. The call-in number will not change and the call will be directed to MAP. ACTRA Toronto will not get a report from AFBS and the Member will have to call ACTRA Toronto to report the incident and we will then follow up with the Member.

Awards: Mr. Hepburn said that we can max out the invite list to 500 individuals. A maximum of 50 per cent can be a lottery for members. The cost will be \$100 per non-refundable ticket for members and \$250 for

industry guests. Cass Enright said that live-streaming adds a significant amount the cost of the event hence it would not be possible to live-stream.

Industry Initiative & Outreach – Taisa Dekker, Manager

- Presented to fifteen students in the Theatre Arts performance program at George Brown College on December 15, 2023, with Janet Rose Nguyen.
- Met with an instructor of production management courses for both a college and industry association about engaging ACTRA performers and the specifics of use fees.
- Spoke with a production team working on an interactive digital media prototype project about contracting union performers.
- Connected with a producer I met at the Blood in the Snow Development Lab about engaging minors on an upcoming feature film going to camera in early 2024.
- Throughout 2023, I presented to 563 film production students in 10 post-secondary programs about how to engage professional performers on various types of productions.
- In 2023, I presented to 312 performance students in 12 post-secondary acting programs about the benefits of joining ACTRA.

WORD FROM SET

- A Councillor suggested that there should always be a BIPOC representative on the Executive. Mr. Hepburn informed Council that this will require a change to the ACTRA Toronto By-Laws and will require a referendum.
- Issues with Casting Directors was raised and Councillors asked if there was anything in place like AACE where these issues can be discussed. Mr. Hepburn said that we do not have any jurisdiction over Casting Directors and do not have the ability to censor a Casting Director. Luisa Alvarez-Restrepo and Jenn Paul are the staff members that Members need to contact. They will do the intake on the call. More work to be done on this file.

The Recording Secretary left the meeting at 5:10pm.