

**ACTRA TORONTO**  
**COUNCIL MEETING – IN PERSON & HYBRID**  
**Tuesday, March 5, 2024**

**PRESENT**

Theresa Tova, Past President (in the Chair)  
George Alevizos  
Heather Allin  
Tim Beresford  
Jason Bryden  
John Cleland  
Paul Constable  
Elana Dunkleman  
Emily Hurson  
Jameson Kraemer (Zoom)  
Matt Lemche (Zoom), alternate for David Gale, President  
Amy Matysio  
Mercedes Morris  
Janet-Rose Nguyen  
Dina Pino  
Gord Rand  
Tonjha Richardson (Zoom), alternate for Samora Smallwood  
Anthony Sardinha, alternate for Tavia Pereira  
Gugun Deep Singh  
Joy Tanner  
David Wallen  
Katlyn Ziegler (Zoom)  
Jocelyne Zucco (Zoom), alternate for Nicola Correira-Damude

**ABSENT**

Alana Bridgewater

**COMMITTEE & MEMBER CAUCUS CHAIRS, OMBUDSPERSON**

Roy Urbanozo, alternate for Victoria Brooks, Chair, Apprentice Caucus

**OBSERVER**

Victoria Brooks, Chair Apprentice Caucus  
Sandy Crawley  
Kyle Derek  
Andrew, Moodie  
Krystle Ferdinand, Co-Chair, Diversity & Inclusion Committee  
Kara Wooten, Stunt Committee

**ALSO PRESENT**

Alistair Hepburn, Executive Director, 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  
Taisa Dekker, Manager, Industry Initiatives and Outreach, 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  
Francois Desjardins, Lead Organizer & Counsel of Unions Liaisons, ACTRA National  
Freda Merritt-Gambrill, Recording Secretary, ACTRA Toronto

The meeting was called to order at 10:03 a.m. with Past President, Theresa Tova, in the Chair.

The reading of the Land Acknowledgement by George Alevizos was followed by the reading of the Equality Statement by Tim Beresford, Anthony Sardinha, Roy Urbanozo, Elana Dunkleman, Emily Hurson, Gugun Deep Singh and Janet-Rose Nguyen.

The Chair introduced everyone present.

## **APPROVAL OF THE AGENDA**

### **MOTION #1**

**Moved by Gugun Deep Singh and Elana Dunkelmann:**

**“That the Agenda for the ACTRA Toronto Council Meeting of March 5, 2024, be accepted.”**

#### *Discussion*

A Councillor asked to include a conversation about the hiring of an Organizer in Toronto to the agenda. Alistair Hepburn said that this item can be included in Other Business.

The question was raised about how items got on the agenda. Were these items from the last Council meeting? Were they items raised at the Executive meeting? Councillors were informed that anyone can write to the Executive Director asking for items to be included in the agenda.

**CARRIED**

## **APPROVAL OF MINUTES FROM FEBRUARY 6, 2024**

Following the correction of typographical errors, it was moved:

### **MOTION #2**

**Moved by Paul Constable, seconded by Amy Matysio:**

**“That the Minutes of the ACTRA Toronto Council Meeting of February 6, 2024, as amended, be accepted.”**

**CARRIED**

## **TABLING OF OTHER BUSINESS TO BE INCLUDED PER #15**

- Animation Agreement meeting.
- Relationship between CAEA (Equity) and ACTRA.
- AFBS – impact of lockout on members insurance and concerns raised – to be addressed under Word from Set.
- Audit of Social Media Department/Communications Department – Mr. Hepburn said that Council liaises with the Executive regarding staff work - to be addressed under Word from Set.

- Passes to BSO Symposium & film fests.
- Timing of next Council meeting.

#### **CHAIR'S UPDATE**

Tova updated Council on President Gale's health and said that they are starting to see some progress.

Had some great conversations about Compass with the government and our GR firm was very pleased.

Ms Tova will be undergoing back surgery next Monday and is hoping to be out for only a couple of weeks.

#### **NATIONAL COUNCIL DISCUSSION**

Marie Kelly reported on the two-day January National Council meeting.

NCA Update – Ron Lund, CEO, ACA, has retired. A search is on for a new CEO.

Reported on membership criteria changes, IPA and gearing up for negotiations, lobbying re copyright and Canadian Content.

A fulsome discussion took place regarding the NCA and communicating honestly with the membership.

A Councillor raised an incident at National Council that made them very uncomfortable and said that they were met with animosity. The Councillor was instructed to reach out to senior staff.

#### ***National By-Laws – Motions from National Council Meeting of February 10, 2024***

*Agenda Item #11a*

*By-Law No. 1 Section 1 – Qualification for Membership*

#### **MOTION #3**

**Moved by Heather Allin, seconded by Elana Dunkelman:**

**“That ACTRA Toronto Council waive Notice of Motion to accept the implementation of the membership criteria changes to membership rules as set out in By-Law No. 1, By-Law No. 2 and By-Law No. 3 – Sections I and II.”**

*Discussion*

There was discussion regarding the amendments and the reasons for the amendments.

**CARRIED UNANIMOUSLY**

**MOTION #4**

**Moved by John Cleland, seconded by Joy Tanner:**

**“That ACTRA Toronto Council is in agreement and approves the implementation of the membership criteria changes to membership rules as set out in ACTRA National By-Law No. 1, By-Law No. 2 and By-Law No. 3 – Sections I and II.”**

**CARRIED UNANIMOUSLY**

*Agenda Item #11b*

**MOTION #5**

**Moved by Heather Allin, seconded by Elana Dunkelman:**

**“That ACTRA Toronto Council waive Notice of Motion on the following Motion regarding changes proposed to the Initiation Fees in the ACTRA National By-Law No. 2.”**

**CARRIED UNANIMOUSLY**

**MOTION #6**

**Moved by Heather Allin, seconded by John Cleland:**

**“That ACTRA Toronto Council approve the amendment to the Initiation Fee in the ACTRA National By-Law No. 2.”**

**CARRIED UNANIMOUSLY**

*Agenda Item #11c*

**MOTION #7**

**Moved by Emily Hurson, seconded by Tim Beresford:**

**“That ACTRA Toronto Council waive Notice of Motion on the following Motion regarding changes proposed to Temporary Membership for Non-Member Non-Resident Performers in the ACTRA National By-Law No. 3 – Section III).”**

**CARRIED UNANIMOUSLY**

**MOTION #8**

**Moved by Janet-Rose Nguyen, seconded by Tim Beresford:**

**“That ACTRA Toronto Council approve the amendment to the Temporary Membership for Non-Member Non-Resident in the ACTRA National By-Law No. 3 – Section III.”**

**CARRIED UNANIMOUSLY**

*Agenda Item #11e*

**MOTION #9**

**Moved by Gugun Deep Singh, seconded by George Alevizos:**

**“That ACTRA Toronto Council waive Notice of Motion on the following Motion approved by ACTRA National Council to invite allies in organizing to participate in the Union Savings program and regular prize draws.”**

**CARRIED UNANIMOUSLY**

**MOTION #10**

**Moved by Mercedes Morris, seconded by Emily Hurson:**

**“That ACTRA Toronto Council approves the Motion passed by ACTRA National Council to invite allies in organizing to participate in the Union Savings program and regular prize draws.”**

**CARRIED UNANIMOUSLY**

**IPA BARGAINING TEAM RECOMMENDATIONS**

Mr. Hepburn put forward the following names to sit on the IPA Bargaining Team. This team has been selected after a deep dive into their work histories and keeping in mind that the selection covers the diverse aspect.

- Kwaku Adu-Poku - primary
- Geoff Scovell - primary
- Jennifer Wigmore - primary
- Angela Wong - primary
- Nova Zatzman - primary
- Amy Matysio - alternate
- Daniel Lavigne
- Gugun Deep Singh - alternate
- Paul Constable - alternate
- George Alevizos - alternate
- Angelica Alejandro - alternate
- Plus another primary Member who has not responded

## **MOTION #11**

**Moved by Heather Allin, seconded by Dina Pino:**

**“That Council approve of the recommendation put forward that Kwaku Adu-Poku, Geoff Scovell, Jennifer Wigmore, Angela Wong, Nova Zatzman, Amy Matysio, Daniel Lavigne, Gugun Deep Singh, Paul Constable, George Alevizos, Angelica Alejandro, plus one additional Member, to be part of the IPA Bargaining Team.”**

### *Discussion*

A fulsome discussion ensued regarding the selection process of the bargaining team. Council agreed to move forward with the but with more stunt membership consultation. Hence the following amendment was put forward with the Mover and Seconder’s approval:

## **MOTION #11 – AMENDED**

**Moved by Heather Allin, seconded by Dina Pino:**

**“That Council approve of the recommendation put forward that Kwaku Adu-Poku, Jennifer Wigmore, Angela Wong, Nova Zatzman, Amy Matysio, Gugun Deep Singh, Paul Constable, George Alevizos, Angelica Alejandro, plus three additional Members, to be part of the IPA Bargaining Team, conditional upon a further conversation with the Stunt Committee.”**

**CARRIED – 2 Opposed (Kate Ziegler and Jameson Kraemer – recorded opposed)  
2 Abstentions (Paul Constable and Amy Matysio – recorded abstained)**

## **AWARDS CHECK-IN**

Mr. Hepburn said that it was not intentional that the Awards has been scheduled for April 22<sup>nd</sup>, which is the eve of Passover. It was noted that Passover starts after sunset. Council was provided with three options and after a fulsome discussion agreed to moving it forward to 2pm on the same day.

The Awards Committee apologized that they made an error and said that going forward they would be more careful. The Communications Department will send out an apology to the membership stating that we are normally mindful but this was a mistake. ACTRA Toronto’s policy is to respect all the different communities in our membership.

## **AGM UPDATE**

Mr. Hepburn informed Council that an AGM must be held before May 31<sup>st</sup>. The Executive will discuss this and bring recommendations to the April Council meeting.

## **WORD FROM SET**

- A parent has raised concerns that they continue to have issues on set with hair persons. They were finally offered a compensation.
- A Councillor suggested that there should be a focus group for minors. A performer worked on 12 episodes over two days and was only paid for two days. There should be some limitations on a tier system.
- Mr. Hepburn said that there is a seminar for parents on March 27<sup>th</sup>.

- It was noted that many members are saying that they have lost their AFBS coverage levels as they have not been working due to the lockout. Mr. Hepburn informed Council that he has received an email from AFBS stating that levels are being topped up. It might be from base to bronze.
- There were concerns raised about call times being changed on the day of the shoot date.
- Regarding whether SAG/AFTRA contract can be used in our negotiations – Mr. Hepburn said that the hope is to use the gains of SAG to build upon.

#### **UBCP DUES DISCUSSION**

It was noted that UBCP is offering their membership a 25% discount on dues due to the lack of work. It was pointed out that “they have been hooked into it by the Council of Unions”. Mr. Hepburn said that ACTRA Toronto did this during COVID. Council will have to discuss this. If this discount is offered, it was pointed out that the 25% discount will not be deducted from our per capita to National.

A Councillor said that by not offering the discount, it will go towards strengthening our union and hoped that the membership will want to be part of this. Members need to know what their dues are being utilized for.

Council was in agreement to not move forward with offering the membership a 25% discount on dues.

***The Recording Secretary left the meeting at 4:36 p.m. The Executive Director took over notetaking.***

#### **BY-LAWS DISCUSSION**

Council was in-camera during this discussion.

- A fulsome discussion took place regarding ACTRA Toronto By-Law No. 4.12.
  - The Executive Director will share correspondence with Council.

#### **OTHER BUSINESS**

- Councillor asked if ACTRA Toronto will hire an Organizer. It was pointed out that this will require approval to increase the budget.

#### **MOTION #12**

**Moved by Gugun Deep Singh, seconded by Elena Dunkelman:**

**“That ACTRA Toronto Council waive Notice of Motion to increase the 2024-2025 budget to accommodate the hiring of an Organizer.”**

**CARRIED - 1 Abstention**

#### **MOTION #13**

**Moved by Gugun Deep Singh, seconded by Elana Dunkelman:**

**“That ACTRA Toronto Council moves to increase the 2024-2025 budget to allow for ACTRA Toronto to hire an Organizer who will be seconded to report to ACTRA National.”**

## *Discussion*

Conversation occurred regarding the work of the organizer and how the hiring would occur.

### **CARRIED UNANIMOUSLY**

- A Councillor wants to introduce a Councillor-led *Lunch and Learn* and will take the lead to organize this.
- A Councillor will spearhead a roundtable meeting of animation performers to further IPA discussions.
- Black Screen Office Symposium – Ms Alvarez Restrepo announced that ACTRA Toronto will have some passes to give away.
- Ms Alvarez Restrepo said that ACTRA Toronto will have two TIFF membership passes to give away.
- The Executive Director will send a Doodle Poll for a special meeting re the OP Plan.

### **ADJOURNMENT**

Gugun Deep Singh moved to adjourn the meeting at 5:15 p.m.

### **COMMITTEE AND CAUCUS HIGHLIGHTS**

The following reports were emailed to Council prior to the Council meeting:

#### ***Liaisons: Treasurer, Paul Constable & Vice-President, Amy Matysio***

*Apprentice Caucus* – Chair, Victoria Brooks

The Apprentice Caucus met February 28<sup>th</sup> for 60 minutes on Zoom.

- They have newly elected executive Caucus members: Victoria Brooks - Chair, Roy Urbanozo - Vice Chair, Anne-Marie Zammit - Secretary.
- Newer members felt they didn't have a good enough grasp on the IPA to answer the survey. Request for a 'plain language guide' or 'how to read the IPA' course. Shared "Agreements" on the Education Page on the site.
- Information regarding call time/location, booking details coming in with very little notice, for principal and BG alike. Request for more time and detail.
- Booking notices are coming in closer and closer to call time. Unreasonable amount of notice for getting to set, and arranging transportation, etc.

The Apprentice Caucus will meet next on March 14, 3:30 at ACTRA offices, followed by an informal social gathering at The Bishop and Belcher.

#### ***Liaisons: Vice-Presidents, John Cleland, Amy Matysio & Kate Ziegler***

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

The Committee had a great meeting with their new liaison officers, Amy Matysio, Kate Zeigler, and John Cleland. Their new staff liaison Karl Pruner also attended, and together they contributed great ideas and support. They brought them up to date on AYA committee activities since Heather Dick and Ann Wootten took over as co-chairs last year. They look forward to meeting with them again as soon as it can be arranged.



They are moving forward on the editing self- tape workshop, and the instructor will be confirmed next week. Once we have all the details in place, we would be happy to share the information.

Last year's brainstorming sessions have brought requests for acting scene study workshops and audition workshops, so we'll organize one for April and one for May. Heather is in discussions with the acting scene instructor. Again, we will be happy to share details.

One last update is ACTRA members are invited to the CAN (Canadian Artist Network) follow- up webinar. Dr. Fornazzari is a consultant for Behavioral Neurology at the Memory Disorder Clinic and the Geriatric Mental Health Outpatient Program at St. Michael's Hospital in Toronto. The webinar is called **Preserving the Mind: Safeguarding Against Ageing and Dementia** Wednesday, March 6<sup>th</sup> at 1:00 PM EST | 10:00 AM PST.

### ***Liaisons – Vice-President, John Cleland***

*Child Advocate – Angelica Alejandro, Child Advocate*

- One of the initiatives I have presented to Executive and our Staff Liaison, is having ACTRA Toronto start a committee similar to the UCBCP/ACTRA Guardians of Minors Committee. In talking with parents and guardians they have expressed a strong desire to become more involved. The parents/guardians who want to join this committee, many have children who have been working for many years even before the inception of the PCPA. They have been generous with their feedback and proposing what they would like to see in a committee, how such a committee can provide support from ACTRA, to fellow parent/guardians and our minors.
- Along with ACTRA Staff, I will be part of an IPA Minors Session for parents and guardians. This will be an IPA focus group similar to those that are being held for membership, with this focus group speaking to the issues and concerns regarding minors working under the IPA.
- I continue to answer questions from Production, parents and guardians of performers contacting the Child Advocate. A note to highlight is that this month there have been more questions from productions including those overseas that are unsure of the rules when working with minors.

### ***Liaisons – Vice-Presidents, George Alevizos, John Cleland and Janet-Rose Nguyen***

*Diversity and Inclusion Committee – Co-Chairs, Krystle Ferdinand, Dorly Jean-Louis and Roy Urbanozo*

#### Summary

- Plenty of meetings to report this month and last month as they settled into their new roles as Co-Chairs of the ACTRA Toronto Diversity & Inclusion Committee. They were not able to schedule a committee meeting this month as they became acquainted with the tools and resources needed to do their job. The following meetings took place in the month of January & February:
  - with the outgoing ACTRA Toronto D&I Co-Chair Chattrisse Dolabaille, outgoing Executive Liaisons Louisa Zhu, Lisa Michelle Cornelius & Gugun Deep Singh. ACTRA Toronto Executive, Alistair Hepburn was also in attendance.
  - with the Executive Team, Luisa Alvarez Restrepo & Gugun Deep Singh.
  - with the Executive Liaisons from ACTRA Toronto, Janet-Rose Nguyen, George Alevizos & John Cleland.
  - with the Co-Chairs of outACTRato, Thalia Gonzales Kane & Matt Lemche.
  - with the DEIB Chair of ACTRA National, Mariah Inger.
  - Blue Sky Meeting within the Co-Chairs of the ACTRA Toronto Diversity & Inclusion Committee.
  - with the lead of the Accent Discrimination Sub-Committee, Mladen Obradovic.
  - with the lead of the Disability Alliance Sub-Committee, George Alevizos.
  - with National DEIB, Jenn Paul, Mariah Inger and leads from all branches of ACTRA were in attendance.
  - 2 additional meetings with the YEAA committee to finalize details about our Social Mixer.

- Hosted a successful Social Mixer in honour of Black History Month in collaboration with the YEAA Committee. Photos from the event can be found here. The Committee was able to stay within their budget of \$200 (collectively) from both committees. Tavia Pereira will be submitting the expense report on their behalf.
- All three Co-Chairs were in attendance at the Black Film Festival Grand Opening. Roy Urbanozo was in attendance to honour Charles Officer.

#### Objectives & Goals

- Established a consensus amongst co-chairs to hold monthly blue-sky meetings. Dates to be scheduled as required. First blue-sky meeting was held on February 2nd at a café in Downtown Toronto. Debrief with Luisa Alvarez Restrepo to follow.
- Following the success of the Social Mixer planned in collaboration with the YEAA committee, the Committee established that their next initiative will be Working the Scene in Colour (Season 18) after a meeting with Gugun Deep Singh to address details and scheduling of that understanding.
- They also determined that Picture Day will be setup later this year in November 2024 to allow for participants to be ready with fresh portfolio material for the new year. Budget and details surrounding this initiative to be sent to the Executive for approval.
- The Committee is currently exploring cost-effective ways to bring back a former initiative, a Different Lens - Demo Reel Creation back in 2025. They plan to schedule a meeting with former Co-Chair and current Councillor, Samora Smallwood, to gain insight into this initiative.
- They also decided as a group that they would need to devise a short survey/poll to foster engagement from the membership as to what they want to see or need from the D&I Committee. In these changing times, this will help them assess any blind spots or matters of imminent concern. The Committee will be using this information to liaise with members of the Executive Team if/when a focus group for IPA is warranted.
- Next Committee meeting date is scheduled for March 4<sup>th</sup> from 12-2pm. Whether the meeting is in-person or virtual is still to be determined. A poll has been sent out to the committee members to gauge feedback.

#### Supplementary Discussions

- With regards to their initial meeting with Mladen, there is an opportunity for the D&I Committee to collaborate with the Accent Discrimination Sub-Committee to amplify their visibility within the membership. They plan to continue hosting those discussions and devise a course of action.
- Initiated that their mandate/mission statement is unclear and that they need specificity before forging ahead.
- Requesting any templates, spreadsheets, blueprints, worksheets used by previous co-chairs to pass on as precedents for their use.

#### ***Liaisons: Treasurer, Paul Constable & Vice-President, Kate Ziegler***

#### *Editorial Committee – Chair, Joy Tanner*

Editor Joy Tanner and Staff Editor Jennifer McGibbon met on February 15<sup>th</sup> in preparation for the February 22<sup>nd</sup> Zoom meeting with the Editorial Committee. Present at the 22<sup>nd</sup> meeting were new Liaison Paul Constable, Executive Director Alistair Hepburn, Director of Communications Karl Pruner, Staff Editor Jennifer McGibbon and Editor Joy Tanner.

They caught Paul Constable up on the operating systems at the magazine, including a brief history. As well, they thoroughly explored the Publishing Calendar, which was sent to Council for their perusal. The Editorial Committee signed off on the Publishing Calendar. It should be noted that this is a living document as they need the ability to pivot should they have to. Please note that not all quarter one stories have a writer yet assigned.

#### Upcoming stories in Quarter 1:

- Applause - ongoing
- Ask an Expert: Taxes written by tax specialist Fred Watkin
- NCA 101 - ongoing
- IPA 101: Hair and Makeup (part 2) to be written by Luisa Alvarez Restrepo

- AI series (part 1)
- Introduction to Political Advocacy/Labour Allies
- ACTRA Awards: AofE Q&A (March) Maria Del Mar interviewed by Joy Tanner
- Outstanding Performance nominee spotlight
- Stunt Award Q&A

Next Editorial meeting to be announced.

***Liaisons: Vice-Presidents, George Alevizos & Janet-Rose Nguyen***

*outACTRAto – Co-Chairs, Matt Lemche and Madelaine Rose*

Meetings

- Committee meeting held on February 26, 2024.
- Next meeting March 18<sup>th</sup> or 25<sup>th</sup>, 2024.
- Plan for 2024 general survey to membership to grow meeting attendance, get feedback about concerns, and get feedback on ways to connect.

Leadership

- Madelaine Rose and Matt Lemche are officially recognized as new (and returning) co-chairs for outACTRAto.

Exploring / Expanding Partnerships

- Inside Out 2SLGBTQ+ film festival Toronto—Met with Inside Out Director of Partnerships to discuss ways ACTRA and outACTRAto can expand our existing partnership. Looking at the following possibilities:
  - In-person mixer during the festival with emerging directors/producers.
  - Table during Industry Days to highlight union performers.
- CAFTCAD (The Canadian Alliance of Film & Television Costume Arts & Design)—Met with Operations and Communications Manager
  - Looking to assist in some capacity with a workshop for folks in costume departments working with Trans and Non-Binary Performers.
  - Potentially a panel discussion featuring folks from all sides.

Queer Your Stories Subcommittee

- QYS5 Winners, *Something's Phishy*, set to shoot their winning short weekend of March 1–3, 2024.

***Liaisons: Vice-Presidents, Paul Constable, Amy Matysio & Kate Ziegler***

*Stunt Committee – Rotating Co-Chairs, Daniel Lavigne and Dillon Jagersky*

The Stunt Community met on February 15<sup>th</sup> to discuss several items of interest, including AI, a Stunt Town Hall, and the current Diving Regulations in Ontario. The AI discussions centered around how to protect the work of the stunt community in the upcoming IPA bargaining, and how AI will be monitored.

Dillon Jagersky volunteered to plan and organize a virtual Stunt Town Hall for March 6<sup>th</sup> and discussed potential topics to address with the community.

With rotating chairs in place, it was also decided that Geoff Scovell and Cam Fergus will be the new Co-Chairs in place for the next meeting.



## OTHER REPORTS

*Diversity, Equity & Inclusion & Belonging* – Luisa Alvarez Restrepo, Manager, Diversity, Equity, Inclusion & Belonging

- Prime Time: this was a great opportunity to connect with producers and industry advocates. Many emerging producers are still not familiar with our Low Budget Guidelines or the Permit Access Fund and were excited to know ACTRA Toronto wants to support low budget productions. A lot of feedback Luisa Alvarez Restrepo received was about how happy underrepresented creators were to have an ACTRA Toronto staff member in attendance who was dedicated to DEIB. This was also an opportunity to connect with Warner Bros. Discovery who fund the Permit Access Fund; they started conversations about expanding support. Along with George Alevizos, they also met with the ED of the Disability Screen Office and discussed partnering with them on a guide to working with Disabled Performers. Conversations will continue about turning this into an official partnership.
- Disability Alliance: Supported the data collection and drafting of letter to AFBS to improve coverage.
- outACTRAto: along with co-chairs, met with Inside Out to talk about expanding a partnership beyond Queer your Stories. Met with CAFTDCAD to discuss a potential partnership for a workshop on working with Trans/Non-Binary Performers.
- Attended ACTRA National Council.
- D&I Committee: facilitated introductions to Disability Alliance, Accent Discrimination, and Working the Scene in Colour. Also provided context for how the sub-committees came to be.
- Attended National DEIB Committee meeting.
- Toronto Black Film Festival: In total they had 92 entries for their various festival giveaways. In total 19 members were able to access the festival.
- TIFF: As part of our community partnership, they have received some complimentary Industry Memberships. Stay tuned for more details on that. Conversations continue for how to expand our partnership.
- Diversity Showcase: Plans are underway to revamp the website as it currently does not have any accessibility features. The website will remain active so that the profiles of the selected Black Performer Showcase participants can be accessed. [The Asian Performer Showcase](#) call for applications launched and will close on Tuesday, March 12. Please share with your networks.
- Met with George and Sean Towgood to discuss the creation of an accessibility checklist to share with potential partners. This will include non-negotiables such as the space being accessible to mobility device users, and other features that the event organizers may want to consider.
- Attended IPA Focus groups.

*Industry Initiative & Outreach* – Taisa Dekker, Manager

- There are film industry outreach events taking place this month in Kingston, Mississauga, & Oshawa where Taisa Dekker will connect with pre-members and potential engagers about the [ACTRA Advantage](#).
- February was a busy month for post-secondary outreach. The purpose of this work is to encourage student filmmakers to work with ACTRA performers not only on school projects, but on future productions once they embark on their career in the industry. Outreach to film students fosters relationships with future engagers. Performance programs are taught about what ACTRA is, work done by the union, performer protections in the agreements, and the importance of becoming a member. Performance students are informed they can join via the [New Graduate Credit](#) within one year of graduation.
  - In-person presentation to 70 students in Toronto Metropolitan University's 3<sup>rd</sup> Year Film Production class on February 7<sup>th</sup> with FTDM's Emma Kitchen & Arjot Sandhwalia.
  - In-person presentation to 21 performance students in Sheridan College's Theatre & Drama studies program on February 8<sup>th</sup> with Louisa Zhu.

- Presented via zoom to 17 students in Humber College's Television Writing & Producing program on February 12<sup>th</sup> with FTDM's Emma Kitchen & Arjot Sandhawalia.
- Presented via zoom to 22 performance students at Toronto Metropolitan University on February 12<sup>th</sup> with Theresa Tova.
- Presented via zoom to 30 students in George Brown College's Production Entrepreneurship program on February 15<sup>th</sup> with FTDM's Grace Hawkins.
- The UBCP/ACTRA Industry Relations team and Ms Dekker met with SAG-AFTRA's organizers to discuss industry updates, the NCA lockout, and upcoming negotiations on both sides of the border; SAG-AFTRA's commercial agreement and ACTRA's Independent Production Agreement. They will meet quarterly throughout 2024.
- Met with two festivals about potential sponsorship.
- Met with a producer about contracting ACTRA performers on a demo production that is being developed to procure interest from funders for a digital series.
- Connected with a Casting Director who had questions about contracting performers on short films.
- Attended ACTRA National Council Meeting.
- Met with Interactive Ontario about pausing ACTRA Toronto's partnership.
- Attended the Ontario Creates Workforce Symposium, an event designed to gather feedback from the creative sector about workforce development strategies.
- Outreach to non-union productions continues.

#### *Past President's Report – Theresa Tova*

Theresa Tova continues to reach out to members on behalf of the President.

#### Awards

- Met with the Awards group to finesse the details around the reworked Awards. A small group worked well together to provide guidance on ticket pricing, communication, and other details. Thanks for the patience of all involved they were able to communicate the new awards details with membership by the afternoon of February 28<sup>th</sup>.

#### EIC

- Alistair Hepburn, Tova and ACTRA Toronto's GR firm met with the government policy advisors to introduce them to the issues ACTRA Toronto is facing after the COMPASS debacle. The union has made our case very well and are awaiting next steps. Tova had an offline conversation with the co-chair of the TAMAC agents team looking into possible changes. Very glad to see ACTRA Toronto reach out YET AGAIN to affected Compass clients to ensure more of them report their situation to the investigating police officers.
- Meanwhile the EIC board is looking at new applications and taking a much stricter line on segregated accounts. They have started conversations with two financial institutions to help EIC agents find the appropriate instruments that will act like trust accounts and protect actors from non-payments.

#### Agents

- The monthly meeting with the TAMAC agents was honest and frank... very helpful.

#### AACE

- They continue to welcome new members. we have 117 members and have over 50 in the pipeline to become members.
- They are planning a **ONE DAY INTENSIVE – Saturday, May 25, 2024.**

#### *Resilience and Boundaries in the Actors Process*

A triad of experiential somatic workshops that will provide practical tools for acting coaches and educators to create respectful and brave spaces when working with actors.

With Instructors: Alix Sideris and Meagan Schroeder, Tom Stroud & Ines Buchli, and Alan Powell.

Space will be limited to 20 participants.

[https://drive.google.com/file/d/1gpcCilL74Yr1llaq\\_xyGi6Ncry0CaQsx/view?usp=sharing](https://drive.google.com/file/d/1gpcCilL74Yr1llaq_xyGi6Ncry0CaQsx/view?usp=sharing)