

**ACTRA TORONTO
COUNCIL MEETING – IN PERSON & HYBRID
Wednesday, May 15, 2024**

PRESENT

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

ABSENT

Alana Bridgewater

COMMITTEE & MEMBER CAUCUS CHAIRS, OMBUDSPERSON

Ann-Marie Zammit – Secretary, alternate for Victoria Brooks, Chair, Apprentice Caucus

OBSERVER

Sandy Crawley
Fiona Highet (Zoom)
Steve Shackleton (Zoom)
Gord Rand (Zoom)

ALSO PRESENT

Alistair Hepburn, Executive Director, ACTRA Toronto
Tania Cardwell, Stunt Liaison, ACTRA Toronto (Zoom)
Marie Kelly, Executive Director, ACTRA National
Freda Merritt-Gambrill, Recording Secretary, ACTRA Toronto

The meeting was called to order at 10:05 a.m. with Past President, Theresa Tova, in the Chair.

The reading of the Land Acknowledgement by Gugun Deep Singh was followed by the reading of the Equality Statement by Tim Beresford and Asante Tracey.

The alternates, Councillors, Committee Chairs and staff were introduced.

APPROVAL OF THE AGENDA

MOTION #1

Moved by Heather Allin, seconded by Tim Beresford:

“That the Agenda for the ACTRA Toronto Council Meeting of May 15, 2024, be accepted.”

CARRIED UNANIMOUSLY

APPROVAL OF MINUTES FROM APRIL 2, 2024

Page 4: Motion #3 – correct typographical error. “John McClelland”, should re **“John Cleland”**.

MOTION #2

Moved by Paul Constable, seconded by George Alevizos:

“That the Minutes of the ACTRA Toronto Council Meeting of April 2, 2024, as amended, be accepted.”

CARRIED UNANIMOUSLY

TABLING OF OTHER BUSINESS TO BE INCLUDED PER #17

There were no items to be tabled.

CHAIR’S UPDATE

Theresa Tova gave a brief update on the President’s progress.

She gave an update on the following items:

April 3

- Preliminary call with EIC and CAF. Second call on April 30th.

April 7

- AACE Spring Community meeting. 30 in attendance.
- Updates, Outreach & Activism, Upcoming Education, Committee Work.

April 9

- AACE Steering committee meeting.

April 10

- ACTRA National Constitution Committee meeting.

April 15

- ACTRA National Executive meeting.

April 16

- AACE meeting with ACTRA Alberta.
- AACE Vetting committee meeting to discuss policies.

April 22

- ACTRA Awards afternoon.

April 23

- Chaired the ACTRA Toronto Executive meeting. The Agenda included:
 - Awards quick debrief...Full debrief to happen again with the full Council. Ideas floated included a survey for sponsors/ members feedback and value. Pros and cons of the venue, lighting, sound, final numbers.
 - AGM location, date, logistics & costs. Time is of the essence. Executive is trying to balance costs, size, availability etc. and make a decision so we can live up to our responsibility of an AGM before the end of May.
 - ACTRA National rebranding discussion. ACTRA National wants to rebrand their logo. We looked at the proposal National wants buy in from all branches. BC has come part way but is not consistent with the proposal.
 - Budget year end. The Executive took a first look at Budget year end 2023/24. Audited statements will come to Council.
 - Permit Access Fund update. Warners contributed 50% of qualifying permit fees/ This initiative was the result of work by DEIB Manager Luisa Alvarez Restrepo at Banff.
 - Ontario Green Screen 24/25. Looking to help energize the work.
 - AACE update. ACTRA Montreal is a new industry partner. ACTRA Alberta is in conversation and so is ACTRA Ottawa. Exec was positive about the work and growth of AACE. Exec wants to bring this to council and recommends we recommit as Steering members and industry partners. See our statement of support .
- April 24
 - AACE meeting with Drayton Youth Academy
- April 25
 - TAMAC – As Past President and EIC Chair she join the meeting with TAMAC agents and staff.
 - CANCOM – Represented ACTRA National at the board meeting.
 - Treasurers report – membership dues conversation. Dues are due now. Paid by National.
 - Board governance, Communication, social media – newsletter/Buffer/Mail chimp.
 - Grant applications – New submission to Canadian Heritage under an anti-racism funding program. DEIB strategy Aug 24-26 Equitable opportunities board/ industry. Serve Equity seeking tools and resources.
 - Leadership training advancing inclusion develop DEIB policies.
 - Comedy presenter symposium 2.0 in FY 2025.
 - Since implosion of JFL CANCOM applied again with Canada Arts Presentation Fund. Waiting to hear.
 - Presenter support organizations Artists/ presenters and stakeholders
 - Piggyback on existing comedy festivals etc.
 - Comedy Grants
- April 30
 - Meeting with CAF/ TAMAC/ EIC to discuss developing offerings that will better protect actors and agents. Offering will act like a trust. Dissuade co-mingling of funds.
- May 2
 - Chaired the first meeting of the Financial Stability Task Force
 - They looked at historical overview of Basic Dues, Working Dues, Per Caps, UCM's, and looked at modelling we undertook 4-5 years ago. When further along, this work will come to the Executive and National Council for consideration.
- May 3
 - Call with casting director who wanted to officially report problems they were having with a past business partner. She advised they take the complaint to the CDC or CMPA.

- May 7
 - Co-hosted the Cayle Chernin Awards.
- EIC

The board is in process of vetting two new applications. After Compass the process is more demanding. She is being asked by the board to talk to actors represented by these agents to try and ensure their business practices are in accordance with the EIC code.

BUSINESS ARISING FROM APRIL COUNCIL – ED

Alistair Hepburn report.

- Staff at Council

This portion of the Executive Director’s report was in-camera. The observers and the Recording Secretary left the meeting during the in-camera session.
- Update on GNC/M category award

Janet-Rose Nguyen reported that the conversation regarding the awards has not taken place yet.
- Creator Corner – Gord Rand

Mr. Rand’s alternate reported on his behalf. He has received a lot of great responses and people are anxious to get talking. He wants to save publicizing until after the May 13th rally and is preparing an email to be sent out about the Zoom Town Hall. He will coordinate with Mr. Hepburn on this. The date of Wednesday, June 19th is being proposed to get a good month of prep for it. A link to the present Low Budget Production options available from ACTRA will be included so that they all can speak concretely about what is already included.

Other than that, the Town Hall will be structured loosely to keep the conversation open and flowing, with the idea that the second half will be more of a brainstorming session of what creators are hoping to happen rather than focusing on what might be improved. Mr. Rand would be happy to chair this session. He also would like this to be minuted and is not sure whether it needs to be staff or a volunteer.

Regarding an Executive Liaison, Mr. Rand understand that this decision will have to be made by the Executive but he feels that Amy Matysio would be great as she is a producer/writer/actor and all around multi hyphenate and has expressed willingness to help him out.
- LA Report

Mr. Hepburn reported that whilst in LA on the Mayor’s Mission to promote Toronto, they met with studios including Netflix, Disney, Focus Features, Universal, Amblin Entertainment, DreamWorks and Sony. Due the potential IATSE strike and the political climate in Atlanta, studios are looking to film elsewhere. Marvel expressed concerns about the diversity in Toronto. The studios are aware that we have ample studio space. Cynthia Lynch, Managing Director and Counsel of FilmOntario, who was part of the delegation that went to LA, explained to them how the tax credit works.

A Councillor requested that a census be done to support the data re diversity in our membership.

A Councillor requested that ACTRA raise the question with the government regarding Americans coming here to work under the Temporary Foreign Worker Program. Marie Kelly said that there are a lot of different ways to approach this. Mr. Hepburn said that the Temporary Member Clause in the ACTRA By-Laws has been updated and this opens the door for more performers to take ACTRA membership if it is a long shoot.
- Life Member

This discussion was held in-camera. Council voted on which two Toronto Members would receive Life Membership. This will be made official once the member(s) accept this honour. Three individuals were chosen.
- Motion re Communication between Executive and Council – Gord Rand

MOTION #3

Moved by John Cleland, seconded by Elana Dunkleman:

“That the ACTRA Toronto Executive meetings are minuted and shared with the Council in a timely manner as open communication is key to coordinate the levels of governance and staff to work efficiently and effectively.”

Discussion

It was felt that having accountability is important. The Chair said that the Executive figure out how to operationalize it. The Executive Director suggested that the role of secretary be shared among the Executive. It was also suggested that the minutes be approved by the Executive prior to being distributed to Council.

Fulsome discussion took place as to whether this role be fulfilled by the Executive members in rotation, a Councillor or staff. The Executive felt that the minutes should be recorded by a neutral source, i.e. the Recording Secretary.

CARRIED (1 Abstention – Janet-Rose Nguyen recorded abstained)

- Motion re Communication with Members – Jason Bryden
This item was tabled until the June Council meeting.
- Motion re Council Vote on dissolution of By-Law 4.12 – Jason Bryden
This item was tabled until the June Council meeting.

IPA BARGAINING TEAM DISCUSSION

The Executive Director withdrew comments made at the last Council meeting regarding the Stunt Community vote. Shack Shackleton thanked him and said that he looked forward to moving ahead.

Mr. Hepburn reported that Kwaku Adu-Poku and Amy Matysio have withdrawn for the Negotiating Team as they have other commitments.

A fulsome discussion ensued. Council felt that Amy Matysio would be an asset and that they would like her to be involved in bargaining. Council agreed to Ana Sani being Mr. Adu-Poku’s replacement and Cory Doran as an alternate.

MOTION #4

Moved by Amy Matysio, seconded by Heather Allin:

“That Council approve the appointment of Ana Sani as the primary member to replace Kwaku Adu-Poku and Cory Doran as an alternate on the IPA Bargaining Team.”

CARRIED UNANIMOUSLY

AWARDS BRIEF DEBRIEF

The following were the suggestions put forward for the 2025 ACTRA Awards in Toronto:

- Additional Categories
 - Voice Ensemble
 - Children’s On-Camer Non-Gendered
 - Children’s Voice Non-Gendered
- Transitional Space or Seating for Awards (based on the complaints that there was a lot of standing and that it was hard to hear the Awards show.
- Tickets go on sale AFTER the nominations have been announced.
- More focus on nominees – perhaps an interview series with nominees pre-awards.

Further suggestions were:

- Event planners be part of the organizing committee.
- Going back a seated event.

Mr. Hepburn said that the venue was booked for a different type of awards and when we pivoted, we were locked into the venue.

WAIVE NOTICE OF MOTION & MOTION RE MEMBERS TO ATTEND XP SUMMIT – ELANA DUNKLEMAN

Elana Dunkleman said that the XP Summit is on June 13th and 14th at the Hyatt Regency, Toronto. Mr. Hepburn said that Taisa Dekker, Manager, Industry Initiative and Outreach attends the Summit on behalf of ACTRA Toronto. Council would like to send three member delegates to the XP Summit.

MOTION #5

Moved by Kate Ziegler, seconded by Jameson Kraemer:

“That ACTRA Toronto Council waive the Notice of Motion re sending additional delegates to the XP Summit.”

CARRIED

MOTION #6

Moved by Elana Dunkleman, seconded by Tavia Pereira:

“That ACTRA Toronto Council send three delegates to the June 13th and 14th XP Summit.”

Discussion

It was felt that it would be helpful if the delegates met with Taisa Dekker prior to the event. A fulsome discussion ensued as to who would be part of the ACTRA Toronto delegate to attend the summit. Council nominated a number of members and it was suggested that an online poll with be conducted.

UPDATE FROM NATIONAL COUNCIL

National Executive Director, Marie Kelly, reported.

IPA bargaining – Staff are putting together the proposals.

Re Dubbing – at the last round of negotiations it was agreed that the parties would meet about dubbing. The ACTRA Bargaining Team went to Montreal for a two-day bargaining session which did not happen. This section has not been addressed in a long time and the other side had agreed to meet, however, they did not have their Chief Negotiator present. Proposals were exchanged. ACTRA has said that we will meet over Zoom when they are ready.

Pre-bargaining for Hair and Make Up – we had one day of bargaining and have four more days to go.

Frank (Francois) Desjardins is working on putting together an educational proponent for non-union performers.

Re Intimacy Coordinators – ACTRA made an application in Quebec under the IPA and this has been approved. We have notified the APQM of our intention to bargain.

OLRB – A member gave great evidence and we now have additional dates.

Met with the National Council met on May 14th to notify them we have a tentative agreement on the NCA with the ACA. A referendum will be going out on May 28th after the May 27th webinar to inform members of the terms of the agreement. The return date of the referendum is June 12th.

A Councillor proposed that ACTRA Toronto line up webinar dates after the National webinar.

Ms Kelly said that she was sad that she couldn't attend the We Rise Up rally. It was not good timing.

AACE STATEMENT OF COMMITMENT*

*AACE – Industry Partner Statement of Support

As industry partners of the Association of Acting Coaches and Educators (AACE), we are in full support of the AACE code of conduct, guidelines, and ongoing respect-based education that will bring much-needed oversight, best practices, accountability, and standards to the sector. We encourage all educators to apply for AACE membership as we are committed to promoting and working with AACE-recognized Coaches and Educators in the future.

The Chair reported that AACE was created after the MeToo as it was felt that this area needed to be organized. AACE now has 122 members and it had the support of the last Council. She said that AACE would like support from this Council as well.

MOTION #7

Moved by Tim Beresford, seconded by George Alevizos:

“ACTRA Toronto Council is recommitting their support to AACE as per the Industry Partner Statement of Support.”

Discussion

It was noted that there is no fee to join ACCE and that the organization is running on volunteer energy. The application process is a Google document. Recommendations from peers and students are accepted. AACE is looking for support from industry partners.

CARRIED 1 Abstention – Kate Ziegler recorded abstained.

NCA TASK FORCE REPORT

Kate Ziegler gave a brief report on the rally. A fulsome report and debrief is forthcoming. She thanked everyone for their support.

DUES DISCUSSION

Mr. Hepburn informed Council that \$47.50 is transferred to ACTRA National for every member ACTRA Toronto gains, alongside their yearly dues. We need to find another way to fund the branch. He pointed out that member working dues have a yearly cap. Further discussion on this needs to take place.

WORD FROM SET

AABP member issues are stirring up again. A meeting has been scheduled for Friday.

An OSLO reported that members are feeling that they are being stereotyped.

The OFL is open to having dialogues with our members who are facing these issues. MPP Jill Andrew has said that they will help navigate a dialogue.

The Chair said that she will get help from DEIB Manager, Luisa Alvarez Restrepo to help facilitate a dialogue.

Kate Ziegler, Stunt Committee Liaison, said that the Stunt Committee is busy with work commitments. They are talking about how they can better communicate with our Members.

COMMITTEE & CAUCUS UPDATES NOT IN THE WRITTEN REPORTS

- George Alevizos reported that outACTRAto met on April 29th. They had a fulsome discussion about the Awards.
- Heather Allin reported that WIDC (Women in the Director's Chair) is going virtual again. Applications will be out in September.
- Tavia Pereira reported that she put forward two proposals to the Executive.
 - Creation of a communications committee to oversee the creative side of communications with a request for the standard \$1,000 budget for this committee and Meet Your Councillors Picnic.

MOTION #8

Moved by Elana Dunkleman, seconded by George Alevizos:

“That ACTRA Toronto Council waive the Notice of Motion regarding the creation of a communications committee to oversee the creative side of communications.”

CARRIED

MOTION #9

Moved by Tavia Pereira, seconded by Tim Beresford:

“That ACTRA Toronto Council agree to the creation of a creative communications committee (final name to follow) as outlined in the proposal submitted to the Executive and that this committee receive a budget of \$1,000.00.”

CARRIED

- Meet Your Councillors Picnic on Saturday, August 24th from 12pm to 4pm at Christie Pitts Park. It is estimated that the Toronto picnic will cost approximately \$2,000 and A Northern Ontario picnic will cost approximately \$6,000.

George Alevizos pointed out the Christie Pitts subway station is not accessible hence alternate venue would have to be scouted.

MOTION #10

Moved by John Cleland, seconded by George Alevizos:

“That ACTRA Toronto Council grant approval to hold a picnic in Toronto as presented to this table and explore another option for the Members up north.”

CARRIED

OPERATING PLAN – CONTINUED

MOTION #11

Moved by Elana Dunkleman, seconded by Emily Hurson:

“That ACTRA Toronto Council agree to the cementing of the Operating Plan to submit to the Membership at the upcoming Annual General Meeting.”

CARRIED

A Councillor asked if the Operating Plan could be kept in place for two years. The Chair responded that Council needs to have space for new things that come up. The Operating Plan will be discussed again at the end of this year.

The AGM will be held at 2pm on May 29th at Young People’s Theatre and will be followed by a one-hour networking session after than until 5pm. The theatre has a 450 persons capacity.

OTHER BUSINESS

- It was noted out that members do not know how the new government dental benefits work. This is a question for AFBS.
- It was pointed out that ClaimSecure do not allow more than \$200 per claim. Input from AFBS will be sought.

- The June 4th Council meeting will have to be rescheduled as AFBS is holding their General Membership Meeting on the same day. June 3rd was proposed. Mr. Hepburn will poll Council regarding this new date.

ADJOURNMENT

Heather Allin moved to adjourn the meeting at 3:35pm.

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 April 9th for 90 min at the ACTRA Toronto offices.

- Is there a way to continue to have IPA meetings throughout the contract period? To be sure that they're always on top of new and evolving issues.
- Is there a way to try to change producers' minds about paying for out-of-town performers, rather than trying to convince folks to "work local" who aren't local?
- Lots of info provided from Manager of Contracts Grace Hawkins on contract questions on the various low-budget production agreements and more!
- Is there seating available at the Awards for those who can't stand for long?

The Apprentice Caucus will meet next on May 17, 11:00am at the ACTRA offices, followed by a special long-weekend kickoff social at The Bishop and Belcher. All are welcome!

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

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

From their past brainstorming sessions came requests for practical self-taping, as well as acting scene audition workshops.

In March the Committee organized an online self-taping session with ACTRA member, Trish Adams to discuss and demonstrate how to use the Clipchamp app. It is a free app that is useful for editing self-taped auditions. Attendance was good and there was great feedback for Ms Adams as an instructor, and the Clipchamp app has proven to be helpful in creating more professional looking submissions. She kindly edited the recorded Zoom session down to a 12 minute 'how to' video that they will post shortly on the AYA website page for all their members to access going forward.

In April AYA held a hybrid in-person and Zoom workshop with ACTRA member, director and acting coach, Marianne MacIsaac called *KISS: The Callback Audition Workshop*. Ms MacIsaac took nine readers through two-person scenes as if they were coming for in-person callback auditions after successful self-tape submissions. The focus was on connecting & creating the chemistry with a partner that would get them the booking.

The Co-Chairs are sending a big thank you to Karl Pruner, Luca De Franco, and Freda Merritt-Gambrill for helping them promote, set up, and strike the equipment in the boardroom. There were nine in-person participants, three in

the room observers, and five online observers from as far away as Vancouver. Everyone in the boardroom was delighted to be gathering together again in person.

Anne Wootten and Heather Dick are meeting soon to discuss further events for the AYA Committee.

Liaisons – Vice-President, John Cleland

Child Advocate – Angelica Alejandro, Child Advocate

- On Wednesday March 27th, Clare Johnston (Child Advocate Staff Liaison) and Angelica Alejandro co-hosted a Parents/Guardians Zoom meeting. They were pleased to see a great turnout of parents/guardians. Since the Protecting Childs Performers Act (PCPA) applies to all minor performers, this Zoom meeting was attended by parents/guardians of both Union and Non-Union minors. They were lucky to be joined by guest speakers Officer Megan McGarry (Toronto Police Service) and Agents who represent minors - Jackie Warden (Ritter Talent Agency) and Yanick Landry (Newton Landry Management Inc.). Parents/guardians came together to discuss minors working in the industry. This included everything from the PCPA to the IPA and how minors are engaged for work, with time spent on concerns, issues and responding to questions. It was a great opportunity for parents to speak on the challenges and issues facing minors working under the IPA agreement.
- As the Zoom was not recorded, in the weeks that followed Ms Alejandro continued to have many one-on-one meetings with parents who were unable to attend. They had forwarded their questions ahead of time and these were discussed in the Zoom. These meetings were to circle back to them for a post-Zoom debrief.
- Communications this month to the Advocate Office have been about those new to the industry wanting information about ACTRA, inquiries about agents, tutoring, stunts and issues on set.
- Up Next: Facilitate for Minors and their Parents/Guardians: ROS for Minors 15-17 with information on Minors Trust and Insurance. ACTRA Toronto Committee similar to the UCBCP/ACTRA Guardians of Minors Committee (Ms Alejandro had outlined this in more detail in the prior report to Council) - In talking with parents to helping them define what they want in a committee, there are other suggestions and quick wins which I will bring forth to Executive and our Staff Liaison Clare Johnston.

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

- On April 2nd Co-Chairs Dorly Jean-Louis, Krystle Ferdinand as well as Staff Liaison Luisa Restrepo-Alvarez attended the Black Screen Office (BSO) Inaugural Symposium. The networking event focused on storytelling and the impact and influence of Black culture globally. The event featured a performance by Jully Black, panel discussions, interactive sessions, breakout rooms and an interview with keynote speaker Sean Cohanm the President of Bell Media. Highlights of the event were shared with members on the committee's Instagram and Facebook stories.
- On April 9th the Co-Chairs held a Blue-Sky Meeting with ACTRA Staff Liaison Luisa Restrepo Alvarez. At the meeting they briefly discussed the BSO Symposium. It was noted that the event seemed to be unclear as to whom this symposium is actually for. It was a diverse crowd of attendees – producers, writers, actors and creatives. It felt that their mission seemed self-serving, unclear and too broad. It was a well-intended presentation but not quite worth the cost advertised. What is their call to action? It begs the question of how a global platform can be reached. The team also discussed upcoming initiatives. Co-Chair Roy Urbanozo took on a volunteering assignment at the ACTRA Awards. Co-Chair Krystle Ferdinand will be absent and out of the country from April 26 to May 6th. Ms Ferdinand also decided the team should meet on a bi-weekly basis instead of monthly. Ms Alvarez Restrepo suggested that the Executive Liaison team should be notified, invited to attend and made aware of that option. A few declines were received by email. The Reelworld Demo Reel initiative is something the Committee is still discussing. Picture Day is still aimed for November. Another idea is to hold a 48-hour film challenge with multiple

collabs where the short films could be screened at the ACTRA Awards, as an incentive for participation. They have already identified that morale and faith in the Union is low. They are working towards changing that. Ms Ferdinand spearheaded the idea of conducting surveys to be delivered to the members. The first, which she is in charge of, is a list of initiatives for their committee members to rank the top three they would like them to move forward with this year. The second survey is being conducted by Ms Jean-Louis. The focus is on the IPA, an open-ended question format on whether there has been improvement on screen where diversity and inclusion are concerned, what needs to be addressed, what are areas that can be improved, on set, audition calls etc. The questionnaire also requested members to highlight any challenges they face and changes they would like to see implemented in the IPA to better support BIPOC and physically diverse performers. Mladen Obradovic with the Accent Discrimination Sub-Committee reached out to Roy Urbanozo to help with more social media attention on Instagram and Facebook for the sub-committee. Mr. Urbanozo offered to create a proposal to present to Council to continue to raise awareness on the sub-committee. Ms Alvarez Restrepo suggested that the sub-committee should put the work in themselves to increase participation and attendance. Mr. Urbanozo should not be “chairing them. They need to show up.”

- On April 16th at 2 pm the committee held their 2nd member meeting of the year via zoom. In attendance: Co-Chairs, Ms Jean-Louis and Ms Ferdinand and Ms Alvarez Restrepo. In total they had 44 registrants, 23 attendees – all 44 registrants vetted. Note that this is a higher number of vetted registrants than the March meeting. This indicates that there is a growing interest from members to participate and join the meetups. A few members in attendance represented either the Accent & Discrimination Sub-Committee and/or the Disability Alliance Sub-Committee. Both Co-Chairs in attendance, Krystle Ferdinand and Dorly Jean-Louis introduced themselves and led the members into a Table Introduction to break the ice and welcome new faces. The agenda proceeded with Gugun Deep Singh who gave an update on WTSIC. His team is wrapping the submissions from the Call for Readers. From the Breakout Rooms discussions two optional initiatives were raised: Orientation: for BIPOC and physically diverse members and go-sees: to be re-introduced to showcase the depth and breadth of our membership. For example, a member pointed out that in Toronto has a huge population of Latinos and Spanish-speaking individuals. It’s absurd to hire Americans to fill those roles. We have the caliber of talent here at home. Important to note that on the issue of IPA negotiations failing a majority of the members at the meeting seem to be in favour of a strike position. Members also raised several concerns and issues regarding AI and how ethical issues surrounding it will be reflected in the new IPA.
- On April 17th Dorly Jean-Louis attended National Canada Film Day for a special feature presentation dedicated to the late Black Canadian filmmaker Charles Officer’s. It was an impressive turnout. The tribute included a screening of his film *Akillas Escape* which was held at the Scotiabank Theatre. A discussion followed reflecting on his legacy and enduring impact on the film industry. Highlights of this event were shared on the committee’s Instagram and Facebook stories.
- On April 23rd the Co-Chairs held a follow-up meeting from 12 pm to 1 pm. Co-Chair Dorly Jean-Louis was absent. The gist of the meeting was to establish a monthly rotating schedule of tasks each Co-Chair is responsible for; to avoid delegating, confusion and to settle equal work distribution within the group.
- On April 25th Ms Jean-Louis emailed the 2024 IPA Survey to the membership. She also created a Work and Initiatives Folder she shared with Co-Chairs Roy Urbanozo and Krystle Ferdinand to organize, file and keep track of important documents, agendas, reports etc. related to the D&I Committee.
- Their collaboration with WTSIC continues. Co-Chair Roy Urbanozo created beautiful graphics for the casting Call for Readers which were shared on Instagram and Facebook pages. Submission deadline for performers is Thursday May 23rd at 6:30 pm for prep and 7-8 pm for the virtual event on zoom.
- The Committee’s May 7th bi-weekly meeting has been cancelled since two of the Co-Chairs could not attend.

Objectives & Goals

- Their next Committee Meeting Date is tentatively scheduled for May 21st. Whether the meeting will be hybrid or virtual is still to be determined. Ms Alvarez Restrepo currently has a hold on the Boardroom at the ACTRA office for the meet. The space is available from 10:00 am onwards.

- The next meeting with the Accent Discrimination Sub Committee has been set for May 16th from 10:30 am to 11:30 am (EDT) via zoom. Graphics for registration are being shared on their IG and FB pages.

Supplementary Discussions

- Findings from the two surveys will be tabulated/assessed and reported at a later date.
- Vetted scripted scenes: Nadia L. Hohn - *Wheel and Turn*, Onyeka Oduh-Maigo - *Lost Child*. Krista Jang - *Good Enough*, Leandro Matos - *Millennials*, Arron Maxwell Williams - *The Neverlands*. Writers and actors will be announced on May 15th. An email was sent out on May 7th for a call for volunteer readers. Deadline for submission is May 9th, 11:59 pm (EDT). Selected candidates to be announced on May 13th.

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

Editorial Committee – Chair, Joy Tanner

Staff Editor Jennifer McGibbon and Editor Joy Tanner will be meeting on May 27th to discuss continued editorial commitments.

- Staff Editor Jennifer McGibbon, Editor Joy Tanner and DEIB Manager, Luisa Alvarez Restrepo met on May 6th to discuss a potential story collaboration with TIFF which should result in a multi-story arc focusing on Toronto female stunt performers.
- Between January and April 30, 2024, *PerformersMagazine.com* achieved over 9,000 pageviews and over 4,300 unique impressions. The most-read article of 2024 (to date) is [Celebrating the 2024 Outstanding Performance Nominees](#) (April 4, 2024).
- Published in March-May:
 - [Applause: Winter 2024](#) (March 26, 2024)
 - [Celebrating the 2024 Outstanding Performance Nominees](#) (April 4, 2024)
 - [The Red Carpet at the 22nd ACTRA Awards in Toronto](#) (April 29, 2024)
 - [The 22nd ACTRA Awards in Toronto](#) (May 1, 2024)
- Upcoming:
 - Applause: Spring 2024
 - Red Carpet Convo: 22nd ACTRA Awards
 - Watch the 22nd ACTRA Awards in Toronto
 - IPA 101: Off-shore productions
 - Ask an Expert: Taxes

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

outACTRAto – Co-Chairs, Matt Lemche and Madelaine Rose

Meetings/General

- Committee meeting held on April 29th. First Hybrid meeting.
- Next meeting tentatively May 22nd.
- Created an Instagram group chat for members to connect (monitored by co-chairs)

Exploring/Expanding Partnerships

- Inside Out 2SLGBTQ+ film festival Toronto — Ongoing conversation with Director of Partnerships, Anna Daliza
 - Received Industry passes for 2 ACTRA members, 15x GA tickets for outACTRAto members, and discount code for all ACTRA members.
- Reached out to Queer Cinema Club regarding potential partnership.
- Reached out to DGC Diversity, Equity and Inclusion committee regarding potential partnership.

Queer Your Stories Subcommittee

- QYS5 Winners, *Something's Phishy*, have finished filming and are now in post-production for their short film. They provided feedback and an update at the most recent committee meeting.

Working the Scene in Rainbow Subcommittee

- Subcommittee met for meeting on April 17th, with next one scheduled for May 8th.
- Date decided for Hybrid event- June 17th at ACTRA boardroom/Zoom.
- Call for jurors and writers have been sent out, and both calls closed earlier this month.
- Jurors chosen.

Gender Diversity Subcommittee

- New subcommittee created and approved by Executive Council.
- Neta Rose appointed chair of subcommittee.
- A call for new members went out on social media on May 6th.
- Hope to hold the first meeting this month.

Liaisons: Past President, Theresa Tova & Vice-President, Janet-Rose Nguyen

TAWC: Co-Chairs, Heather Allin and Tonjha Richardson

Our last meeting on Tuesday, April 30th with special guest speaker Director Gloria Ui Young Kim was truly inspiring. Gloria took us through her journey to becoming a Director, which was layered with her Korean background and the challenges she meets on set being both a woman and Asian and how she manages the masculine push backs. She talked about her passion for storytelling and what drives her to bring stories to the screen.

We will be continuing our guest speaker focus and working on building the committee involvement.

Our next guest speaker is Cait Alexander, speaking about her acting career and relocating to Los Angeles. This session will be held on Tuesday, May 28, 2024.

We continue pursuing a dedicated ROS (Respect on Set) workshop for TAWC and other committee/council members. A minimum of 20 is desirable.

*We recognize the terms "Woman" and "Women" (Female/Male/Man/Men) are gender constructs and we seek to create a safer space for all gender members who are interested in furthering the mandate of the committee. We are aware of the constantly evolving nature of language and the need to be conscious of language that may be micro aggressive, racist, sexist and exclusionary, and seek to self-educate towards best practices. We also recognize that neither equity nor parity is yet achieved in this society or the world at large and seek to further that vision.

We acknowledge that we live, work and create on the unceded and traditional lands of the Ho-de-no-sau-nee-ga (Haudenosaunee), Anishinabewaki ᐱᑭᑦᓄᑦ ᑭᑦᓂᑦᓄᑦ, Mississaugas of the Credit First Nation, Mississauga, and Wendake-Nionwentsio territories. We recognize that we are all Treaty people and seek to work toward redressing the injustices from which Settlers of this land have benefited.

Liaisons: Past President, Theresa Tova and Vice-Presidents, Amy Matysio & Janet-Rose Nguyen

Voice Committee: Co-Chairs, Krystal Meadows and Kwaku Adu-Poku

- The next Voice Committee meeting is scheduled for Monday, May 27 @ 12:30pm.
- The ACTRA Toronto We Rise Up Rally is happening Monday, May 13 at Queen's Park as organized by the NCA Task Force.
- Eric Bauza has expressed willingness to share his experience with members at a future Voice Committee meeting so we will reach out formally once we have a better idea of what that will look like (lunch and learn, etc.).
- Key takeaways from Ivan Sherry's discussion of VO Atlanta at the last meeting include the importance of creating a website & digital business card and using LinkedIn to connect with directly with producers and promote work, separate from your agent.

Liaisons: Vice-Presidents, George Alevizos & John Cleland

YEAA: Chair, Mercedes Morris and Tavia Pereira

- YEAA submitted a proposal for a Video Game Audition Workshop which has been approved by Executive Council. The proposal will have ten participants auditions analyzed by four industry panelists. Five participants will audition for voice over, and five will audition for performance capture. The planning is in progress. Date TDB
- YEAA attended The TIFF Next Wave Festival, organized by Mercedes Morris. The tickets were complimentary and we saw *Power Alley* by Lillah Halla.
- New Graduate Welcome Social has been postponed until 2025 to allow for more planning time.
- Last meeting YEAA used a hybrid method for the meeting. It took place on April 15th. Next meeting will be over Zoom. Date TBD
- Social media engagement has been increasing since Mercedes has taken over the campaign. There is more engagement on reels with faces. Quiz Tuesdays has been getting traction and helping to educate the membership on set term and etiquette.

OTHER REPORTS

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

- Industry Events
 - Attended the BSO Symposium along with Tonjha, Krystle, and Dorly. Connected with reps from the City of Toronto Film Office, Reelworld, BIPOC TV & FILM, the DSO, and the Asian Canadian Film Alliance. I updated them on the work that we're doing and have since had conversations about new and continuing opportunities for collaboration.
- Partnerships
 - Confirmed TIFF as a partner for the Asian Performer Showcase. The event now includes an in-person panel followed by an in-cinema screening of the self-tapes of the selected performers. The onstage conversation will feature ACTRA Toronto performers Andrew Phung and Jasmeet Raina. You can learn more about the event [here](#). Tickets are free for ACTRA Toronto members (capacity is limited). To redeem a ticket, please fill out [this form](#). Conversations continue to find other programming partnership opportunities. I'd like to highlight all the work from Karl, Jennifer, Luca, and Cass that has helped to shape the Showcase into this expanded format.
 - Confirmed a partnership with Inside Out. outACTRA to co-chairs were an integral part of conversations with the festival. Our partnership includes taking part in their industry day where we can connect with other members of the creative and community at large. As part of the partnership, our members receive a 20% discount on tickets to the festival. To receive the code, fill out [this form](#).
 - Met with Tonya Williams from Reelworld to discuss a partnership for this year. Shared some initiatives the D&I Committee is working on that could be a good fit. Next year is Reelworld's 25th anniversary so ideas for that were also discussed.
 - Resumed conversations with the ISO. Potential partnerships discussed included table reads, further PAF support, and an Indigenous Performer Showcase.
 - In talks to confirm official partnership with the DSO on their phase 2, which includes an industry guide similar to the Pathways and Protocols document. This would include a working with Disabled Performers Guide that we would help with.
 - Permit Access Fund: April was our second highest month in terms of funds disbursed to members since the fund launched.
- D&I Committee
 - Met with the committee for bi-weekly check-in.
 - Provided support for the monthly meeting.
 - Collected feedback from committee members on issues they would like to see addressed during bargaining.

- Attended monthly TAWC meeting.
- Attended National DEIB Committee meeting and shared about the Asian Performer Showcase. Other branches are interested in doing something similar.
- Attended HMU prep meetings and provided feedback for upcoming pre-bargaining dates.

Industry Initiative & Outreach – Taisa Dekker, Manager

- Contacted 9 video game developers that received funding from Canada Media Fund to promote the engagement of ACTRA performers; 4 studios received production funding and 5 received prototype funding.
- Presented to 22 performance students at Niagara College on April 3rd.
- Attended the Green Committee Meet Up & Clean up on April 10th.
- Attended the Canada Media Fund presentation on changes to the 2024-2025 programs on April 11th. Members can watch the webinar [here](#).
- Met with a production company based in London about working with union performers on domestic and service production in southwestern Ontario.
- Attended Ontario Creates' [AI Forum: Exploring the Creative Future](#) on April 17th.
- Attended the [Level Up Showcase](#) on April 19th to connect with video game students about working with ACTRA talent on future productions.
- Presented to 13 production management students at Centennial College on April 24th.
- Attended the [Hollywood North Film Awards](#) on April 28th. This is the third year ACTRA Toronto has sponsored the event. Congrats to ACTRA members Emmanuel Kabongo, Kate Drummond, and Lina Sennia on their wins, and to all the member nominees.
- Congrats to ACTRA members Mitch Jaramillo and Siddharth Sharma on winning the DRIFF [Emerging Filmmaker Incubator](#). We met to discuss their film and engaging union talent via the Low Budget Guideline.
- Met with a producer who works in both union and non-union content about engaging ACTRA members on commercials, short films, and features.
- Contacted the organizers of [XP Game Summit](#) about the possibility of a conference discount for union members, which they were happy to provide. Also connected the XP team members with ACTRA Montreal and ACTRA Maritimes regarding video game events in those jurisdictions.
 - ACTRA members get a 15% discount on the **Conference Pass** using code **ACTRATOXP24** when registering for the conference pass: <https://xpgamesummit.com/register/>
- Attended Niagara College's Acting for Film & Digital Media Graduate Showcase on April 30th.
- The SPF Climate Action Working Group for Unions, Guilds & Trade Organizations launched their new [directory](#) in April to coincide with Earth Month.
- Outreach to non-union productions continues.

Ontario Green Screen

- In honour of Earth Month, Ontario Green Screen launched a *Best Practices for Sustainable Production* campaign and released a new guide each week throughout April. Please share with your network!
 - [Craft and Catering](#)
 - [Circularity in Production Design](#)
 - [Clean Energy](#)
 - [Transportation](#)
- Attended the OGS Advisory Committee meeting on April 9, 2024, which included a review of the work completed in 2023. Cynthia Lynch, Film Ontario Managing Director and Counsel, was acclaimed as OGS Co-Chair.

- OGS has a new Program Manager. [Earth Angel](#) was the successful bidder for the contract and AnaLaura Giacomel will be the Program Manager for the next 12 months. Earth Angel has been working on film productions for more than a decade and they offer a suite of services to productions, studios, sound stages, film offices, production vendors and many other organizations supporting the entertainment industry. As the OGS Program Manager, they bring a keen understanding of the challenges and opportunities facing the film and TV sector.
- ACTRA Toronto renewed its partnership with Ontario Green Screen for the April 1, 2024, to March 31, 2025, fiscal year.
- Ontario Green Screen is in the process of redesigning the Climate & Sustainable Production training module and the Carbon Calculator training module. To be notified when course registration opens, please add your name to the list [here](#).
- To become an Ontario Green Screen Ambassador, apply [here](#).