

**ACTRA TORONTO  
COUNCIL MEETING – IN PERSON & HYBRID  
Monday, June 3, 2024**

**PRESENT**

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

**ABSENT**

Alana Bridgewater

**Councillor attending as Observer**

Heather Allin (Zoom)

**COMMITTEE & MEMBER CAUCUS CHAIRS, OMBUDSPERSON**

Roy Urbanozo, D&I Committee Co-Chair, alternate for Victoria Brooks, Chair, Apprentice Caucus

**OBSERVER**

Ali Badshah  
Anas Hasan  
Rosey Tyler

**ALSO PRESENT**

Alistair Hepburn, Executive Director, ACTRA Toronto  
Tina Wang, Director of Finance and Administration, ACTRA Toronto  
Tania Cardwell, Stunt Liaison, ACTRA Toronto (Zoom)  
Freda Merritt-Gambrill, Recording Secretary, ACTRA Toronto

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

The reading of the Land Acknowledgement by Tim Beresford was followed by the reading of the Equality Statement by Kate Ziegler, Amy Matysio and Emily Hurson.

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

## **APPROVAL OF THE AGENDA**

### **MOTION #1**

**Moved by George Alevizos, seconded by Jameson Kraemer:**

**“That the Agenda for the ACTRA Toronto Council Meeting of June 3, 2024, be accepted.”**

**CARRIED UNANIMOUSLY**

## **APPROVAL OF MINUTES FROM MAY 15, 2024**

**Page 1:** Asante Tracey, alternate for Gord Rand, delete ~~{Zoom}~~

**Page 7:** 5th paragraph should read: **“A member** gave great evidence and we now have additional dates”

### **MOTION #2**

**Moved by Emily Hurson, seconded by Amy Matysio:**

**“That the Minutes of the ACTRA Toronto Council Meeting of May 15, 2024, as amended, be accepted.”**

**CARRIED UNANIMOUSLY**

## **TABLING OF OTHER BUSINESS TO BE INCLUDED PER #17**

- Inviting more of our indigenous performers to get involved and supporting them.
- Production companies running out of funds to pay the performers.
- Task Force items to be discussed.
- Simplify language in the IPA.
- CanCon.
- Concern from a member regarding casting director protocol and standards of practice.
- Notice of Motion from Kate Ziegler/Samy Osman regarding the treatment of and discrimination against Muslim and Arab performers.
- Gordon Pinsent Studio.
- Turn around time of Council Minutes – Jason Bryden.
- Return of revenues that Marie Kelly talked about.
- Help with the picnic that YEAA is organizing.

- Text-to-speech option for the online educational courses.
- Tabling of Motion (Item 6 on the agenda) re Council vote on dissolution of By-Law 4.12.
- Figuring out membership categories.
- Receiving auditions in English and being asked to translate to another language. Alistair Hepburn stated that the IPA does not allow this, i.e. it is in breach of the IPA. A Councillor suggested that this should come under Word from Set.

## **CHAIR'S UPDATE**

Paul Constable reported on President David Gale's health and the correspondence from Mr. Gale requesting the Executive to take on his duties until his return.

Council wished Mr. Gale well in his recovery.

## **BUSINESS ARISING FROM MAY COUNCIL – ED**

Alistair Hepburn reported.

- Executive Minutes

Mr. Hepburn said that this will be provided sooner rather than later as staff has other duties to fulfil.

- IPA W&W brief update

The group is still working on the proposals. Members concerns about AI have been heard. A Councillor asked if a meeting with the Bargaining Committee could be arranged. Mr. Hepburn responded that Council can discuss the proposals to be put forward at the August Council meeting and that he could arrange for the Toronto Bargaining Team to attend the meeting. Negotiations commence in November and we have until November 1<sup>st</sup> to rejig what is being put forward.

Casting standards and Appendix 31 discussion ensued. The Councillor who raised a member's concern under Item 3 of the Agenda – Tabling of Other Business, said that this item could be removed for discussion under Item 17 of the Agenda.

A Councillor said that they would like the "National Council minutes to be accounted for".

- XP Summit

Mr. Hepburn announced that Elana Dunkleman, Ivan Sherry and Tavia Pereira will be joining Taisa Dekker at the XP Summit on June 13<sup>th</sup> and 14<sup>th</sup>.

- NCA Renewal

The referendum is out for a vote right now. The Town Hall was sparsely attended. National is very email focused and we are trying to change this. National's new Director of Public Affairs and Communications is Spencer Tripp and we will communicate with him regarding this.

A Councillor would like information regarding the changes re eligibility to vote on the NCA. Mr. Hepburn will forward this to them.

There was discussion regarding the opt in and opt out option and the referendum.

- Equity

ACTRA is offering Full Membership to Equity and SAG-AFTRA Full Members. For a limited time, between June 3<sup>rd</sup> to August 2<sup>nd</sup>, 2024, the initiation fee for Equity members will be waived. It was noted that some of our members are not happy about this. Councillors would like to talk to members directly about this offer.

- Dues Discussion

It was noted that members from the Background committee would like ACTRA to match the 25% discount on dues that that UBCP is offering its members. Mr. Hepburn said that he is happy to discuss this and share his concerns. The Treasurer would like to encourage this discussion.

A fulsome discussion regarding the per capita and equalization payments to ACTRA National took place.

- ACTRA Logo (Slide Deck attached)

Mr. Hepburn presented the slide deck of the proposed logo change.

### **MOTION #3**

**Moved by Tim Beresford, seconded by Elana Dunkleman:**

**“That ACTRA Toronto Council waive the notice of motion regarding the change proposed to the ACTRA Toronto logo.”**

#### *Discussion*

A brief discussion ensued. The question was raised regarding the implications if ACTRA Toronto does not go along with the proposal.

**CARRIED - 3 Opposed (Tim Beresford and Jason Bryden recorded)  
5 Abstentions**

### **MOTION #4**

**Moved by George Alevizos, seconded by Joy Tanner:**

**“That ACTRA Toronto Council approve staff to investigate a change to the ACTRA Toronto logo based on the proposal presented and after taking into consideration the financial implications.”**

#### *Discussion*

A fulsome discussion regarding the logo refresh ensued. The cost involved in making this change was discussed at length.

**CARRIED - 1 Abstention (Gugun Deep Singh recorded)**

- BG Advocate Posting

The posting for the BG Advocate position will be going out next week.

- Awards Debrief & Committee start up – June 19

The Awards debrief has been scheduled for June 19<sup>th</sup>. ACTRA Toronto Councillors and those who volunteered at the 2024 Awards will receive an invitation to attend the debrief. The formation of the Awards Committee will be discussed and an invite will go out to other folks to join the Committee. The Committee will talk about the hiring of a Producer from the membership. Mr. Hepburn said that most of the Award submissions are received in September, however, submissions open right after the preceding Awards. Jocelyne Zucco expressed interest in attending the debrief. It was noted that a hybrid option will be available.

## **MOTION RE GRIEVANCE EDUCATION**

Mr. Hepburn reported on how grievances are filed. It was suggested that this would make an excellent *Performers* article and perhaps followed by an education session. Some Councillors wondered how members can be more involved in the grievance process and felt that grievances have a greater success rate if members are involved. Mr. Hepburn walked Council through how grievances work under the IPA and the language in the Agreement to clarify that ACTRA carries the grievance on behalf of members.

## **APPRENTICE CAUCUS PROPOSAL**

Reporting on behalf of the Apprentice Caucus Chair, alternate Roy Urbanozo reported that the members would like to see if Council will agree to a “one and done” membership model and, in turn, build a stronger union. They feel that now, more than ever, this conversation needs to take place.

It was noted that although the injection of cash would be enormous, the \$1,600 initiation fee would financially affect some members.

Mr. Hepburn responded that this has been a topic of this Council table before. The time is now for this conversation to happen; however, Toronto cannot make this decision alone. He talked about the implications re AFBS insurance benefits. There will be the same amount of money going in but more members drawing from those funds.

A Councillor agreed that it is time to do something about this.

A fulsome discussion took place. Mr. Hepburn said that nothing stops this conversation from being discussed with National.

The question was raised as to whether there are bursaries or grants to subsidize these membership costs. Mr. Hepburn said that this government will not subsidize membership costs but may contribute towards workforce development. He will research Ontario Workforce development grants and look to creating educational courses for Apprentices to enhance their skills, i.e. self-tapes, on-camera acting, etc.

It was noted that the Apprentice Members do not expect this to happen overnight.

## **DRAFT FINANCIAL STATEMENT PRESENTATION**

Treasurer Paul Constable and Tina Wang, Director of Finance and Administration walked Council through the Audited Financial Statements for the year ending February 29, 2024.

It was noted that the deficit is due to the loss in revenue.

A fulsome discussion arose regarding the per capita and equalization payments to ACTRA National and AFBS.

Regarding the query if we would qualify for grants, Mr. Hepburn replied that we would likely not as we are a union. He explained what equalization payments and that these were negotiated many years ago. These changes can only be made through National Council.

An in-camera discussion took place.

## **MOTION #5**

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

**“That ACTRA Toronto Council accept the Audited Financial Statements for the year ending February 29, 2024, and direct the Treasurer to accept and sign off on the document as presented.”**

**CARRIED UNANIMOUSLY**

## **SMS OPT IN – STRAW POLL**

Mr. Hepburn explained the reason for asking members to opt in to SMS messaging. The goal is that this is to be an ‘add on’ and not “instead of”.

It was Council’s decision to ask members to opt in to SMS messages.

## **CSAs – HOW DO WE ENSURE COUNCIL REPRESENTATION NEXT YEAR?**

Mr. Hepburn explained how the CSA operated. Their minimum ask is \$15,000. Council discussed looking at paying for Academy memberships for the Executive and/or purchasing limited number of tickets for Councillors and/or outreach to members who will be sitting on panels or who are nominated to ensure they promote ACTRA whenever possible.

## **AGM – THOUGHTS?**

Elana Dunkleman thanked the Councillors and Members, Jeanie Calleja, Sandy Crawley, Sam Espie, Allegra Fulton, Emily Hurson and Gord Rand, who joined her at the May 27<sup>th</sup> phone tree to encourage and remind members to attend the AGM on May 29<sup>th</sup>.

The following suggestions/concerns were raised:

- Question period needs to be extended. In future, adding an extra half hour would be advisable. Also, having more Town Halls will allow for more people to ask questions and eliminating the need to increase the Q&A time at the AGM.
- More Councillors need to attend as a number of members were inquiring about their lack of attendance.
- Executive needs to time their speeches.
- Rehearse the speeches like it was done in the past.
- Scouting a different venue where we do not have to worry about sticking to a schedule. The venue and stage must be wheelchair accessible.

Gord Rand thanked those who obtained the sponsorships for the AGM.

## **WORD FROM SET**

- A Councillor was told by a wardrobe artist that performers are showing up not knowing their sizes or how to take their measurements. It was suggested that ACTRA send out a general measurement chart to members. A *Performers* article on how to take measurements and what measurements are important.

- There's an uptick of commercials shooting in Mexico. Recently with two UBCP Apprentice Members.
- Concerns were raised about AFBS not being open to the members. They are not allowing members to enter their offices. The building is not accessible and to access the mailbox one must climb two steps. Also, instead of emailing members, AFBS is mailing letters which takes three weeks to arrive.
- An OSLO said that he followed a SAG inspector from Chicago on set. Mr. Hepburn explained that the person is not an Inspector but a Business Representative. Questions raised on set were of "double" taxation. Mr. Hepburn clarified that this is the withholding taxes for SAG members and explained that it is a requirement of the CRA and not ACTRA.
- Can ACTRA Members, hired on ACTRA contracts as readers, provide translating services on set? Mr. Hepburn said that in theory they can, however, they must be paid for their services.
- A brief discussion about the Creator's Corner took place. It was noted that this is an opportunity to reach out to writers.
- The 25% PRS administration fee was discussed. Members on withdrawal are charged a 25% administration fee on residuals. It was noted that senior members who go on withdrawal are also charged this fee. Council was curious about the history of this. Mr. Hepburn said that this is part of the National By-Laws and any changes to the By-Laws will have to be voted on by the National Council. He said that this was meant to discourage those who want to go the permit path. A fulsome discussion ensued. Mr. Hepburn informed Council that Constitutional changes require a referendum.

#### **COMMITTEE & CAUCUS UPDATES NOT IN THE WRITTEN REPORTS**

There were no additional reports or updates.

#### **OTHER BUSINESS**

- Inviting more of our Indigenous Performers to get involved and supporting them.  
A Councillor asked how we can support Indigenous Performers. How can we bring this community closer. Mr. Hepburn said that part work is to build new bridges. Luisa Alvarez Restrepo has been doing this through the Indigenous Screen Office (ISO) and ImagineNATIVE and trying to listen to the community to see what the community would like rather than ACTRA deciding on their behalf. In the meantime we will continue to support the community by attending their events and not making performative gestures without first consulting the community.  
Council is pleased that this outreach is going to continue with this Council. Mr. Hepburn said that the Shine Network PACT Course was made a requirement for elected ACTRA Toronto Councillors or their alternate(s) (where possible). He said that this was shared with the membership but was not made mandatory.
- Production companies running out of funds to pay the performers.  
Mr. Hepburn said that at the moment there are six producers on the Unfair Engagers list. It is not just us who is owed money. Per the Security Agreement, we fall behind the bank. Producers cannot work with ACTRA until they clear their debt.  
Councillors would like to educate the members about the grievance process. They will be happy with an article and would like this to be followed with meetings.
- Task Force items to be discussed.  
It was mentioned that the Task Force would like to deliver buttons to agencies. Mr. Hepburn informed Council that no committee can work autonomously without the backing of Council.
- Simplify language in the IPA  
A Councillor would like the IPA to be published in a simplified language. Mr. Hepburn cautioned Council about this by referencing the Nudity document that Montreal put out that producers started quoting from as it was

"issued by ACTRA". They are now looking at something akin to what their siblings have done south of the border: <https://solidarity.us/>.

- CanCon.  
A Councillor asked for information on CanCon requirements that will now open up to include Reality TV. How are we going to deal with this? Members are auditioning for parts that are going to Americans. Although American producers are required to show how many Canadians have been auditioned, do they get the tax credits even if they do not hire Canadian actors. Mr. Hepburn explained how tax credits work. Even Bollywood producers can come here and apply for tax credits as long as they hire Canadians.
- Concern from a member regarding casting director protocol and standards of practice.  
This was touched upon on Word from Set.
- Notice of Motion from Kate Ziegler/Samy Osman regarding the treatment of and discrimination against Muslim and Arab performers.

Ms Ziegler thanked Mr. Osman for putting together a statement regarding this issue. Mr. Hepburn said that when this was brought to our attention, a staff representative was sent to set and the producer took it very seriously. He thanked Mr. Osman for bringing this forward and said that this is just step one.

Mr. Osman raised the concerns of the community. He said that "Arabs, Muslims along with individuals from the West Asian and Northern African (WANA) regions—regularly collectively referred to as Middle Eastern\*—have long been subjected to harmful and hateful stereotypes consistently perpetuated by the film and TV industry. These portrayals strip them of their humanity. The demonization and dehumanization of this population continue to reverberate globally, with real-world consequences.

This is negatively impacting members from these groups in profound ways. Never mind the already limited opportunities for work; harassment, threats of lawsuit by industry partners and incidents of racism on set, to being written out of shows, blacklisted and more, members have found their livelihoods, emotional and mental well-being attacked...often for calling out anti-Arab racism and Islamophobia. Furthermore, many members are fearful in addressing this form of bigotry because of the consequences they may face from our industry partners.

We have a responsibility to reject and condemn ALL forms of racism and bigotry and we must do our part to stop our industry from being complicit in propagating hurtful, dehumanizing stereotypes, especially given the horrifying impact of these depictions. We need to send a clear message; that we will no longer make an exception for this particular strain of discrimination.

\*West Asian and Northern African (WANA) is being used here instead of Middle Eastern Northern African (MENA) as some have pointed out that the term Middle Eastern is a Eurocentric term. However, there are still many from this region that use "Middle Eastern" or MENA to describe their identity. It should also be highlighted that we do not solely include Arabs and Muslims, but also non-Arabs and non-Muslims from the WANA region as this form of discrimination affects them as well.

In essence, we seek to form a group of members from these communities to deliberate and put forward to council, for consideration, actionable steps to combat this particular form of ongoing discrimination in our industry."

Ms Ziegler presented the following :

#### *Notice of Motion*

*This Notice of Motion is to explore ways we can actively work to dismantle the systemic discrimination experienced by our Muslim and Arabic members, non-Arab and non-Muslim members from West Asian and North African communities.*



She said that “the reference point for this initiative can be found in the Operating Plan under the DEIB section points 1, 5, 9 & 12 - as examples. Not that we need to justify this work.

Today we talked about the Appendix 31 meeting as an avenue to begin. But this Motion will be built, by, with and for members of this equity serving group who have been deeply affected professionally, artistically and personally.

I endeavor not to centre myself in this process but I am committed to strategizing, advocating and organizing with members for this initiative. I would be remiss not to say that this exploration will be in solidarity with the broader labour movement and student organizing efforts for Palestinian freedom and a permanent ceasefire.”

- Gordon Pinsent Studio.

There was discussion regarding the reopening of the Gordon Pinsent Studio.

- Jason Bryden said that he would like to receive the Minutes sooner. Mr. Hepburn said that staff deliver the Minutes as quickly as they can.
- Notice of Motion re meetings.

Council would like Councillors, who are attending as observers, to be permitted to attend in camera sessions at Council meetings.

#### **MOTION #6**

**Moved by Tim Beresford, seconded by Tavia Pereira:**

**“That ACTRA Toronto Council waive the Notice of Motion regarding allowing sitting Councillors who attend as Observers being allowed to remain in In-Camera sessions with voice and no vote (alternate has the voice and vote).”**

*Discussion*

A brief discussion ensued.

**CARRIED**

#### **MOTION #7**

**Moved by George Alevizos, seconded by Amy Matysio:**

**“That ACTRA Toronto Council allow sitting Councillors who attend as Observers with a designated alternate be allowed to participate in In-Camera sessions with voice and no vote.”**

**CARRIED UNANIMOUSLY**

- Return of revenues that Marie Kelly talked about at a previous meeting.  
Council is looking for an accurate NCA revenue breakdown and the percentage of post lock-out revenue lost/gained.
- Help with the picnic that YEAA is organizing.  
YEAA Chair Tavia Pereira would like help in planning the picnic. A hybrid meeting is scheduled for June 11<sup>th</sup> from 10a to 12p.
- Text-to-speech option for the online educational courses.  
A Councillor would like members to be provided instructions on “how to access accessible text to speech of the ACTRA Toronto website on various browsers”. Mr. Hepburn will consult with Karl Pruner.

- Tabling of Motion (Item 6 on the agenda) re Council vote on dissolution of By-Law 4.12. Jason Bryden requested that this item be tabled.
- Receiving auditions in English and being asked to translate to another language. Mr. Hepburn stated that the IPA does not allow this, i.e. it is in breach of the IPA. A Councillor suggested that this should come under Word from Set.

**The Recording Secretary left the meeting at 4:30pm and the Executive Director took notes.**

- Mr. Hepburn updated Council on the lease renewal for 625 Church St.

**THE MEETING ADJOURNED AT 4:50PM**

### **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 May 17<sup>th</sup> for 90 min at ACTRA Toronto offices.

- Very excited to hear about the news from the Day of Action on May 13!
- Awards: some liked the venue of the awards, despite the standing. Problematic with the ‘noise from the back’. Wanted separation for the social hour.
- Word from BG on *Ginny and Georgia* that they were well accommodated for transportation issues that were beyond their control. A good experience.
- Some observations of permittees being used on set as BG, when many members are not getting the call. Advised to reach out to Business Representatives.
- BG workers reporting observing OSLOs less often than they used to.
- Getting feedback from AABP Members who are feeling distanced from ACTRA.

The Apprentice Caucus will meet next on June 12, 15:30p at ACTRA offices, followed by an informal social hour 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

Anne Wootten and Heather Dick met early May to discuss ways of engaging our members more. They decided that creating a survey would help them learn what AYA Committee members would like them to do.

With Karl Pruner’s help, they are creating a very short and specific poll – 6 questions maximum with multiple choice answers. They are hoping to learn why, if members haven’t been attending AYA events, what can be done to encourage them to come.

The Committee is planning to send it out early June so that they have the responses by the end of June.

## ***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 May 7<sup>th</sup> the Committee was supposed to have their bi-weekly Co-Chair meeting from 12:00 pm to 1:00 pm. Only Dorly Jean-Louis attended. The other two Co-Chairs; Krystle and Rob were absent so the meeting was cancelled.
- On May 16<sup>th</sup>, 10:00 am – 11:30 am Dorly Jean-Louis attended the Accent Discrimination Sub-Committee meeting. The other two Co-Chairs; Krystle Ferdinand and Roy Urbanozo were absent. There were 19 registrants and 11 attendees. They hope the number of registrants and attendees will increase over time. Founder Mladen Obradovic led the meeting. His assistants: Yvette McKoy and Andrea Gallo, were not present. Participants were encouraged to sign up to the ACTRA Diversity database, ACTRA online and Voice Performers database to include themselves for casting opportunities.
- On May 21<sup>st</sup> the D&I Committee held their Bi-Weekly meeting. Ms Jean-Louis and Ms Ferdinand were in attendance. Roy Urbanozo was unable to attend. Technical issues at Staff Liaison's end, confusion that the meeting was supposed to be in person while the Co-Chairs were actually online waiting for the Zoom meeting; the meeting began at 1:13 pm from its original start time of 12:00 (noon). They were also supposed to have their monthly D&I meeting from 12:30 pm to 2:30 pm but it was cancelled. Again, miscommunication – the registration link was never sent to the membership to sign up. Nonetheless, in the bi-weekly meeting they went through a recap of the IPA Survey that had been sent to the members, which had 34 participants and the Initiative Survey so far has 28 participants. Mr. Urbanozo will be leading Picture Day and the 48 Hour Film Challenge Ms Jean-Louis will be assisting him with both initiatives. Ms Ferdinand will be leading the Sandy Ross Awards at TIFF. Ms Jean-Louis will lead the next D&I Committee meeting. It was also brought to their attention that Mariah Inger of the National DEIB Committee would like to attend the Toronto meetings. Luisa suggested this must be run and approved by Alistair Hepburn first. D&I Committee Co-Chairs were invited to serve as panelists at the 18th Edition of WTSIC scheduled for 7:00 pm on May 23<sup>rd</sup>. The after-party is scheduled for 8:00 pm. Their Bi-weekly discussion meeting ended at 1:59 pm.
- On May 23<sup>rd</sup> at 6:30 pm Ms Jean-Louis and Ms Ferdinand attended WTSIC and met the participants first in the Green Room prior to the start of the event at 7:00 pm. Rob Urbanozo was unable to attend. In total there were 3 ACTRA Toronto Vice-Presidents in attendance for a total of 85 registrants and 59 attendees for this event. It was a successful show and presentation. Numbers were a bit low for attendance this season but the quality of work presented was noted. Reading ended at 8:14 pm.
- On May 28<sup>th</sup> the Committee held their monthly meeting. Dorly Jean-Louis chaired the meeting. Breakdown of the agenda: a recap post-event by Gugun Deep Singh on WTSIC; update on the IPA Survey Questionnaire: answers from participants were shared by Dorly with the group; Ms Ferdinand left the meeting early. She was supposed to give an update on the Initiative Survey currently underway; details of the 48-hour film challenge were outlined by Mr. Urbanozo; finally John Cleland, the Executive Liaison joined the meeting as a Guest Speaker to answer questions on the upcoming AGM Meeting scheduled for May 29<sup>th</sup>. He shared with them the state of the industry, ACTRA's effort and shift to becoming "more agile" and a more "responsive" union. Members were encouraged to register and attend the AGM. In an era of AI, Mr. Cleland also shared tips and advice for members to: read contracts carefully and not leave that solely to the responsibility of their agents; beware of NIL (name, image, likeness) and take heed of any stipulations of "In Perpetuity" which would give indefinite usage rights without their knowledge or consent. Mr. Cleland also gave them a general scope of AGM procedures for members who have never attended one. The meeting ended at 5:30 pm.

#### Objectives & Goals

- Gather findings from Initiative Survey to share with the membership and plan the next event accordingly.
- Figure out a plan on how they can strategize with sister unions: NABET, IATSE etc., perhaps for the 48-hour Film Challenge initiative or similar events in the future.

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

*Editorial Committee – Chair, Joy Tanner*

- From April 5 to May 24, 2024, PerformersMagazine.com achieved an 81.99% increase in pageviews (2,287 to 4,162), an 11.49% increase in unique impressions (1,445 to 1,611) and a 63.23% in users compared to the same period in 2023.
- Published in May:
  - [The 22nd ACTRA Awards in Toronto](#) (May 1, 2024)
  - [Let's Talk Asian Representation](#) (May 23, 2024)
- Upcoming:
  - Applause: Spring 2024
  - Red Carpet Convos: 22nd ACTRA Awards
  - Watch the 22<sup>nd</sup> ACTRA Awards in Toronto
  - IPA 101: Off-shore productions
  - Ask an Expert: Taxes
  - First article of a four-part AI series

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

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

Meetings/General

- Committee meeting held on May 22<sup>nd</sup>. Second hybrid meeting.
- Next meeting tentatively June 24<sup>th</sup>.

Inside Out Film Fest

- Co-Chair Matt Lemche and Executive Liaison Janet-Rose Nguyen attended the opening night gala and reception.
- ACTRA Toronto booth at industry day a success
  - Spoke with guests and members.
  - Staffed by Co-Chairs Madelaine Rose and Matt Lemche, and Staff Liaison Luisa Alvarez Restrepo.
- outACTRAto members Scott Farley and Perrie Voss enjoyed a sold-out reception and standing ovation for their web series, *Stories from My Gay Grandparents*.
  - Screening was attended by multiple outACTRAto members.

Queer Your Stories Subcommittee

- outACTRAto group outing planned to see QYS5 Winners, *Something's Phishy*, in the Local Heroes short film program, May 30<sup>th</sup>.

Working the Scene in Rainbow Subcommittee

- Scenes selected and announced.
- Casting underway with 34 applicants (up from last year).
- Hybrid event June 17<sup>th</sup>, 7–10 pm at the ACTRA office.

Gender Diversity Subcommittee

- Inaugural meeting held on May 23<sup>rd</sup> with 7 in attendance.
- Plans for regular meetings to tackle issues such as
  - Gendered Awards categories.
  - On set experiences.
  - Accessibility concerns for trans, NB, GNC performers entering the union.



- They will have monthly picnics in the summer to boost engagement. The picnics will be BYO style, no budget or staff necessary. First picnic June 9<sup>th</sup> in the afternoon.
- Mercedes Morris is looking into expanding the YEAA reels to include other members. Huge focus on engagement. Working with Grace Hawkins to ensure it's under an ACTRA contract.
- Will be joining with outACTRAto to support them for the Pride Parade.
- Last meeting was May 22<sup>nd</sup>, next meeting TBD.

## OTHER REPORTS

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

- Asian Performer Showcase
  - For the first time ever, the selected performers were unveiled at a live event supported by TIFF on Friday, May 17; this is ACTRA Toronto's first official partnership with them.
  - The event started with a reception for the selected performers and industry guests including casting directors. The event was followed by an in-cinema on-screen conversation moderated by Reel Asian's Deana Wong between ACTRA Toronto performers Andrew Phung (*Kim's Convenience*, *Run the Burbs*) and Jasmeet Raina (*Late Bloomer*) about the importance of authentic Asian representation onscreen. You can check out a recording of the conversation [here](#). The event culminated with a screening of the selected performer's self tapes, which you can see [here](#).
  - Re received great feedback from the selected performers as well as performers and other guests in attendance.
  - The launch of the new showcase also gave us the opportunity to relaunch the website and include accessibility features.
- IPA
  - Attended HMU pre-bargaining with CMPA/AQPM.
  - Attended W&W meetings.
- Partnerships
  - ACTRA Toronto is officially a partner for the Disability Screen Office's Phase 2 which will include an industry guide similar to the Pathways and Protocols document.
  - ACTRA Toronto are co-hosting TIFF's [Stuntwomen: The Untold Hollywood Story and Stunt Panel Discussion](#) on July 18. This screening is part of TIFF's Women in Action summer series. You can learn more about the series [here](#); ACTRA Toronto is the only screening partner mentioned. The screening will feature an onstage conversation with ACTRA Toronto performers Angelica Lisk-Hann, Amy Szoke, and Stephannie Hawkins. This will be followed by a reception. Ms Alvarez Restrepo has complimentary tickets that will be shared with the Women's Stunt Committee as well as some to give away to the members. She also has 4 tickets to share with Council. [If you'd like a ticket, please let me know by Wednesday, May 7.](#)
- D&I Committee
  - Supported the Accent Discrimination Sub-Committee with their meeting on May 16. Shared ideas for possible initiatives and advised on resources available.
  - Supported the 18<sup>th</sup> editions of Working the Scene in Colour on Thursday, May 23. You can see the selected readers [here](#).
  - Had bi-weekly check-in with D&I Committee Co-Chairs.
  - Supported the committee's meeting on May 28.
- Other
  - Met with Lauren Ginton, ACTRA National's new Associate Director of DEIB to share the work ACTRA Toronto is doing and talk about ways to support each other.

### *Industry Initiative & Outreach – Taisa Dekker, Manager*

- Met with the team developing an application focused on background casting with Contracts Manager, Grace Hawkins.
- Attended the Toronto Film School Film Festival Award Ceremony, where ACTRA Toronto presented performance awards to the students. Thanks to Gugun Deep Singh and Paul Constable for presenting awards, as well as sitting on a jury for the festival along with fellow Council members George Alevizos and Janet-Rose Nguyen.
- Attended the Film Ontario Annual General Meeting.
- A reminder that ACTRA Toronto members get a discount on Conference Passes at [XP Game Summit](#) taking place June 13<sup>th</sup> & 14<sup>th</sup> in Toronto. The union is sending a delegation (which includes three members and Ms Dekker) to the event to promote the engagement of ACTRA performers on video game productions. ACTRA members get a 15% discount on the **Conference Pass** using code **ACTRATOXP24** when registering for the conference pass: <https://xpgamesummit.com/register/>
- Attended the CBC 2024/2025 programming slate announcement event.
- Web Series Canada presented an information session with the Bell Fund for digital creators, which Ms Dekker attended. Though it wasn't recorded, there are webinars available for interested creators available on the Bell Fund website here: <https://bellfund.ca/information-sessions/>
- The deadline to apply for the Bell Fund [Short-Form Digital Series Program](#) is Tuesday June 18<sup>th</sup> at 3:00 pm.
- The SPF Climate Action Working Group met to review Earth Month events hosted by each partner organization, and to discuss the successful launch of the [new directory](#). The group sends their congratulations to the Green Committee on the two Meet Up & Clean Up events in April.
- Attended and reported at the Voice Committee, attended the NCA Renewal Webinar, and the ACTRA Toronto AGM.
- Met with a film festival about potential sponsorship.
- After meeting at CMPA Prime Time and corresponding a few times since, met with a production team interested in engaging ACTRA Toronto members on a microbudget short film.
- Outreach to non-union productions continues.

### *Ontario Green Screen*

- The newly redesigned Carbon Calculation Fundamentals training course is now available! This free training offers a comprehensive assessment of the utility and benefits of carbon calculators to the film and television industry, along with a better understanding of the two most used calculators across North America. The course discusses how these tools can illuminate which areas of a production are causing the greatest emissions, and strategies to reduce the carbon footprint of a production. Click on the dates below to register for this free online training:
  - [Monday, June 10, 7-8 PM](#)
  - [Thursday, June 27, 7-8 PM](#)
  - [Sunday, July 7, 10:30-11:30 AM](#)
- OGS will be launching a program in six Ontario filming jurisdictions to assist studios and productions in properly sorting waste through effective signage.
- Attended the Communications and Inform & Educate working group meetings.
- A reminder that ACTRA Toronto members can access the new OGS Best Practices for Sustainable Production Guides released in April in honour of Earth Month:
  - [Craft and Catering](#)
  - [Circularity in Production Design](#)
  - [Clean Energy](#)
  - [Transportation](#)

- In sustainability news, Telefilm Canada released Phase II of its Sustainability Action Plan on May 22<sup>nd</sup>. Phase I and II can be found here: <https://telefilm.ca/en/who-we-are/our-engagement/sustainability>

#### *Past President's Report*

- May 15 – National Executive
  - Presented and passed 2024/25 budget.
  - Presented a Motion to add Amy Matysio to the IPA Wages and Working team. Passed.
- May 17 – ACTRA Montreal hosted AACE for an information session with their coaches and educators. They gave their coaches a deadline and several applications are in process.
- May 22 and 23 – Attended two days of IPA W&W.
- May 24 – Met with Alistair Hepburn, Kate Ziegler and Amy Matysio to discuss NCA special meeting.
- May 25 – AACE held a successful intensive workshop at the Centre of Indigenous Theatre.
- Continue to talk to agents about applications to the EIC.