

ACTRA TORONTO
COUNCIL MEETING – IN PERSON & HYBRID
Tuesday, October 1, 2024

PRESENT

David Gale, President
Paul Constable, Treasurer
John Cleland, Vice President
Amy Matysio, Vice President
Janet-Rose Nguyen, Vice President (Zoom)
Kate Ziegler, Vice President (Zoom and in person)
Heather Allin
Tim Beresford
Jason Bryden
Elana Dunkelman
Emily Hurson
Jameson Kraemer
Mercedes Morris (Zoom and in person)
Tavia Pereira
Dina Pino
Gord Rand (Zoom and in person)
Tonjha Richardson, alternate for Theresa Tova, Past President
Gugun Deep Singh
Stacie Tabb, alternate for Alana Bridgewater
Joy Tanner (Zoom)
Asante Tracey, alternate for Nicola Correira-Damude
David Wallen
Jocelyne Zucco, alternate for George Alevizos, Vice President (Zoom)

ABSENT

Samora Smallwood

COMMITTEE & MEMBER CAUCUS CHAIRS, OMBUDSPERSON

Shelley Cook, alternate for Stunt Committee Co-Chairs (Zoom)
Krystle Ferdinand, Co-Chair, D&I Committee (afternoon only)
Roy Urbanozo, Co-Chair, D&I Committee, alternate for Victoria Brooks, Chair, Apprentice Caucus

OBSERVERS

Cory Doran	Robyn Deverett	Tony Fletcher
Paul Marques	Jonathan Tam	

ALSO PRESENT

Alistair Hepburn, Executive Director, ACTRA Toronto
Luisa Alvarez Restrepo, Director, Diversity, Equity, Inclusion and Belonging, ACTRA Toronto (Zoom)
Taisa Dekker, Director, Industry Initiatives and Outreach, ACTRA Toronto
Gail Hauptert, Director, Contracts, ACTRA Toronto (Zoom)
August Lew, Director, Finance & Administration, ACTRA Toronto
Karl Pruner, Director, Communications, ACTRA Toronto (Zoom)
Nicole Valentin, Director, Member Services, ACTRA Toronto
Tina Wang, Director, Finance & Administration, ACTRA Toronto
Luca De Franco, Communications Officer, ACTRA Toronto
Jennifer McGibbon, Communications Officer, ACTRA Toronto (Zoom)
Freda Merritt-Gambrill, Recording Secretary, ACTRA Toronto

The meeting was called to order at 10:06 a.m. with President, David Gale, in the Chair.

The reading of the Land Acknowledgement by Paul Constable and Amy Matysio was followed by the reading of the Equality Statement by Asante Tracey, Elana Dunkelman, Roy Urbanozo, Dina Pino, Tonjha Richardson, John Cleland and Tim Beresford.

Mr. Gale introduced everyone present.

APPROVAL OF THE AGENDA

MOTION #1

Moved by Gugun Deep Singh, seconded by Tonjha Richardson:

“That the Agenda for the ACTRA Toronto Council Meeting of October 1, 2024, be accepted.”

CARRIED UNANIMOUSLY

APPROVAL OF MINUTES FROM SEPTEMBER 10, 2024

There being no corrections to the Minutes, the following Motion was moved:

MOTION #2

Moved by Tonjha Richardson, seconded by Tim Beresford:

“That the Minutes of the ACTRA Toronto Council Meeting of September 10, 2024, be accepted.”

CARRIED UNANIMOUSLY

TABLING OF OTHER BUSINESS TO BE INCLUDED PER #6

- Request from Billy Bishop Airport – Alistair Hepburn
- NCA – Meeting with Scott Knox and signatory status – Amy Matysio
- Expansion of the Ombudsperson’s role to AFBS – Tim Beresford
- Message from First Nations Community – Gugun Deep Singh
- Respect on Set – Tonjha Richardson
- Janet-Rose Nguyen

CHAIR’S UPDATE

President Gale said that his absence was discussed at the Executive table and that it was good to hear the appreciation for his return. He said that he was not unaware of what was going on while he was away, but he was not able to contribute. He is honoured to be treated so respectfully. He thanked Council for being so understanding.

BUSINESS ARISING FROM SEPTEMBER COUNCIL/EXECUTIVE – ED

- Town Hall – space costs – October 21
 - The USW Union Hall on Cecil Street can hold 175 people. The daytime cost for this space is \$452 versus \$565 for the evening.
 - St. Paul’s next door on Bloor Street can also accommodate 175 people. The rental cost is \$210 per hour (with a two-hour minimum), plus AV costs.

Both spaces are fully accessible. The event will be live from either 6pm to 9pm or 7pm to 10pm. The majority of Council was in favour of holding the Town Hall at the USW Union Hall.

- New Member Meetings – October 28 – volunteers

The following have agreed to volunteer at this event: Paul Constable, Elana Dunkelman, Asante Tracey, Roy Urbanozo, Tonjha Richardson, John Cleland, Tim Beresford, Emily Hurson, Gugun Deep Singh, Kate Ziegler and Mercedes Morris.

- ACTRA/SAG AFTRA staff meeting

The two groups met after the last Council meeting. Both sides are concerned about the dual member dues. The question is which side is going to back down and Mr. Hepburn said that it won’t be us!

It was noted by a Councillor that the existing Strategic Alliance agreement is not being honoured. SAG-AFTRA is aware of this and will be looking into it. They are concerned about the Field Service Representative visits. A couple of Councillors have “ticked” them off! They now know that they are guests on our sets and cannot make surprise visits like they do in BC.

Mr. Hepburn talked about the Influencer Agreement and the ongoing video game work.

Regarding IPA negotiations, Mr. Hepburn, Marie Kelly, Lesley Brady and Anna Sikorski will be meeting with SAG-AFTRA on October 16, to gauge what is important to them and us. They have legal issues in putting into place a “do not work order”. A Councillor said that it is for the members to push for this.

- Video Game update – Elana Dunkelman

Ms Dunkelman reported that the presentation was well received. The group had a very fruitful discussion with Mr. Hepburn and Taisa Dekker at which time they talked about the various elements to the agreement.

At the Voice Committee meeting there was discussion about the voice data base as to whether or not to keep it. It was noted that this is a National initiative and the concerns will be relayed to National.

We are starting conversations with the students at Toronto Film School to do a pilot project to hire our members on their projects.

Mr. Hepburn said that the Skill Development Fund application that is due by October 4th is mostly complete. \$200,000 - \$250,000 is what we are asking for, in order to bring our training in line with the Montreal Members. It will help us immensely.

- Mayor’s Office visit update

A Councillor reported that we are trying to access permit information from the City of Toronto. 4,000 permits are issued every year. As we are locked out, we should have access to this information. The City is complicit in withholding the information and they are making money on these permits. They are also working with Publicis on Nuit Blanche and we are looking for action and information. There is a conflict between the Film Office and the City. Mr. Hepburn said that we are writing a follow-up letter and we are not going to let it go. Members need to talk to their City Councillors to get everyone on our side. They are putting people out of work and drafting people to lower-paying jobs. It was noted that Members should also reach out to their MPPs.

- Unfair Engagers

- *Gentle Barbarians* have paid everyone.

- *Whistle* are still on the Unfair Engager list.
- *Fresh Meat* have made partial payment but remain on the list.
- *Pray for Me* are doing ADR but we have no payment or paperwork from them.
- *Jungleman* signed up but then said that they are not going forward but proceeded to hire ACTRA Members.
- *40 Acres* – only initial payments have been made and not the late payment penalties. The Producer will remain on the Unfair Engager list until these payments have been made. Additionally, the Producer has stepped away from the Board of Directors of the CMPA.

OTHER BUSINESS

- Request from Billy Bishop Airport – Alistair Hepburn
Securing the long-term future of the Billy Bishop Airport was discussed. ACTRA Toronto has been asked to sign a petition to tell the City to keep the airport. The environmental impact on the City of Toronto was discussed and some Councillors felt strongly about this. It was noted that the quality of life in the city is getting worse. Mr. Hepburn said that if ACTRA Toronto Council did not want to sign up for this, then they could access the link in the chat and sign up as an individual.
- NCA – Meeting with Scott Knox and signatory status – Amy Matysio
Mr. Hepburn said that National is not advising Toronto meeting with Scott Knox without them. National would like to be involved. Some members of Council felt like it was time for a change going forward. A fulsome discussion took place.
National has agreed to post a list of signatories. Mr. Hepburn will follow up with them again.
- Expansion of the Ombudsperson’s role to AFBS – Tim Beresford
It was pointed out that by expanding the Ombudsperson’s role to AFBS or creating a new AFBS Ombudsperson will strengthen the relationship that they have with our Members. Mr. Beresford will be meeting with Richard Young (Member of Board of Governors, AFBS) and will give Council an update following that meeting.
- Message from First Nations Community – Gugun Deep Singh
It is about making sure the space is safe for all individuals.
It was suggested that Council should have a First Nations representative on Council. Luisa Alvarez Restrepo said that we should not be the ones to make these decisions on behalf of the First Nations people.
- Respect on Set – Tonjha Richardson
In the interest of time, Ms Richardson deferred this to the next meeting.
- Janet-Rose Nguyen
Ms Nguyen announced that she is resigning from Council as life has become too busy. She wished Council the best in moving forward.
Mr. Hepburn said that 28 days in advance of the next Council meeting an e-blast will go out to the membership advising them of a by-election at the November 1st Council meeting. Intention to run should be declared 14 days before November 1st. He advised Council to ensure their alternate is aware of how vote. Election to fill the seat at the Executive will take place immediately following the election of Councillor.

Discussion

Regarding Unfair Engagers it was suggested that Members should be made aware of this list and of the process. It was recommended that every committee advise the attendees of this as well. It was also suggested that we work on a kit to be made available to all new members.

RESPONSE TO NATIONAL MOTION

It was felt that it was like “spitting in the face of democracy” when a Toronto National Executive Councillor voted against a Motion put forward at National Executive by ACTRA Toronto Council. “Why are we here if they go ahead and do whatever they want?”

It was noted that the Toronto Councillor who voted against the Motion made it clear that they would present the Motion at National Executive to their best at their ability but made it clear which direction they would vote.

Council was not pleased that a Toronto Councillor also abstained on the Motion. It was also felt that it was an abuse of power by the Councillor who voted against the Motion.

It was reiterated that the Toronto Councillor who presented the Motion delivered the message strongly from Council but voted against it because of their conscientious.

It was felt that if someone wanted to have a Motion struck down, it should have happened at Toronto Council. It is the responsibility of a delegate to represent the body that sent them. Some Councillors said that they did not have confidence in these delegates to National Council.

Councillors would like to know how to ensure that this does not happen again. Mr. Hepburn said that the words in the Toronto By-Laws have never been interpreted in this manner before. Council will have to make an amendment to the By-Laws if they would like this changed. A Councillor responded that they like the way the By-Laws are written but if a Motion is passed at the Toronto table, they would hope that it would be voted for at the National table. It was also pointed out that it was agreed at this table that the Executive would represent this body at National. It was suggested that in future the following words should be included in the Motions to National, “Bring this forward and vote in favour”.

WORD FROM SET

- A Councillor mentioned that they have been notified that an agent is saying that ACTRA Apprentice Members are allowed to work non-union. That was corrected
- A member complained that it took 22 emails to get a response from PRS.
- There are agencies and casting directors who are saying that they will not sign anyone who is considering becoming union. We need to do something to let performers know why they should join a union.
- Early this week a member was contact on the way to a commercial shoot and told that they should appear camera ready. It seems that this is happening more and more on social media sites. Mr. Hepburn said that ACTRA Toronto does not get the Intent to Produce document until the day before the shoot. I was noted that sometimes Commercial breakdowns go out without product or agency information.

NOTICE OF MOTION – TIM BERESFORD

“That ACTRA Toronto Council revisit By-Law 4.8.”

IPA NEGOTIATIONS UPDATE

Mr. Hepburn reported that he has been attending committee meeting to inform them where we are at right now. He reported on “AIR” (Artificial Intelligence, Accessibility, Inflation, Inclusion, Respect and Residuals) Eblasts have

been going out to in order to educate Members on these issues. We need to ensure Member are educated, empowered and engaged.

A Councillor said that the last few eblasts from ACTRA Toronto were looking great.

Mr. Hepburn will be going to Montreal on November 3rd for two weeks. Bargaining will commence on November 4th. He will send updates every day.

Further to a query whether sibling unions will be attending the negotiations as observers, Mr. Hepburn said that the Indigenous Screen Office, Black Screen Office and Disability Screen Office representatives were invited to attend along with IATSE, the DGC and NABET.

Regarding AI, it was noted that Canadian government is not stepping forward to put in protections like the US and European governments.

It was noted that the SAG/AFTRA Agreement fell through in a lot of places.

Mr. Hepburn said the ACTRA Toronto Communications Committee will be doing a podcast highlighting what we are doing and why we are doing and fight the fight we are fighting.

A fulsome discussion regarding AI took place.

Council was informed that the AI Sub Committee will be meeting on October 11th and were invited to attend the meeting should they be available.

GR FIRM – DISCUSSION

Mr. Hepburn said that Council must make a decision about whether ACTRA Toronto should renew our contract with GT & Co. They are currently working on the Compass file. The firm are not interested in moving to a month-to-month or end of calendar year contract. They have agreed to a 30-day notice termination clause. They have folks on staff who represent every party. Our main contact is Shir. The recommendation is that we continue the work as we cannot lose ground on the talent agent file and expand their mandate.

A fulsome discussion ensued. Mr. Hepburn has requested a monthly report from GT & Co.

On Mr. Hepburn's recommendation, Council has agreed to continue with GT & Co. with the 30-day withdrawal clause while exploring other options.

By show of hands, 16 Councillors were in Favour, 6 Against and 1 Abstention.

Mr. Hepburn said that this will be revisited at Executive.

SANDI ROSS AWARDS DEBRIEF

Co-Chairs Krystle Ferdinand and Roy Urbanozo of the Diversity and Inclusion Committee submitted the following report to Council.

- Intro
 - This was the first in-person Sandi Ross awards since 2019. Overall, the event was a huge success and Ms Ferdinand was very grateful for all the support they received. As the lead of the event, this is a holistic overview of the event and the notes she shared are from her own experiences as well as feedback she received.
- What Worked
 - Having an in-person event created an opportunity for connection and a sense of community amongst our members.
 - Having a dedicated event with catering and special guests like politicians, elevated the event and the award itself.
 - Having testimonials from creatives who have benefitted from the work of the winners helped to highlight just how many barriers there still are within the industry and just how impactful the work of the winners is.
 - Having politicians in the room added to the legitimacy of the event.
 - Having a sub-committee helped committee members feel like they had a stake in the event and felt like part of the community.
 - Having committee volunteers and Executives the night of the event was very helpful.
- What didn't
 - The guest list was not prepared with enough time to target stakeholders and decision-makers.
 - There was no accessible ramp to the stage and the back of the stage was not accessible.
 - Though the help was appreciated, at one point there were too many hands on deck so there was miscommunication and things were missed.
 - Not all vendors and sponsors were approved before being approached.
 - There was a lack of consistency in how sponsors and vendors were acknowledged.
 - Inconsistency in internal approvals depending on who the ask was coming from.
- Recommendations
 - Greater diversity in terms of sponsors and vendors engaged that better reflect the diversity of our membership.
 - Once winners are confirmed, generate a list of actors associated with their work that could be reached out to for testimonials.
 - Revisit process for selection of winners, including involving sub-committee members in a jury capacity.
 - They worked with many small vendors who only accepted e-transfer, so for next year, it should be assumed that most vendors will be paid this way.
 - Make it very clear who is leading the event so all information flows through them.
 - Once vetted, all sponsorship recognition needs to be discussed with the event lead.
 - Have a dedicated ACTRA Toronto photographer for the event to ensure consistency with other ACTRA Toronto events.
 - Have a videographer to capture the speeches for social media and archival purposes.
 - Create a how-to guide to refer to in future.
 - Ensure venue is open to having more seating.
 - Keep the Sandi Ross Awards during TIFF as there is a large concentration of industry in the city leading to a larger turnout.
 - Create timeline for event prep.
 - Revisit criteria for Sandi Ross Awards and clarify the intent of who the award seeks to celebrate.

Discussion

Further to a query, Mr. Hepburn said that the Sandi Ross Awards was consciously kept separate and they did not want to tie it to the ACTRA Awards in Toronto as they wanted it to be on their own pedestal.

Ms Ferdinand said that they would like to find more ways to support the Sandi Ross Awards.

Council congratulated Ms Ferdinand and Mr. Urbanozo on putting together a successful event.

Mr. Urbanozo that the committee felt let down but are not pointing fingers. Ms Ferdinand said that she reached out to many people before she got any help.

A Councillor asked how they can help when Executive Liaisons are overwhelmed. Mr. Hepburn said that this would be super helpful as Executive member attend a lot of meetings.

If Councillors would like to get involved, Mr. Hepburn said that there is a calendar on the ACTRA Toronto website that upcoming events can be entered. We will ask every Committee Chair to invite the entire Council to every Committee meeting.

Mr. Hepburn said that further discussion on this needs to be held in camera.

AWARDS COMMITTEE – UPDATE & DISCUSSION

Mr. Hepburn reported that the addition of the three awards has been passed. The ask about the Producer of the event will go to Council in an email.

FINANCIAL CHAT & FISCAL GUARDIANS

I. John – Motion – National By-Laws and Union Financial Security

Mr. Hepburn said that this Motion would go to the National Council and not the National Executive.

A Councillor requested clarity in writing as they do not want anyone to vote against the Motion at the National table and then “get blasted”.

The following Motion tabled at the last Council meeting was presented again:

MOTION #3

Moved by Gord Rand, seconded by Mercedes Morris:

“That the Toronto Council put forward National By-Law changes regarding financial reporting and spending by ACTRA National.”

Discussion

Council accepted the changes that were made to the document that was previously presented.

CARRIED UNANIMOUSLY

II. Paul – Motion – Auditors

Tina Wang reported that quotes were received from three other companies:

Hilborn \$46,000

Resnick \$48,000
Hennick \$35,000
Grant Thornton \$46,500

The recommendation was to continue with the services of Grant Thornton

MOTION #4

Moved by Gord Rand, seconded by Heather Allin:

“That Council waive the Notice of Motion regarding the appointment of Grant Thornton as ACTRA Toronto’s auditors.”

CARRIED UNANIMOUSLY

MOTION #5

Moved by Paul Constable, seconded by Kate Ziegler:

“That ACTRA Toronto Council approves the appointment of Grant Thornton as the Auditors of record.”

Discussion

Ms Wang said it would be to ACTRA Toronto’s benefit not to appoint the same accounting firm that National utilizes.

CARRIED UNANIMOUSLY

III. Paul – Dues Discussion

Mr. Constable said that Mr. Hepburn will send out a Doodle Poll requesting a meeting of the Fiscal Guardians prior to October 12th.

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

The Treasurer led the Council through the Profit & Loss statement 6-month overview. Currently sitting with a small surplus, but the forecast is still a substantial deficit.

Ms. Hauptert led the Council through the recommended changes to the Low Budget Guideline & Web Indie Production guideline minimum wage increases. She also walked the Council through the recommended increases to the Administration fees. Council were in favour of the recommendations and asked the FTDM department to implement the changes effective immediately.

Committee Updates not in the reports

Parades Committee – ACTRA Toronto won the Most Spirited Award for the 2024 Labour Day Parade. Two Councillors and the Parade Chair went to the Toronto & York Labour Council meeting to accept the award and to speak about the ongoing commercial lockout.

Voice Committee – Recommending Anthony Sardinha take over co-chair for Kwaku Adu-Poku. His bio will be sent around to Council via email for a recommendation vote.

ADJOURNMENT

Jameson Kraemer moved to adjourn the meeting.

THE MEETING ADJOURNED AT 4:50 pm

COMMITTEE AND CAUCUS HIGHLIGHTS

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

***Executive Liaisons: Treasurer, Paul Constable & Vice-President, Amy Matysio
Staff Liaison: Nicole Valentin***

Apprentice Caucus – Chair, Victoria Brooks – Vice Chair, Roy Urbanozo – Secretary, Ann-Marie Zammit

The Apprentice Caucus met on September 6th for 90 minutes on Zoom.

- Explained the difference between ‘strike’ and ‘strike mandate’ for IPA bargaining.
- Apprentice Caucus would “opt-in” to ACTRA SMS push notifications/updates.
- General feeling of ‘slow’ in volume of bookings, for BG and principal.
- Feeling of not seeing OSLO as often lately on BG sets.
- Discussion over what should be a co-op, vs. only “resume builder/portfolio piece.”

The Apprentice Caucus will meet next on October 11th, at 11:00am at the ACTRA Toronto offices, followed by an informal social hour at The Bishop and Belcher. All are welcome!

***Executive Liaisons: Vice-Presidents, John Cleland, Amy Matysio & Kate Ziegler
Staff Liaison: Karl Pruner***

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

Anne Wootten and Heather Dick met a few times to discuss further events for the AYA Committee. Based on the AYA survey results, a movement workshop placed highly in the ratings, so they are planning a Gyrokenisis® movement workshop with dance artist extraordinaire, Carol Anderson. Here are a few lines about the session:

The GYROKINESIS® workshop is led by dance artist/movement educator Carol Anderson, who has delighted in sharing and teaching motion in community, educational and professional settings for more than fifty years, and is now devoted to working with older movers.

The date is set for Thursday, October 17, 2024, at 1:00 – 2:15 pm in the ACTRA Toronto boardroom. As part of the social aspect of AYA, they are inviting members to stay for coffee and a chat afterwards.

They recently received a suggestion that they change the name of the Act Your Age Committee. This has come up before, and several members feel that the name is not representative of experienced performers. In response, they will ask members to send them their ideas.

The next newsletter will be ready by next week to announce the workshop, and to solicit suggestions for a new name.

Executive Liaison: Vice President, John Cleland
Staff Liaison: Clare Johnston

Child Advocate, Angelica Alejandro

- With communication of the IPA Bargaining Team, Parents are more aware of the Negotiations taking place and some who did participate early this year in the Zoom session we had for them wanted to reiterate their thanks on being engaged in the discussion. It was a great opportunity for parents to speak on the challenges and issues facing our minors working under the IPA agreement.
- Responding to questions through Productions/Casting and also while on set as an OLSO have come around again surrounding the Rules on Engaging and Working with Minors including Minors Coordinators and permits.
- Responding to questions on Tutoring/Exam or Test accommodations both from the perspective of the parents and the types of tutoring their child is needing, as well as teachers who want to become set tutors.
- As this is the time of year where normally ACTRA Toronto would have a Fall Conference which had more sessions for minors, parents are wondering what they will do in its place, preferably online please.
- Requesting to bring forth consideration for the following:
 - Facilitate for our Minors and their Parents/Guardians a ROS session (similar to the one she already facilitate for new members). As parents of younger performers are already invited to the regular ROS, make this one for Minors 15-17 with information on Documentation on Set, Minors Trust and Advocacy.
 - ACTRA Toronto Committee similar to the UCBCP/ACTRA Guardians of Minors Committee (Ms Alejandro had outlined this in detail in an earlier report this year). Help parents define what they want in a Committee (frequency, support, etc.).

Executive Liaisons: Treasurer, Paul Constable – Vice Presidents, Amy Matysio & Kate Ziegler
Staff Liaison: Karl Pruner

Communications Committee, Chair, Tavia Pereira

- Currently working on an IPA bargaining social media campaign.
- Members will interview members of the bargaining team about questions pertaining to this round of negotiations with the goal of educating the general membership about negotiations. This is in addition to the magazine and eblasts.
- Campaign will involve podcast interviews which will be used to create 20 reels to be posted on TikTok and Instagram.
- Tentative recording dates are October 2nd and 4th.

Executive Liaisons: Treasurer, Paul Constable & Vice-President, Kate Ziegler
Staff Liaisons: Karl Pruner & Jennifer McGibbon

Editorial Committee – Chair, Joy Tanner

We continue to see growth within the readership as previous data metrics indicate. Between April 1 to September 26, 2024, PerformersMagazine.com achieved a 117.96% increase in pageviews (10,342 to 22,541) and a 34.49% increase in unique impressions (4,862 to 6,539) compared to the same period in 2023.

We have a busy month ahead including:

- September 27th: Strike Mandate Roundtable (at the submission of this report, it had yet to be recorded) took place via Zoom. A more fulsome report will be included in the November Editorial report.
- Stories that have dropped in September include:
 - *The Big Squeeze* Part two of our AIR articles on September 25th:
[The Big Squeeze](#)

- *The 3C's: Protecting Performers in the Age of AI* Part one of our AIR articles on September 18th:
[The 3C's: Protecting Performers in the age of AI](#)
- Our Applause: Summer edition on September 20th:
[Applause: Summer 2024](#)
- Our SPOTLIGHT Series featuring the T.O. Webfest on September 16th:
[Spotlight: T.O. Webfest 2024](#)
- SPOTLIGHT Series featuring Sudbury Cinefest on September 11th:
[Get to know your 2024 IPA Bargaining Team](#)
- Get To Know Your Bargaining Team dropped on September 10th:
[Get to know your 2024 IPA Bargaining Team](#)
- TIFF 2024 Spotlight on September 5th.
[ACTRA Toronto Performers in the TIFF 2024 Spotlight](#)
- Upcoming articles include:
 - Ask an Expert: Planning your financial future
 - Stunt Stars: in conversation with Tom Farr
 - Stunt Stars: in conversation with Brian Jagersky

There is a cross pollination with many of the stories on Instagram to help bolster the readership and member education. Have a look and please feel free to post the stories when they show up in the e-blasts. It only engages more members and helps to build our readership.

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

Staff Liaisons: Luisa Alvarez Restrepo & Karl Pruner

outACTRAto – Co-Chairs, Matt Lemche and Madelaine Rose

Meetings/General

- Committee meeting held on September 4th; next meeting will be hybrid on October 7th, 2024.
- Looking at possibility of hosting a headshot day similar to that put on by D&I committee in December of 2022.
- Continuing conversations with 2SLGBTQIA+ members of DGC and WGC about potential ways to network with outACTRAto members.

Queer Your Stories Subcommittee

- Acquired two new sponsors: Alter Ego Post providing colour package, and TA2 Sound+Music providing post sound and music package.
- Total prize amount valued at over \$15,000.
- QYS6 Launched on Monday September 23rd, 2024, and submissions close October 15th, 2024.

Gender Diversity Subcommittee

- The subcommittee will meet October 1st, 2024.

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

Staff Liaisons: Luisa Alvarez Restrepo & Taisa Dekker

TAWC: Co-Chairs, Heather Allin and Tonjha Richardson

The Committee's September 26th meeting with guest speaker, writer director, producer, Hannah Yohannes, was an inspiring success with 12 attendees present.

- Human-first directing: People, Story and Emotions

- Claiming Space: Building an Intentional Career
- Navigating the Directing Process for Short Films
- Goal Setting
- Etiquette
- Assertiveness
- Self-care and Mental Health

Alistair Hepburn spoke with members about the upcoming IPA Negotiations and answered questions on top priorities and broke down the process.

*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 (Anishinabe), 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.

Executive Liaisons: Janet-Rose Nguyen, Theresa Tova & Amy Matysio
Staff Liaisons: Gail Hupert & Taisa Dekker

Voice Committee: Co-Chairs, Krystal Meadows and Emily Stranges

In their committee meeting on Monday, September 23rd, Kwaku Adu Poku stepped down as a Co-Chair. So grateful to have him as a Co-Chair the past year.

- Anthony Sardinha put his name forward as a Co-Chair and was voted in. Waiting for him to be officially confirmed.
- Once Anthony is confirmed, Voice Committee Co-Chairs plan to create a survey to send to Members to get opinions from everybody of what they’d like to see happening in the Voice Committee.
- Considerable time spent discussing Voice.ACTRAOnline.ca - a number of mixed feelings about this resource. Is it really adding value and/or showcasing our members in a valuable and professional way?

Currently, prospective video game producers are being directed to the Voice.ACTRAOnline.ca website to promote the membership. A member experienced in VO for gaming went on the site and did a search for video games. The results were more than disappointing. Of 120 members who appear in the Video game search:

- about 20 members don’t actually have a gaming demo
- several don’t have any demos at all
- users cannot scroll forward or back in the mp3 files
- one “gaming demo” opens with radio imaging
- one is 12 seconds long
- one is a chap singing on a breakfast commercial
- more than one are animation demos
- one has removed someone else’s lines from a scene but not edited the spacing
- a couple are commercial demos
- one has two gaming demos but nothing plays.

Member thoughts:

1. Voice.ACTRAOnline.ca needs to be taken down completely as it isn't representative, was never built to function as it is, there's no curation. Plus agents and casting use Voice by Casting Workbook.
2. Other people are of the mind, IF the needs to be updated, from a tech standpoint and used responsibly and professionally by members otherwise it damages us all. We might need some kind of approval process one or more people (Staff and/or Members) to approve submissions to be sure they are professional and match the criteria of a professional demo in an area of VO.
3. IF ACTRA decides to keep Voice.ACTRAOnline.ca, we may need an information campaign to get members to a) upload demos to the site so it is more useful and b) only upload professionally-produced and appropriate demos. Informing members what constitutes a professional video game demo, animation demo, commercial VO demo or narrations demo, so having insight from casting directors who primarily work on that would be extremely helpful.
4. In some members view, we must not use the site to actively promote the membership at this time (at least for gaming but I suspect other genres, too) until it is of a higher standard. If a Gaming producers waded through the material on the website, it would not give members a favourable opinion of the talent level of the membership. That's a problem.
5. Another option could be perhaps keeping the ACTRA VO site, but instead of using our own uploaded, we'd hyper link the demos by agent at Voice by Casting Workbook.
6. Someone suggested maybe keeping it as an internal thing just for ACTRA Members so we can listen to each other, but there are many other resources online to hear professional demos.
7. We wonder, in fact, how often producers use the site. It would be useful to get some numbers from staff.

Executive Liaisons: George Alevizos & John Cleland

Staff Liaison: Grace Hawkins

YEAA: Co-Chairs, Mercedes Morris and Tavia Pereira

- Had a beach day social on September 14th.
- Had meeting on September 26th.
- Ran a short workshop on Ontario Arts Council and Canada Council of the Arts professional development grants and AFBS scholarships.
- Socials subcommittee is working on a Halloween and Holiday networking social.

OTHER REPORTS

Inclusion and Community Development

Luisa Alvarez Restrepo, Director, Inclusion and Community Development

- Partnerships
 - Met with the Regent Park Film Festival to talk about expanding our partnership. We will be supporting their [pitch competition](#) this year, which includes financial and in-kind support. The call for submissions was amplified through our social media channels.
 - Met with the ISO during TIFF. We are in talks to see if we can partner with them on table reads. We're currently in the research stage and nothing is confirmed, but they are excited to do something with us as they have not directly supported performers in the past.
 - Processed PAF applications. We are close to disbursing the full 25k Warner gave us for the first year. I provided Warner with a preliminary report of the impact of the fund, and they were very pleased.
 - We have begun conversations with the Ageless Film Festival for a possible collaboration during one of their upcoming screenings.
- Committees
 - Supported the Disability Alliance's September meeting

- Supported the Accent Discrimination sub-committee's September meeting
- Supported TAW*C's September meeting.
- Supported the D&I Committee September check-in.
- Supported the D&I Committee's Sandi Ross Awards, including acting as the liaison for Mayor Chow, Deputy Mayor Malik, and MPP Dr. Jill Andrew. All three were excited to come out to the event and fit us into their busy TIFF schedule to be able to deliver remarks.
- Industry Events
 - Attended the TIFF 2024 Canadian Press Conference. Had further conversations with their leadership to find ways in which we can collaborate year-round.
 - Attended TIFF, which included going to panels and industry events. I was able to revisit conversations about partnerships, including with the CFC and ISO.
 - Received an invitation from the CFC to go meet with their new HMU cohort. This is a new partnership between the [CFC and CMU](#), which aims to "accelerate the career paths of the next generation of hair and makeup professionals from Black, Indigenous and racialized communities and to expand the industry's expertise in serving all hair textures and skin tones." This was followed by a chat where I spoke to all of the cohorts about the work ACTRA does in the DEIB space. The HMU cohort were really excited to learn about what we achieved from our hair and makeup grievance.
 - Attended the ArtworksTO Workforce Development Roundtable in Arts and Culture. Breakout sessions included discussions on policy and employer and industry engagement. There were notetakers from the city of Toronto at every session, gathering the ideas and concerns attendees were sharing.
- Other
 - Met with the CMF for a consultation on their demographic reporting. The first year of consultations focused on community. Our chat is part of their second-year consultations, which will be focusing on unions and guilds. We will be having further chats.
 - Attended bargaining prep meetings.
 - Received several casting calls from productions who were struggling to cast authentically, which were amplified through community partners such as BIPOC TV & FILM and Reelworld, as well as by the D&I Committee.

Outreach and Industry Development

Taisa Dekker, Director, Outreach and Industry Development

- Met with a member about producing a short film with the goal of also developing a digital series.
- Met with Toronto Animation Arts Festival International ([TAAFI](#)) about potential sponsorship of their industry conference in April 2025.
- ACTRA Toronto sponsored the Toronto Outdoor Picture Show for their screening of *I Like Movies* at Christie Pits Park on Sunday August 11th. We had a booth at the screening and connected with attendees about ACTRA. Thanks to members Gugun Deep Singh and Elana Dunkelman for their outreach work at the event.
- Met with a film studio organizing an industry day in spring 2025 for high school students interested in working in the sector. ACTRA Toronto will take part in the event to promote the union.
- Attended the SPF Climate Action Working Group meeting on August 29th to discuss initiatives of the member groups, and prep for the Sustainable Production Forum on September 23rd.
- September was a busy month for outreach, with attendance at multiple conferences and festivals to promote the [ACTRA Advantage](#) to potential engagers.
- ACTRA Toronto sponsored House of GTE on September 6th, TO Webfest on September 17th & 18th, and Cinefest Sudbury on September 14th – 22nd.
 - At TO Webfest, ACTRA Toronto sponsored the Best Actor in a Canadian Series and Best Supporting Actor in a Canadian Series Performance Awards.
 - ACTRA Toronto was the co-presenting sponsor for the film "Darkest Miriam" at Cinefest Sudbury, and I introduced the film at the screening on September 15, 2024.

- Attended the TIFF Industry Conference, as well as TIFF events hosted by Telefilm, CION, Ontario Creates, City of Toronto/xoTO, CFC, Canadian Film Fest, WIFT+ and Reelworld to speak with attendees about the union and how to engage ACTRA Toronto members on future productions.
- ACTRA Toronto promoted union members and productions featured at [TIFF 2024](#), [TO Webfest](#), and [Cinefest Sudbury](#).
- Attended Cinefest Sudbury and the Cinefest Summit.
- Spoke on a panel about Artificial Intelligence at the Cinefest Sudbury Summit on September 20th, and emphasized the importance of Consent, Compensation & Control to protect performers.
- Attended the Sustainable Production Forum CBC Toronto on September 23rd. ACTRA Toronto had a booth at the event to connect with attendees about the union's sustainability initiatives and Green Committee. Thanks to Green Committee Co-Chair Elle A and committee member Andrew Shiff for their outreach work at the event.
- Attended the ArtWorksTO workforce development conference on September 24th with Luisa Alvarez Restrepo, Manager, DEIB.
- Currently working on a funding application for video game performer training.
- Sent letters to post-secondary performance and film production programs to promote the student film agreement and new graduate credit. So far, there are five presentations booked in October.
- Outreach to non-union productions continues.

Ontario Green Screen

Taisa Dekker, Director, Outreach and Industry Development

- OGS sponsored the [Sustainable Production Forum](#) on September 23rd. ACTRA Toronto had a booth at the event.
- Attended the Communications subcommittee meeting on September 26th.
- The next Carbon Calculator trainings take place on Sunday October 6th at 10:30 am and Thursday October 24th at 7 pm. Details [here](#).

Past President's Report

Theresa Tova, Past President

- AACE (Association of Acting Coaches and Educators)
They are now up to 135 members with over 50 coaches in the application pipeline.
They are very excited for new Industry partners who have joined our partners Steering committee ACTRA Alberta and ACTRA Montreal.

Planning has started on the next AACE Conference which will be back at the Tarragon Theatre on July 19th – 20th.

Upcoming workshop offerings:

AACE continues to create affordable acting training education that is sector-specific and affordable.

- *Behind the Scenes*
A Nuts and Bolts Legal Clinic
With actor/lawyer Ruby Joy and lawyer Madeline Werker
October 17th 11:00a – 12:30 pm
Presented by AACE and ALAS on our You Tube channel
- *Managing Our Power as Teachers*
October 29th 2:00 – 4:00 pm
Setting boundaries, empower our students and increase our confidence with mediator Niki Landau
- *Intimacy for Educators*
With Siobhan Richardson

November 9th 1:00 – 4:00 pm Via Zoom

November 30th 1:00 – 3:00 pm in person

○ *Fall AACE Members Meeting*

Sunday November 24th 10:00 – 11:30am

- EIC (Entertainment Industry Coalition)

They responded to a complaint from an ACTRA member about an EIC agent contract that was in contravention of the code of conduct. After review of the agency's contract, they met with the agent who admitted the contract has not been looked at in a long time and agreed to work with us to rewrite the contract to conform with the EIC code of ethical practices. EIC then introduced the agent to Creative Arts Financial in order to explore implementing trust accounts that would protect actor's earnings.