

January 7th, 2018.

To the Canadian Actor's Equity Elected Officials

We believe the statement from Equity on January 3rd 2018, in response to the Albert Schultz allegations, to be insufficient. We respect Equity's position as the association for Mr. Schultz as well as artists Fagan, Miller, Booth, and Bentley. We recognize the difficulty of this position. However, as the industry seizes this moment to effect institutional change, Canadian Actors' Equity must do better.

The insufficiencies of the Equity letter include:

— One Equity member - Mr. Schultz - is named in the letter but four other Equity members - Fagan, Miller, Booth, and Bentley — are not. Those four artists had the courage to come forward, in a lawsuit and in news conferences. Equity should have the courage to include their names in a letter.

— There is no Equity action plan outlined in regards to this lawsuit:

Will Equity ensure that Soulpepper hires an impartial investigator?

Will Equity be calling the board to ensure the investigation at Soulpepper is underway?

Will Equity ensure that Soulpepper adjusts their internal harassment reporting process?

Will Equity be meeting with the new acting AD Alan Dilworth to ensure that Soulpepper becomes a respectful workplace from this day forward?

— There is no phone number on the one page statement which Equity members can call. The Respectful Workspace Advisor number 1-800-387-1856 should be included in every public statement regarding harassment.

— There is no mention of the work some members have been doing to review the Respectful Workspace Policy and Not In Our Space! campaigns as we have found them flawed. They are not a result. They are the beginning of a conversation.

— There are no scheduled dates for local Equity branches to hold meetings for their members regarding sexual harassment, or even education regarding the Not in Our Space and Respectful Workspace Policy. We consider this negligent behaviour on behalf of the Association.

— We have yet to hear from our Equity councillors.

Equity claims to be “the voice of professional artists engaging in live performance in English Canada.” That statement has not always been true. In 2018, we must make it true together.

Equity, we are here demanding change. Where are the questions for your membership? Where is the invitation for dialogue? Where is the feedback form for your current, not past, action plan?

Members let your voices be heard.

The time is now. You are paying them. They should represent you.

The CTA is up for renegotiation in 2018. Please send your thoughts for improvement to: agreements@caea.com by January 12, 2018.

As members and other industry professionals duly impacted by Equity's operations, we are committed to having Equity truly represent its membership.

Signed,

Ruby Joy	Thalia Kane	Martha Burns	Jennifer Wigmore	
Chala Hunter	Diane Flacks	Maev Beaty	Mikaela Davies	
Rebecca Northan	Stephanie Belding	Annemieke Wade	Sarah Kitz	
Ellie Moon	Sarah Dodd	Charlotte Dennis	Carly Chamberlain	
Tanya Rintoul	Samantha Kaine	Sochi Fried	Diane Pitblado	
Ruth Madoc-Jones	Laura de Caretret	Fiona Highet	Tracey Hoyt	
Pamela Sinha	David Storch	Joanne Boland	Nora McLellan	
Deborah Drakeford	John Cleland	Alice Sanden	Claire Burns	
Christine Brubaker	Nikki St. Martin	Sue Edworthy	Liz Saunders	Au-
drey Dwyer	Rehaset Yohanes	Tennille Read	Hilary Wirachowsky	
Kimwun Perehinec	Gretel Meyer Odell	Corrine Koslo	Julie Orton	
Jenny Young	Bruce Horak	Emily Hurson	Tedde Moore	
Arwen MacDonell	Lauren Piech	AJ Laflamme	Déjà Dixon-Green	
Mina James	Catherine McNally	Kelly Hollif	Astrid Van Wieren	
Zara Jestadt	Maria Vaccratsis	Melody Johnson	Alex Poch-Goldin	
Rebecca Singh	Grace Lynn Kung	Ron Kennell	Matthew MacFadzean	
Salvatore Antonio	Danny Ghantous	Sabryn Rock	Elisabeth Allison-Jorde	
Kate Ryan	Simon Fon	Fab Filippo	Shawn Doyle	
Paul De La Rosa	Raoul Bhaneja	Allegra Fulton	Harrison Thomas	
Rick Roberts	Matthew Edison	Geoffrey Pounsett	Nicole Underhay	
Ari Cohen	Michaela Washburn	Fiona Reid	Beth Kates	
Ross Manson	Ronald Peterson	David Jansen	Joy Tanner	
Michelle Polak	John E. Nelles	Janet Porter	Sarite Harris	
Beatrice Campbell	Adam Pettle	Richard Greenblatt	Robin McCulloch	
Andrew Kushnir	Tim Dowler-Coltman	Sean Quigley	Joanna Vannicola	Lin-
da Cash	Jonathan Wilson	Michael Spencer-Davis	Brenda Robins	Lyn-
da Hill	Derrick Chua	Kristian Nicol	Ashleigh Rains	Jennie
Raymond	Tanya Greve	Beverley Cooper	Jane Miller	Blair
Williams	Jackie Maxwell	Sue Miner	Franny McCabe-Bennet	
Tanisha Taitt	Kat Lanteigne	Melynda Boldy	Bryce Kulak	
Jessica Greenberg	Laurel Patetz	Jeanette Lambermont-Morey		