



December 16, 2021

Bulletin regarding the provision of hair and makeup services to Performers

The Alliance of Motion Picture and Television Producers (AMPTP), the Canadian Media Producers Association – BC Producers Branch (CMPA-BC), and the Union of BC Performers (UBCP/ACTRA) are committed to safe and respectful worksites, and an industry free of discrimination.

In an effort to advance the above principles, the AMPTP, CMPA-BC and UBCP/ACTRA have agreed to the issuance of this bulletin relating to when producers are providing hair and makeup services on set to Performers, and specifically when providing hair and makeup services to Black, Indigenous, and People of Colour Performers:

- Where appropriate, and as early as reasonably practicable, the Hair and Makeup Heads of Department should seek to ensure their crew members are experienced in meeting the hair and makeup needs of Black, Indigenous, and People of Colour Performers engaged on the production.
- Where appropriate, Heads of Department should ensure, as early as reasonably practicable, that proper hair and makeup equipment and products necessary to meet the needs of Black, Indigenous, and People of Colour Performers engaged on the production are available, for example, with respect to makeup shades, hair products, tools and other styling considerations.
- Where the proper skillset, equipment or products necessary to meet the needs of Black, Indigenous, and People of Colour Performers engaged on the production are not available on-set, producers should consult, as appropriate, with the Performer, Head of Department and/or the applicable union/guild with respect to accessing other qualified stylists and artists, or other alternate means of providing appropriate hair and makeup services to Black, Indigenous, and People of Colour Performers.
- An open and constructive dialogue between all parties should be developed to ensure that the hair and makeup needs of Black, Indigenous, and People of Colour Performers are included in the overall assessment of hair and makeup services, when

hair and makeup services are being provided by the producer. Performers are encouraged to bring issues forward to the producer representative on set in the event hair and makeup needs are not being adequately met.

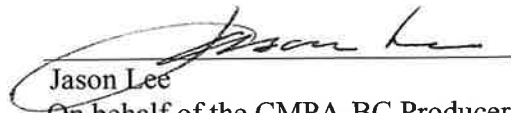
- Producers are encouraged to make this bulletin available to Performers.
- Producers should ensure that a copy of this bulletin is distributed to the appropriate production personnel at their company.

The AMPTP, CMPA-BC, and UBCP/ACTRA will continue to work alongside other industry stakeholders to continue to advance the goals of equity, diversity, inclusion and belonging.

UBCP/ACTRA members are encouraged to reach out to UBCP/ACTRA representatives if they have questions or concerns. Producers with questions are encouraged to contact Marsha Newbery, Director BC Industrial Relations, CMPA-BC at marsha.newbery@cmpa.ca, 604-694-2713 or Tracey Wood, Vice-President of the Canadian Affiliates of the AMPTP at Tracey@amptp.ca, 604-812-4540.



Carol A. Lombardini
On behalf of the Canadian Affiliates
of the AMPTP



Jason Lee
On behalf of the CMPA-BC Producers
Branch



Lesley Brady, Director of Contracts
UBCP/ACTRA