

THE  
**BLACK**  
ACADEMY

SKILLS DEVELOPMENT  
PROGRAM

2022  
**FINAL  
REPORT**

We're incredibly honoured by the recognition we've received for our work and for the opportunities we've had to explore Black narratives on the screen. At the same time, we're acutely aware of the scarcity of platforms to acknowledge the accomplishments of Black Canadians and how impenetrable the screen industry can be.

We know how tough it can be to achieve your potential when you are limited by a lack of resources, visible role models, employment choices, and funding. We see the inadequate spaces for Black Canadians to hone their skills and to network. We've felt the anti-Black racism that can hinder the Black community's accomplishments and drain our energy.

We also know first-hand the impact that celebration can have on the Black community. It fosters individual pride, and pride in our community as a whole. We know the freedom of choice that training and networking can create. That freedom opens doors to new possibilities.

We founded The Black Academy to help break down the barriers to success for Black Canadians. Our mission is upheld by four pillars: Inspire, Celebrate, Connect, and Educate/Train. We light pathways to new career opportunities through training programs and knowledge-sharing. We create spaces for Black Canadians to gather and network, igniting new connections and fresh ideas. We celebrate established and emerging Black talent within our communities and share

those successes across the nation. And across everything we do, we inspire young people, and the generations to come, to strive for excellence.

The Black Academy Skills Development Program, managed in partnership with Insight Productions, was the primary education initiative in The Black Academy's inaugural year and it was wildly successful. Sixteen participants were paid to learn on the job in modules tailored specifically for them. They emerged from the program with concrete skills and invaluable professional networks.

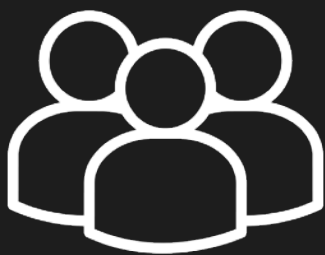
Programs like this simply cannot exist without the collaboration of like-minded supporters. We're deeply indebted to the funders, mentors, partners, and administrators who shared our passion to create tangible change in our industry and life-altering experiences. Most of all, we owe our gratitude to the program participants for their enthusiasm and engagement, and congratulate them on their success.

In this report, we're delighted to present the participants of The Black Academy Skills Development Program and highlight all that it accomplished.



Shamier Anderson & Stephan James  
Founders of The Black Academy & Executive  
Producers on *The Legacy Awards*





**SIXTEEN  
PARTICIPANTS**



**FIVE  
STREAMS**



**AUDIO**



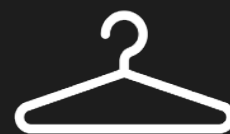
**BUSINESS AFFAIRS**



**POST-PRODUCTION**



**PRODUCER**



**WARDROBE**

The Black Academy Skills Development Program is an unparalleled training experience designed to foster the professional growth of Black Canadians in the screen industry and increase the employability of each participant. More broadly, the program seeks to increase the number of highly skilled Black Canadians working in the screen industry and create an extraordinary space where Black talent and a sense of community can flourish.

Immersive and intensive, the program delivers modules that are custom-tailored according to the existing skills, level of experience, and career goals of individual participants. Whether new to the industry or looking to expand their existing knowledge, participants are trained on the job and mentored by leading experts in the disciplines of audio, business affairs, producing, post-production, and wardrobe. By paying the participants industry wages, financial barriers are reduced and accessibility is increased.

The result of a partnership between The Black Academy and Insight Productions, the program has the resources to provide truly real-world experiences: participants receive on-screen credit for their work on major productions like *The Legacy Awards*, *The Amazing Race Canada*, *Big Brother Canada*, and *The JUNO Awards*.

The Black Academy Skills Development Program was administered by:

**ONYKA GAIREY** Project Management Coordinator, The Skills Development Program

**MORGAN BLADES** Director of Programming, The Black Academy

**JORDAN RUDDER** Talent Producer/Producer, Insight Productions, and Program Manager & Mentor, The Skills Development Program

**SHANNON FARR** Vice President & Executive Producer, Insight Productions, and Sr. Manager, The Skills Development Program



“I've learned so much. Being in a place where **Black creatives were able to shine** and be as amazing as they can be, was **life changing**, honestly.”  
MJ ASUZA, Jr. Editor Trainee





*The Legacy Awards* is a tribute award show honouring both established Black Canadian talent and rising stars. The only one of its kind, *The Legacy Awards* is an annual live award show televised nationally on CBC. It unapologetically rejoices in and spotlights Black talent and is an irreplaceable and joyous space for Black communities to gather and celebrate our accomplishments with all of Canada. *The Legacy Awards* and media coverage from the Black Carpet and the Backstage Media Lounge inspire excellence, ambition...and FOMO.

Produced in collaboration with Insight Productions and CBC, the 2022 celebration of Black Canadian talent was a massive success! *The Legacy Awards* inspired Canadians across the country and created a jubilant space for our community to connect. A galaxy of stars, community leaders, influencers, key figures in the entertainment industry, funders, fashion icons, athletes, politicians, and more filled the room and strutted down the jam-packed Black Carpet. At the inaugural event, award-winners Kayla Grey, Andre De Grasse, Fabienne Colas, and Ika Wong and hosts Shamier Anderson and Stephan James rubbed shoulders with performers, presenters, and guests including Kardinal Offishall, The Right Honourable Michaëlle Jean, Deborah Cox, k-os, Sandy Hudson, Jully Black, MPP Dr. Jill Andrews, Amanda Parris, King Bach, and hundreds more.

Skills Development Participants worked on *The Legacy Awards* in a variety of capacities and contributed to its success.



In addition to *The Legacy Awards*, participants worked on some of Canada's most popular programming including *Big Brother Canada*, *The JUNO Awards*, *The Amazing Race Canada*, and *Canada's New Years Eve Countdown*.



**THE AMAZING RACE CANADA**  
THE MOST WATCHED CANADIAN SHOW ON RECORD



**THE JUNO AWARDS**  
CANADA'S NATIONAL MUSIC AWARD SHOW



**CANADA'S NEW YEARS EVE COUNTDOWN**  
ONE OF CANADA'S HIGHEST-RATED LIVE SHOWS



**BIG BROTHER CANADA**  
THE MOST WATCHED REALITY PROGRAM ACROSS CANADIAN  
SPECIALTY CHANNELS

“What distinguishes this program is the degree to which we're able to really customize the training and networking opportunities so that they can emerge from the program with demonstrable skills and contacts in their chosen field.

***This is what real change looks like.***”

SHAMIER ANDERSON Founder of The Black Academy & Executive Producer on *The Legacy Awards*





MJ ASUZA



JAYLAN BIRL



NATHANIEL BROWN



OMAR DAVIS



WAYNE HAWTHORNE



AKHEAM JACKSON



ERIC JOHN



ELIZABETH KAHURA



MILCA KUFLU



SHANE LATOUCHE



ROSEMARY MARTIN



HABIB ARISTIDE-NDUWAYO



CHANTEL PAUL



ADELAIDE RUSSELL



TENESHA VERNON



TEWOBESTA ZEWDIE



THE SKILLS DEVELOPMENT PROGRAM HAS **THREE** PRINCIPAL GOALS:



## #1

**CONNECT PARTICIPANTS WITH ESTABLISHED IN-FRONT-OF- AND BEHIND-THE-CAMERA TALENT.**

In an industry that relies as much on who you know as what you know, connections are key.

- Participants were **trained** and **mentored** by leading experts who are actively working in the field.
- Participants were immersed in large, experienced crews.

# 115+

crew members worked on *The Legacy Awards* alone.

- Participants worked directly with Insight Productions, Canada's most established prodco, on **world class shows** with top talent.
- Participants made **meaningful connections** with key decision-makers and hiring personnel.







## #2

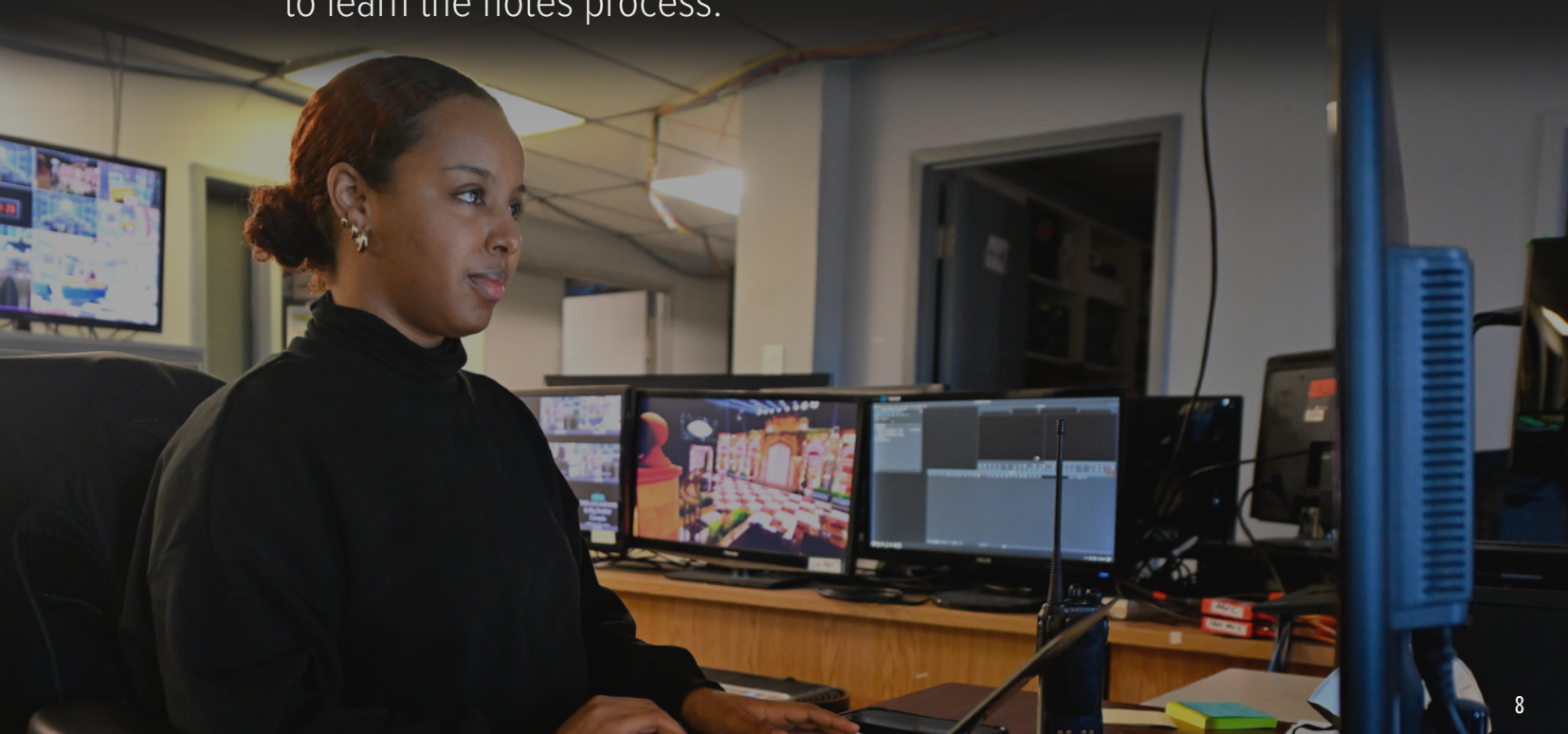
### CREATE NEW CAREER OPPORTUNITIES FOR THE PARTICIPANTS.

Participants increased their work experience, developed new skills, and increased their confidence.

- Participants gained invaluable hard and soft skills through hands-on training and mentorship from **over 19** established professionals.
- Participants learned on-the-job, in real-world scenarios on **9** different productions for a total of

**6404** hours.

- Participants received on-screen credits and augmented their resumés & IMDb pages.
- Participants attended a private screening and creative notes session with the *Top Chef Canada* story and post team wherein they had the opportunity to learn the notes process.



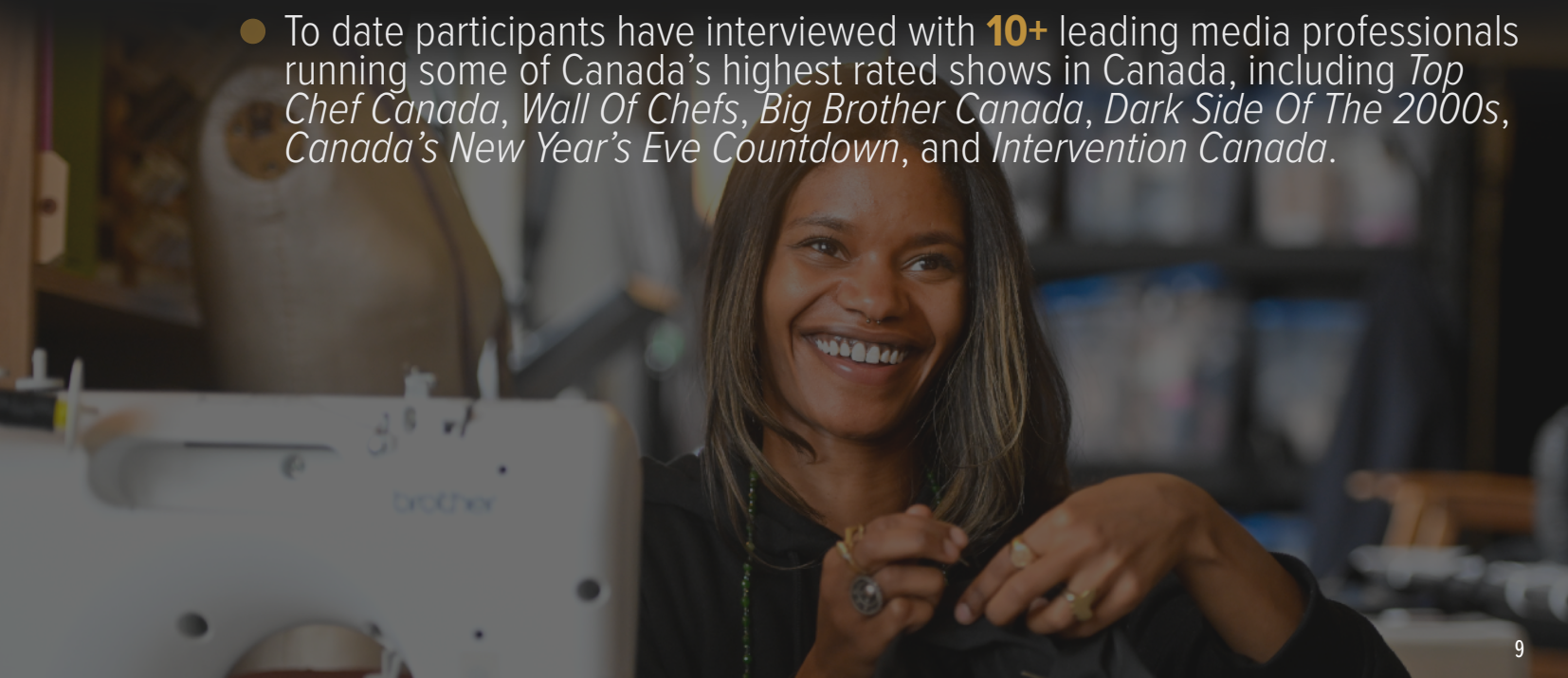


## #3

### EXPOSE THE PARTICIPANTS TO THE BROADER TELEVISION INDUSTRY.

In addition to connecting the participants to *The Legacy Awards* team, the Skills Development Program also connected participants to the television industry at large.

- Participants' resumés have been shared with CBC, *The Legacy Awards*' broadcast partner, and with Boat Rocker, Insight's parent company, for **potential employment opportunities**.
- Participants have been profiled and **promoted** in various internal communications at Insight.
- Participants continue to be introduced to prominent decision makers and receive invitations to exclusive industry screenings and networking events.
- The Skills Development Program and a select number of participants were featured as part of "The Black Academy Spotlight" in *The Legacy Awards*, broadcast across the country on CBC.
- To date participants have interviewed with **10+** leading media professionals running some of Canada's highest rated shows in Canada, including *Top Chef Canada*, *Wall Of Chefs*, *Big Brother Canada*, *Dark Side Of The 2000s*, *Canada's New Year's Eve Countdown*, and *Intervention Canada*.





## #3

### EXPOSE THE PARTICIPANTS TO THE BROADER TELEVISION INDUSTRY CONTINUED.

- Upon completion of the program, participants have successfully applied for new jobs.
- Many participants were featured in a congratulatory ad in *Playback*, Canada's preeminent source of the latest business news on the Canadian screen industry.
- Participants were submitted to the CSAs where appropriate.



Milca Kuflu, Jr. Story Producer Trainee, was nominated for a Canadian Screen Award for *The Legacy Awards* (with David F. Mewa), in the Best Writing, Variety Or Sketch Comedy category.

“What I learned the most is how to be a **team player**, responsibility, and accountability. I’ve been able to sit in on big production meetings and watch the Showrunner, David Mewa, go through everything with all the team members – that’s been an **amazing experience**”

MILCA KUFLU, Jr. Story Producer Trainee & Canadian Screen Award Nominee for *The Legacy Awards* with fellow nominee, David F. Mewa | Best Writing, Variety Or Sketch Comedy



The inaugural edition of The Black Academy Skills Development Program was a resounding success.

Formal and informal feedback from participants was extremely positive:

# 100%

of respondents found the program supported their professional development and said they would refer a friend to the program – a remarkable achievement for a program in its first year. Nearly 85% of respondents reported a positive or better experience in the program overall.

WOULD YOU REFER A FRIEND  
TO THE SKILLS DEVELOPMENT  
PROGRAM?

## 100% SAID YES

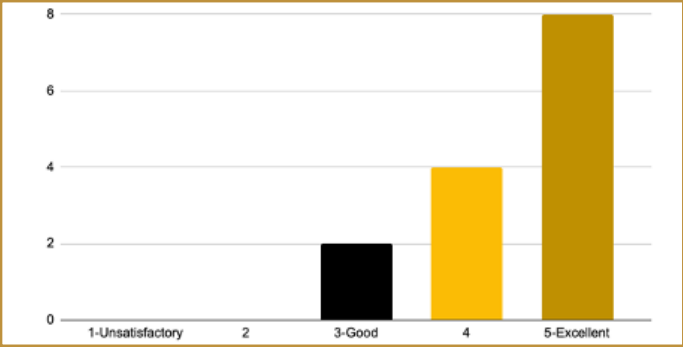
DID THE SKILLS DEVELOPMENT  
PROGRAM SUPPORT YOUR  
PROFESSIONAL DEVELOPMENT?

## 100% SAID YES

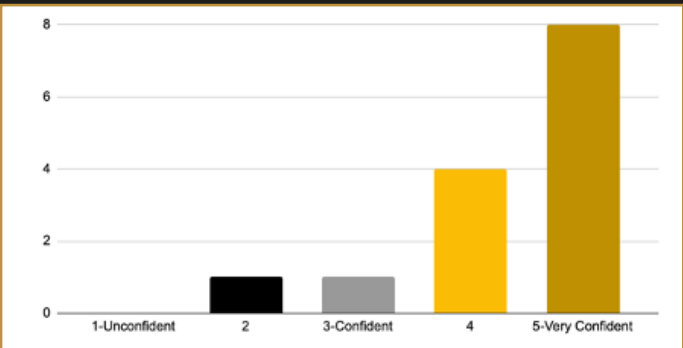
“I am truly honoured and grateful to be a part of the Skills Development Program and The Legacy Awards. It was indeed a very remarkable experience which has made a positive impact on my life.”

AKHEAM JACKSON, Audio Participant

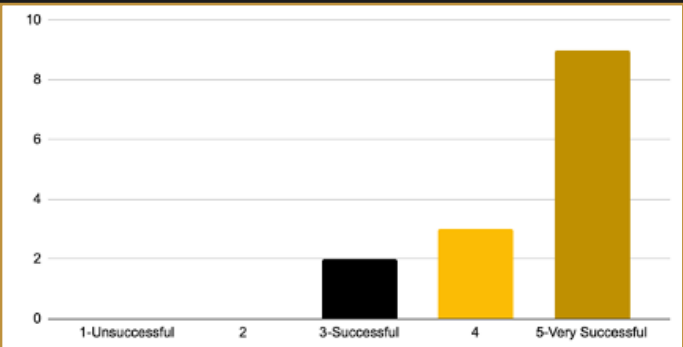
HOW WAS YOUR EXPERIENCE IN THE SKILLS DEVELOPMENT PROGRAM?



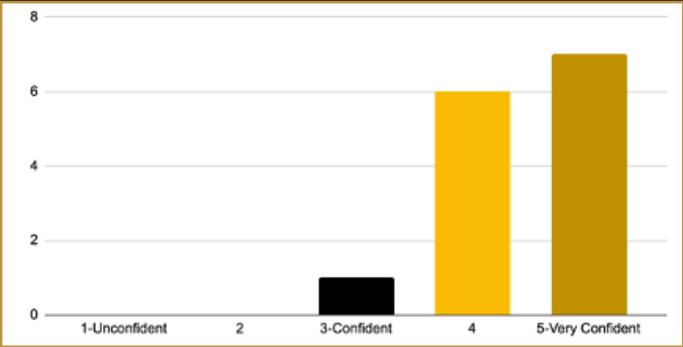
HOW CONFIDENT ARE YOU IN APPLYING FOR THE SAME POSITION IN THE INDUSTRY?



HOW SUCCESSFUL WAS YOUR MENTORSHIP IN THE SKILLS DEVELOPMENT PROGRAM?



HOW CONFIDENT ARE YOU IN NETWORKING WITH CONTACTS THAT YOU MADE THROUGH THE SKILLS DEVELOPMENT PROGRAM?



“The most memorable and meaningful part for me is the fact that it’s dedicated to Black Excellence, working with all Black members. It’s something I’ve never done so it’s extremely meaningful to me.”  
CHANTEL PAUL, Wardrobe Assistant Trainee

“I was able to build my skills from the ground up. I’m confident that the Skills program is an important resource for anyone starting out in the creative field because of all that it can offer. I’m excited for the next person to reap those benefits as I have. I’m now equipped with the tools to become a lead editor.”  
ELIZABETH KAHURA, Assistant Editor Trainee

“This program is a symbol of change and it stands as something important for young people who are struggling to get a foot in the door. We definitely need more people of colour and especially more Black people to be on set and behind the scenes, doing what I do, managing and budgeting.”  
SHANE LaTOUCHE, Jr. Line Producer Trainee

# MJ ASUZA

JR EDITOR TRAINEE  
POST-PRODUCTION STREAM



**MENTORED BY:** Muzafar Malik

**CREDITS TO DATE:** *The Legacy Awards; Big Brother Canada*

**HOURS TRAINED:** 667

**TRAINING SUMMARY:** As a junior editor trainee, MJ worked alongside seasoned editors and learned best editing practices and a variety of editorial styles, using software including AVID, Pro Tools, and After Effects. MJ took the lead on developing and editing a promotional video and clips for The Skills Development Program. He has connected and interviewed with several Insight showrunners and producers to expand his network and job prospects.

**BIO:** MJ Asuza is a video editor, producer, writer, and director based in Toronto. Born in Montreal to a Kenyan mother, MJ had the privilege of early exposure to cultures and languages from around the globe. Writing, music, and cinema were a big part of his early years and provided a way for him to connect to his roots and to the world around him. After making short films in high school and CEGEP, he moved to Toronto to attend York University, with the goal of becoming a filmmaker.

As a producer and director, MJ's most notable work has been *Free Money*, a 12-minute film about universal basic income in a future Toronto. Making the sci-fi comedy, which he also wrote and edited, was his first time working with a full professional crew and a real budget. Screened at more than 15 festivals in North America, most recently Toronto's Reelworld, the film received the Award of Excellence at the Canada Shorts Film Festival and was named Best Sci-Fi Film at the San Francisco Indie Short Film Festival.

MJ's editing work has led to collaborations with Ample Labs, DJ Sara Dziri, and the Ebb & Flow Theatre. He has also worked as an editor and motion designer for MoneySense, Heliopolis Productions, and the Taylor Reid Creative Agency. Most recently, he edited promotional materials for *Joan & Olivia: A Hollywood Ghost Story*, the popular 2022 TO Fringe production, for which he was also a co-producer and videographer.



# JAYLAN BIRL

A2 ONSTAGE TRAINEE  
AUDIO STREAM



**MENTORED BY:** Mark Vreeken

**CREDITS TO DATE:** *Canada's New Year's Eve Countdown*

**HOURS TRAINED:** 40

**TRAINING SUMMARY:** Jaylan was responsible for the wireless microphones on *Canada's New Year's Eve Countdown*. He observed how the radio frequencies at the venue were set and how to make wireless communication clear and consistent over all channels.

**BIO:** Jaylan Birl is passionate about sound technology and audio engineering. He graduated from the Recording Connection Audio Institute in 2014 with a diploma in music production and sound engineering. Jaylan has experience working in studio and on live music events on digital and analog audio consoles, and pro audio systems.

Jaylan has worked as a monitor engineer at Polaris Recording Studios, as an audio engineer at Adelaide Hall/Radio, and as a tech (AV) specialist at Rec Room. Jaylan was an RF tech on *The Legacy Awards*. He joined the Skills Development Program in December 2022 as an A2 onstage trainee on *Canada's New Year's Eve Countdown*.

# NATHANIEL BROWN

A2 TRAINEE

AUDIO STREAM



**MENTORED BY:** Doug McClement, Phil Hornung, Shawn Hughes

**CREDITS TO DATE:** *The Legacy Awards; Canada's New Year's Eve Countdown; Big Brother Canada*

**HOURS TRAINED:** 350

**TRAINING SUMMARY:** Nathaniel received hands-on mentorship in delivering the broadcast music mix for *The Legacy Awards*. He worked alongside a team of audio technicians on *Big Brother Canada* and he participated in the audio systems set up of the house. He is responsible for monitoring cast member's audio to ensure a high quality of sound is captured for the production.

**BIO:** Nathaniel Brown is a Toronto-based audio technician, musician, producer, and artist. His combined experience with live shows, in recording studios, and with honing his engineering skills makes him an all-around talent. His drive and passion for live audio and his creativity engineering different styles of music will make him a force in his field.

A music lover from a young age, Nathaniel discovered his gift early. Inspired by Jimi Hendrix, he taught himself to play the guitar from his musical inspiration Jimi Hendrix, then went on to learn other instruments. He is a recent graduate of the Harris Institute School for the Arts. Nathaniel has completed courses including Broadcast Audio, Production and Engineering, and Studio Orientation. These courses were taught by industry leaders who helped him learn how to engineer and work multiple DAWs to record and edit.

Since graduating in 2021, Nathaniel has had several opportunities to showcase his skills: he interned as an audio assistant on the 2022 *JUNO Awards*; worked as an audio assistant on *The Legacy Awards*; shadowed the front of house engineer on Shaggy's live concert at the Ontario Place Bandstand in 2021; and shadowed the front of house engineer at live shows at Meridian Hall and the DC Music Studio in 2021.

# OMAR DAVIS

MONITOR ENGINEER  
AUDIO STREAM



**MENTORED BY:** Mark Vreeken

**CREDITS TO DATE:** *The JUNO Awards; The Legacy Awards*

**HOURS TRAINED:** 90

**TRAINING SUMMARY:** Omar built the sound performers “hear” on stage during rehearsals and the live broadcast of *The Legacy Awards* and *The JUNO Awards*. He tailored the volume of each artist’s in-ear monitors so they received the show mix and not feedback from sound on stage. Omar was responsible for monitoring the function of stage mics, in ears, and wedges.

**BIO:** Omar Davis has over ten years of experience as an audio-visual professional. Since 2011, he has worked as an overdrive director at CityNews & OMNI News, where he is responsible for coding and operating automated systems while directing live-to-air and live-to-tape newscasts.

Omar has operated audio, video, and lighting equipment for countless concerts, corporate events, press conferences, and awards shows. During the COVID-19 pandemic, Omar applied his skillset to webcasts, using professional level equipment for broadcasts via Zoom, Skype, and Facebook with OBS and WireCast. In September 2022, Omar trained as a monitor engineer on *The Legacy Awards*.



# WAYNE HAWTHORNE

MUSIC MIXER  
AUDIO STREAM



**MENTORED BY:** Doug McClement

**CREDITS TO DATE:** *The JUNO Awards; The Legacy Awards*

**HOURS TRAINED:** 90

**TRAINING SUMMARY:** Wayne worked with a small team on the Livewire audio truck to create the music mix for *The Legacy Awards* and *The JUNO Awards*. He facilitated the connection between the truck's equipment to the in-house audio systems. Wayne assisted in keeping the music mix consistent with the audio transmitted by the video truck to support a seamless live broadcast.

**BIO:** With over 25 years of work in various aspects of live production, Wayne Hawthorne has experience in theatre sound design, stagecraft, technical audio, and broadcast music mixing, as well as theme park spectacles and installation. This variety of experience allows Wayne to view production as a means of satisfying an audience's high expectations – whether for live, recorded, or broadcast material. Wayne's work as a licensed electrical engineer allows him to stand out in the field, and his work on acoustic signal processing for the defence industry provides a technical foundation that couples nicely with his musical sensibilities. This combination of skills led to the formation of Click Track Audio, one of Canada's few professional remote recording audio services.

Wayne has been involved in national broadcasts for producers such as CTV, Heritage Canada, Rogers Television, Sirius XM Radio, and VRAK TV, for events featuring a long list of personalities, among them Billy Talent, Blue Rodeo, Etta James, Diana Krall the Sam Roberts Band, and the Tragically Hip. Wayne's credits also include the recording and 5.1 mix of the National Arts Centre Orchestra for the 2021 Governor General's Performing Arts Awards, and he was the assistant sound designer for the remounting of Walter Borden's seminal play *The Last Epistle of Tighrope Time*.

Wayne continues to work in the industry as a freelance producer, broadcast music mixer, and front-of-house mixer and engineer. He teaches in the Music Industry Arts program at Algonquin College in Ottawa.

# AKHEAM JACKSON

FOH TRAFFIC  
AUDIO STREAM



**MENTORED BY:** Mark Vreeken, Phil Hornung

**CREDITS TO DATE:** *The JUNO Awards; The Legacy Awards*

**HOURS TRAINED:** 111

**TRAINING SUMMARY:** Akheam was responsible for mixing the audio from hosts and presenters during rehearsal and live broadcast of *The Legacy Awards* and *The JUNO Awards*. Akheam learned about the preparation required for systems design in the cataloguing and the set-up of audio equipment ahead of the production.

**BIO:** Akheam Jackson was born and raised in Old Harbour, Jamaica, and began his journey in audio by performing in music. He enrolled at the Mico University College, where he pursued a bachelor's degree in music education. He joined a reggae band, which led him to start meddling with amplifiers, soundboards, and speakers. At various functions, he was the one setting up the speakers and sound system to ensure that levels were adjusted effectively for the audience.

Akheam migrated to Canada to seek opportunities in the teaching profession. It was at this time he discovered the audio schools in Canada and enrolled in the Metal Works Institute's Audio Production and Engineering program.

Following his graduation, Akheam began his career in the audio world as an intern at Red Lab Studios, a post-production studio, and volunteering as a stagehand for various venues across the Greater Toronto Area. He landed a full-time job as a junior in-house audio technician at the Sound Academy, and vastly developed his knowledge and skills by rubbing shoulders with some of the greatest audio professionals from Toronto and around the world.

Today, with seven years of audio experience, Akheam works predominantly as a monitor engineer and front-of-house engineer for Rebel, while freelancing with affiliate venues including the Danforth Music Hall and the Axis Club Theatre, as well as with various companies and music festivals.

# ERIC JOHN

RF ASSISTANT, A2 TRAINEE  
AUDIO STREAM



**MENTORED BY:** Mark Vreeken, Phil Hornung

**CREDITS TO DATE:** *The JUNO Awards; The Legacy Awards*

**HOURS TRAINED:** 175

**HOURS TRAINED:** Eric facilitated the set-up and monitoring of microphones on *The Legacy Awards*. He learned about patch notes and the procedures necessary to pull sound from microphones at the venue to the dome trucks for audio mixing in the live broadcast. Eric participated in patching the systems correctly to avoid any feedback in the venue.

**BIO:** Eric John discovered his passion for live audio and editing in Humber College's Broadcast Television program, where he was introduced to various aspects of television such as camera work, master control operations, and video and sound editing.

After graduating with honours, Eric continued to use the audio skills he acquired to work in the media industry. Thanks to the Skills Development Program, Eric has worked on amazing projects such as the *JUNO Awards* and *The Legacy Awards*. His current focus is on earning credibility in his field to explore working for local professional sports teams or to seek opportunities abroad.



# ELIZABETH KAHURA

ASSISTANT EDITOR TRAINEE  
POST-PRODUCTION STREAM



**MENTORED BY:** Muzafar Malik, Mark Muise

**CREDITS TO DATE:** *The Legacy Awards; Dark Side of the 2000s*

**HOURS TRAINED:** 550

**TRAINING SUMMARY:** Elizabeth trained in the technical and creative aspects of the post-production process, working closely with the post producer, editors, clearance experts, and story producers. She cut together the sponsor reel that ran in the venue during the broadcast. Elizabeth has connected and interviewed with several Insight showrunners and producers to expand her network and job prospects. Elizabeth also worked as an assistant editor trainee, learning fundamentals including footage ingestion, metadata tagging, editing, troubleshooting, and media organization. She also honed her AVID skills.

**BIO:** Elizabeth Kahura is a Kenyan-born, Toronto-based editor. An assistant editor trainee in the Black Academy Skills Development Program, Elizabeth is also a trainee assistant picture editor (GAP) at the Director's Guild of Canada. She is also a photographer, filmmaker, and artist who is dedicated to the art of storytelling. Since her training in video design and production at George Brown College, Elizabeth has devoted herself to bringing diverse and thought-provoking stories to life — and not shying away from the weird. She has an affinity for 90s action movies, particularly anything featuring John Woo or Nicolas Cage. Elizabeth looks forward to collaborating with fellow creators and continuing to grow within the industry.



# MILCA KUFLU

JR. STORY PRODUCER TRAINEE  
PRODUCER STREAM



**MENTORED BY:** David F. Mewa, Tanya Low, Jordan Rudder, Alicia Moretto Forrest

**CREDITS TO DATE:** *The Legacy Awards, Youngster, Mom Island, The JUNO Awards*

**HOURS TRAINED:** 669

**TRAINING SUMMARY:** Milca worked closely with showrunner David F. Mewa on *The Legacy Awards*, strengthening her story skills by researching and writing packs for the honourees, and writing introductions for presenters. As a result, Milca has been nominated alongside David for the 2023 Canadian Screen Award for Best Writing, Variety or Sketch Comedy. She also worked with Insight's development team, researching content for online platforms, and attended pitch meetings to learn more about the art of the pitch.

**BIO:** Milca Kuflu is an emerging writer-director based in Toronto. Her journey into film and television began many years ago while she was a student at the University of Toronto. After she was suspended in her second year, she applied for the Remix project, a program for youth interested in creative careers. Milca made a short documentary about the pressure placed on Black second-generation creatives to get "secure" jobs instead of pursuing their artistic dreams. When she returned to complete her studies, Milca and her best friend started a blog called *The Africana*; together they wrote about identity, culture, and politics. They hosted a popular event called the *Africana Gatherings* at the Manifesto office and an on-campus discussion series for students and community members.

In 2016, Milca made her directorial debut with the 10-minute documentary *Dance Saved My Life*, which was made during her time at the POV 3rd Street Media Training Program. It was screened to a private audience at TIFF Bell Lightbox. Since then, Milca has been invited to attend TIFF's Next Wave screenwriting workshop hosted by Dee Rees, completed a Master of Journalism degree at Toronto Metropolitan University, and wrote and directed the short film *Commuter*, a comedy about the perils of off-line communication that screened at the Regent Park Film Festival. Milca hopes to complete another short film script and some samples that might help her break into writing for television.

# SHANE LATOUCHE

JR. LINE PRODUCER TRAINEE  
PRODUCER STREAM



**MENTORED BY:** Rose Marra, Glace Lawrence, Sue Hincenbergs, Tracy Galvin

**CREDITS TO DATE:** *The Legacy Awards; Canada's New Year's Eve Countdown, The JUNO Awards*

**HOURS TRAINED:** 873

**TRAINING SUMMARY:** Shane had a wide variety of pre-production and production responsibilities that were essential for successfully executing *The Legacy Awards*, including scheduling, examining budgets, hiring crew, collecting releases and permits, and managing payroll. He gained insight into building production budgets through a course in Movie Magic. As a junior line producer trainee, he excelled at managing the organizational workflow of a live broadcast production by collaborating with producers, coordinating crew, arranging schedules and filing permits.

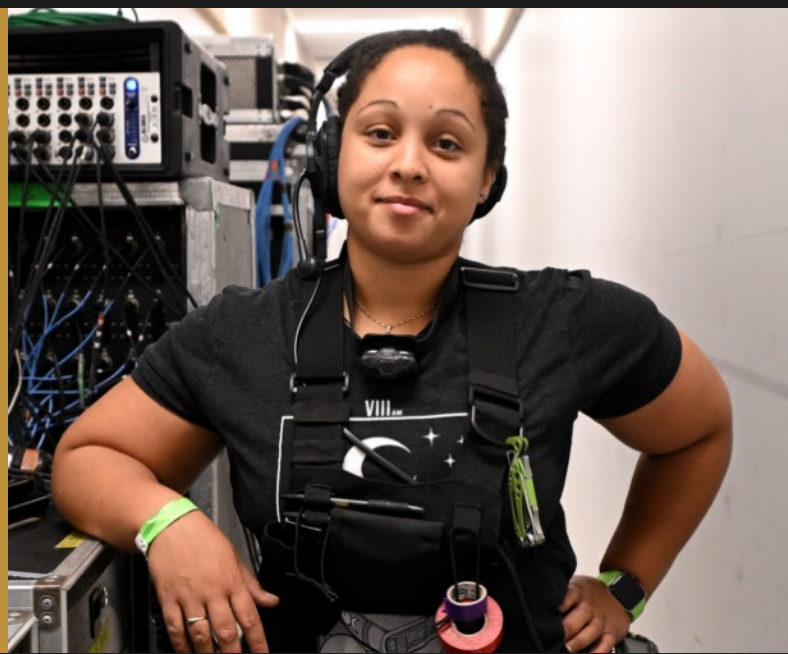
**BIO:** Shane LaTouche is a two-time graduate of Toronto Metropolitan University, with an MA in media production and a BA in radio and television arts. He is an alumnus of several media and entrepreneurship programs, including CEE Toronto's Production Assistant Program; Summer Company; and Business in the Streets. Shane's latest venture has placed him in the roles of Production Manager and Junior Line Producer at Insight Productions, and as Founder and Executive Director of the Toronto Black Media Association (TBMA). Recognizing a need for a better support system in Toronto for the city's Black creative and media professionals, Shane created TBMA, a non-profit grassroots organization, to build a community and push for better opportunities and safe spaces for creatives like himself.

Shane was graciously given the opportunity to tour the United States and work with several international reggae and dancehall artists under Francis Management, among them Mr. Vegas, Konshens, Christopher Martin, and Beenie Man. His multimedia expertise has allowed him to take on several media-related roles over the years, and through his company ISLVND Co., Shane uses that expertise to focus on photography and event-planning projects that are largely related to the Caribbean diaspora.



# ROSEMARY MARTIN

PATCH MASTER  
AUDIO STREAM



**MENTORED BY:** Mark Vreeken

**CREDITS TO DATE:** *The Legacy Awards*

**HOURS TRAINED:** 91

**TRAINING SUMMARY:** Rosemary established cable connections between the audio truck and monitors at the venue. Working closely with the Monitor Engineer, she oversaw the stage patching and back-end patching for *The Legacy Awards* to ensure that audio was received and transmitted clearly.

**BIO:** Rosemary Martin has ten years of experience in the field of audio engineering. She trained at the Trebas Institute before starting her career as a freelance audio technician. Rosemary has worked with organizations such as Rebel Entertainment Complex, Solotech, the Apex Sound & Light Corporation, and TealTone Productions. In 2022, Rosemary trained on *The Legacy Awards* as a patch master.

# HABIB ARISTIDE-NDUWAYO

A2 TRAINEE

AUDIO STREAM



**MENTORED BY:** Doug McClement

**CREDITS TO DATE:** *The Legacy Awards*

**HOURS TRAINED:** 58

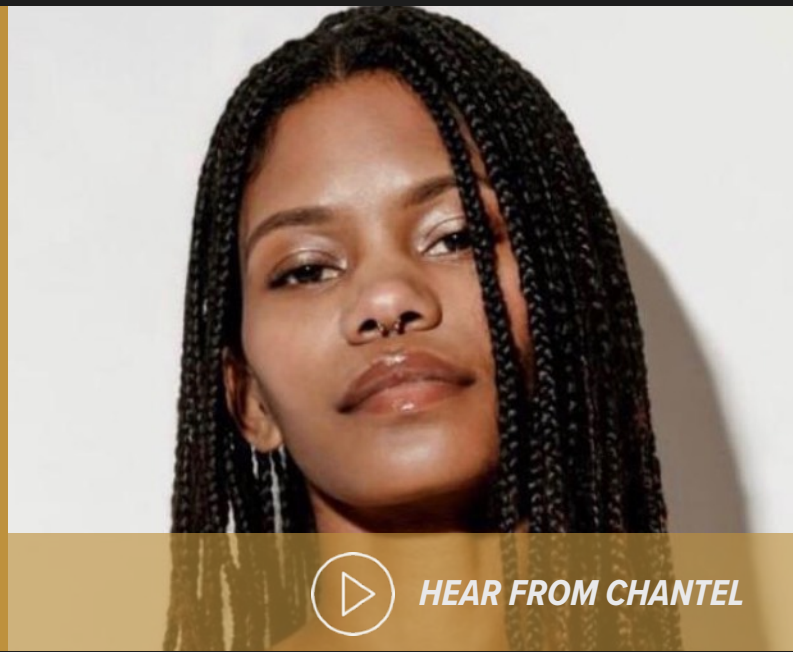
**TRAINING SUMMARY:** Habib worked with a team of audio professionals to ensure that the set-up of audio equipment, rehearsals and live broadcast were executed with the best possible sound quality. He received hands-on mentorship providing the broadcast music mix for *The Legacy Awards*.

**BIO:** Habib Aristide-Nduwayo graduated with a diploma in audio production from the Harris Institute of the Arts in 2021. He has a strong background in recording, editing, and mixing, both in studio and live on location. He is proficient in the use of digital and multimedia recording and sound applications.

Habib volunteered as an audio assistant with LiveWire Remote Recorders for the *Tribute to Canadian Rap Music* for the 50th *JUNO Awards*, and for a recording of the Beatles tribute *Ones*, which featured a rock band backed by a symphony orchestra. In September 2022, he worked as an A2 trainee on *The Legacy Awards*.

# CHANTEL PAUL

WARDROBE ASSISTANT TRAINEE  
WARDROBE STREAM



**MENTORED BY:** Lisa Williams, Tara Ocansey

**CREDITS TO DATE:** *The Legacy Awards, Big Brother Canada*

**HOURS TRAINED:** 706

**TRAINING SUMMARY:** Chantel was a part of a three-person wardrobe team responsible for dressing talent for *The Legacy Awards*, and has gained hands-on experience in measuring, fitting, and preparing wardrobe for camera, as well as designing new garments.

**BIO:** Chantel Paul has been designing and creating womenswear for the past seven years. While working on conceptual design projects, including her personal clothing line, Chantel worked as an executive assistant at a venture capital firm.

Chantel studied fashion design and management at Humber College. To complete her internship project, Chantel designed and constructed full looks for the Major Lazer dancers while they were on two North American tours. After graduating in 2012, Chantel began working on her womenswear line, Product of my Generation, which led to her executing her first collection and fashion show in 2016.

Chantel continues to work on conceptual design projects and is currently in the early stages of creating her second womenswear collection. Chantel believes that balance is necessary not only in design, but in everyday life, fuelling her to continue to work on her passion of design, clothing construction, and styling.



# ADELAIDE RUSSELL

JR. STORY PRODUCER TRAINEE  
PRODUCER STREAM



**MENTORED BY:** Jordan Rudder, Jesse Storey

**CREDITS TO DATE:** *The Legacy Awards; Canada's New Year's Eve Countdown; The Amazing Race Canada*

**HOURS TRAINED:** 946

**TRAINING SUMMARY:** Adelaide worked closely with the talent producer on the *The Legacy Awards*, collaborating with talent, agents, and management to confirm talent requirements, including wardrobe, travel, and script. Working with the casting team on *The Amazing Race Canada*, Adelaide reviewed the profiles and compiled video footage of prospective candidates, and is collaborating on a pitch that captures the strengths of the competitors and highlights potential story elements.

**BIO:** Adelaide Russell has lived in Tofino, British Columbia, for the past few years, where she started Tofino Nitro, her own business, while working in tech sales.

Adelaide loves fashion, watching projects come to fruition, and giving everyday items a bit of pizzazz. She built her career on event planning, marketing, design, and sales. She holds a degree in tourism management and is working through a certificate in graphic design from the British Columbia Institute of Technology. When she is not dreaming up businesses and working on creative projects, Adelaide can be found surfing, mountain biking, running, thrift shopping, or hosting dinner parties.

Adelaide thought a career in film & TV was out of reach until this opportunity with the Black Academy Skills Development Program provided a foundation to shape her career. Working on *The Legacy Awards* was a dream come true for Adelaide. She hopes Black people watching the awards will be proud to be part of the Black community and motivated to reach their dreams.

# TENESHA VERNON

BUSINESS AFFAIRS TRAINEE  
BUSINESS AFFAIRS STREAM



**MENTORED BY:** Brett Hogg

**CREDITS TO DATE:** *The Legacy Awards; Canada's New Years Eve: Countdown to 2023; Dark Side of the 2000s*

**HOURS TRAINED:** 572

**TRAINING SUMMARY:** Tenesha was a valued member of the Insight business affairs team, where she gained in-depth training in financing, distribution, clearances, funding applications, talent deals, broadcast license agreements, insurance, and tax credits on a variety of Insight productions.

**BIO:** Tenesha Vernon graduated from Humber College and Sheridan College with a bachelor's degree in business marketing and business management. Given the opportunity to employ her business knowledge and skills, Tenesha has worked on many projects and events in the music industry, and has worked very closely with local and international artists. Driven by a passion for music and film, she has started her journey into the film industry. Relying on both of her passions, Tenesha hopes to be a part of educating and growing the community.

# TEWOBESTA ZEWDIE

POST PRODUCER TRAINEE  
POST-PRODUCTION STREAM



**MENTORED BY:** Muzafar Malik, Kathryn Dickson

**CREDITS TO DATE:** *The Legacy Awards; Big Brother Canada*

**HOURS TRAINED:** 416

**TRAINING SUMMARY:** Tewobesta shadowed a post producer to learn the workflow and collaborative elements required to supervise a team of editors and assistant editors, and attended a voice-over recording session to learn about in-studio recording for live broadcast. She has connected and interviewed with several Insight showrunners and producers to expand her network and job prospects. Tewobesta is now assisting a post supervisor with project planning and oversight, scheduling, coordinating, budgeting, and personnel management. She will see edits through the online, mix and delivery process.

**BIO:** Tewobesta Zewdie is an emerging filmmaker based in Canada. Born and raised in Ethiopia, she made the move to Canada over 10 years ago. After attending film school, she collaborated on several independent projects. Throughout her career, she has experienced many opportunities in the industry that have allowed her to express her art; in doing so, she has been able to reach an audience that seeks authentic stories.

Tewobesta is deeply immersed in her culture and her art reflects that. A recent project with her visual poetry allowed Tewobesta to put her work forward into broader media outlets. Seeing her latest project come to fruition has driven her to aim towards creating bigger productions. She intends to tell stories of unique and culture-specific perspectives, and take part in magnifying the stories of the Black women who came before us.

Tewobesta looks forward to establishing herself in this fast-growing industry and seeing the future of filmmaking.





## ONYKA GAIREY



HEAR FROM ONYKA

### PROJECT MANAGEMENT COORDINATOR, THE SKILLS DEVELOPMENT PROGRAM

Onyka Gairey is a Black queer writer from Toronto. She became a writer to celebrate her late grandmother's legacy as a teacher. Onyka believes that storytelling, and therefore writing, is humanity remembered. Her work focuses on Black protagonists in extraordinary worlds and circumstances. Onyka is an alumna of the BIPOC TV & Film Kids' TV Writing Incubator and the Nia Centre for the Arts Black Pen program. Onyka published her first short stories in Penguin Random House's anthology *Griot*. She wrote two poems in response to the exhibition *What Matters Most: Photographs of Black Life* that are featured on the Art Gallery of Ontario's online publication AGOInsider. Onyka was the Script Coordinator on CBC's *Mixed Up*. Onyka is currently the Project Management Coordinator of The Black Academy Skills Development Program.



A portrait of Morgan Blades, a Black woman with short dark hair pulled back, wearing a dark blue collared shirt and large hoop earrings. She is looking slightly off-camera with a calm expression. The background features several framed abstract paintings in various colors like orange, blue, and white.

# MORGAN BLADES



*HEAR FROM MORGAN*

## DIRECTOR OF PROGRAMMING, THE BLACK ACADEMY

In her role as the Director of Programming for The Black Academy, Morgan Blades oversees programming, social media, and strategic planning for the organization. Prior to this position, she worked in public relations, and later as a social media strategist for The Black Academy and a roster of clients. She has an advanced diploma from Durham College in PR and Strategic Communications and advanced social media strategy training and certification from Hubspot Academy. In her role, Morgan executes powerful in-person and online moments, and continues to uplift Black voices and stories.





## INSIGHT PRODUCTIONS LTD.

### A BOAT ROCKER COMPANY

To realize the monumental production of *The Legacy Awards*, The Black Academy partnered with Insight Productions, one of Canada's premiere content companies. No other producer in the country has Insight's experience and expertise in the art of producing quality live-event and award show programming. Eschewing traditional formats, Insight created a vibrant and fresh award show that received rave reviews. Alongside The Black Academy, Insight co-created and co-managed the Skills Development Program furthering its commitment to diversity and inclusion behind the scenes in all departments. Insight Productions is known for its award-winning juggernauts and is Canada's most established content producer. Headed by John Brunton, Insight is an industry leader in the development, financing, and production of hit programming for multiple platforms. Unscripted credits include *The Amazing Race Canada*, ratings hit *Big Brother Canada*, *Stronger Together/Tous Ensemble* and *The Tragically Hip: A National Celebration*. Insight Productions was founded in 1979 and has since created thousands of hours of groundbreaking content.

“We're thrilled to work with Insight to ensure the next generation of Black Canadians are receiving the real-world training they need to jumpstart and excel in their television careers.”

SHAMIER ANDERSON Co-Founder of The Black Academy



A portrait of Jordan Rudder, a Black woman with long, dark braids, smiling and looking off to the side. She is wearing a white and blue striped blazer over a dark top and large, ornate hoop earrings. The background is a warm, out-of-focus interior with bokeh light effects.

## JORDAN RUDDER

### TALENT PRODUCER/PRODUCER, INSIGHT PRODUCTIONS, AND PROGRAM MANAGER & MENTOR, THE SKILLS DEVELOPMENT PROGRAM

Jordan Rudder is equally passionate about inspired storytelling and creating meaningful, inclusive, diverse content. She began her career at Insight in 2012 as a freelance production assistant on *Top Chef Canada*. Her work ethic, managerial skills, and determination led to a full-time position at Insight in 2014. Since then, Jordan has worked in production and on sponsorship, digital content creation, and development projects across multiple shows. Her credits include *Top Chef Canada*; *Canada's Walk of Fame*; *Battle of the Blades*; *Canada's Got Talent*; *Big Brother Canada*; and *Canada's New Year's Eve Countdown*. In 2022, she expanded her portfolio to include talent producing on *The JUNO Awards* and producing on *The Legacy Awards*. In a highly competitive selection process, Jordan was recently chosen to be one of five participants in the Realscreen Pathways Mentorship Program. Paired with an industry mentor, Jordan attended the Realscreen Summit, where she gained invaluable knowledge and industry contacts. Jordan aspires to continue honing her skills as a producer on live telecasts and unscripted programming.





## SHANNON FARR

VICE PRESIDENT & EXECUTIVE PRODUCER, INSIGHT PRODUCTIONS, AND SR. PROGRAM MANAGER,  
THE SKILLS DEVELOPMENT PROGRAM

In her role at Insight, Shannon skillfully combines her creative talents with keen business acumen. In 2015, Shannon launched the company's Los Angeles office to spearhead growth into the U.S. market and is responsible for its infrastructure and daily operations, along with helping to plan, strategize and implement overall U.S. creative and business development. Dividing her time between Los Angeles and Toronto, Shannon works in both scripted and unscripted, and is the driving force behind the creation, development, financing and production of a slate of original projects for multiple platforms for the U.S., Canadian and International markets. Shannon co-created and produced the prime-time drama series *Falcon Beach* for ABC Family and Global Television which has sold to over 115 territories. The series and its associated digital extension earned Shannon a Gemini nomination for Best Cross Platform Project. Other credits include the comedy special *A Russell Peters' Christmas* which was the highest rated original Christmas special on Canadian television in 16 years and CTV's most-watched Canadian holiday special of all time; the suspense drama *Sabbatical* for CTV; the comedy series *The Jon Dore Television Show* for The Comedy Network and IFC; Bell Media's first digital original *Joke or Choke*, a half-hour comedy competition series co-produced with Howie Mandel; the multi-award-winning scripted comedy series *But I'm Chris Jericho!* for CBC; the hit comedy series *LOL: Laugh out Loud Canada* for Amazon; and *The Legacy Awards* for CBC. Shannon previously served as Co-Director of Drama Development and Business Affairs at Insight.





**KATHRYN DICKSON**  
POST-PRODUCTION STREAM

For more than 20 years, Kathryn Dickson has proven herself to be an industrious, creative storyteller, who has the versatility to jump from factual programming to reality, to experiential reality-docs and even old school documentary.

Kathryn's awards and accolades include Winner of a 2014 RTDNA award for diversity, three Gemini Award nominations, a Canadian Screen Award for Best News Magazine Segment, a New York Film Festival Award and two Canadian Cinema Editor Awards for best editing in a documentary.

Her work has been broadcast on major networks including HGTV, DIY, CBC, OLN, History, Slice, W Network and Global.

Kathryn is a proud co-founder of the Toronto Bloggers Collective and a member of the Travel Media Association of Canada.



**TRACY GALVIN**  
PRODUCER STREAM

Tracy brings over 30 years of experience as a Producer/ Line Producer in the field of live and taped television specials and series. Her professional interests include reality, factual, music, award shows, event specials and variety productions. Tracy has refined her knowledge in performer, musician and technical unions, technical suppliers, crew and production staff, budgeting, cost reporting, accounting, and payroll. Tracy has been an integral part of Insight productions such as *The JUNO Awards*, *Canada's New Year's Eve*, *Buffy Sainte-Marie Starwalker*, *The National Day for Truth and Reconciliation*, *Battle of the Blades*, and *The Tragically Hip; A National Celebration*.





Sue Hincenbergs started her television career at CBC and has since been at other major networks in roles ranging from associate director, writer, and assignment editor to producer and production manager. She has worked on programming ranging from live sports and sitcoms to lifestyle and breaking news. She has been in a control room for every hour on the clock – from early morning royal weddings to quadruple overtime sports. She’s cued the Queen and spent a lot of time waiting to see chimney smoke from the Vatican announcing the death of a Pope. Most recently, Sue has been working at Insight Productions with their team focused on producing quality live specials.



As Director of Business Affairs at Insight Productions, Brett Hogg oversees day-to-day business affairs operations for each of Insight's projects from development to production and final delivery stages, including tax credits, insurance, guild obligations and interim financing.

Brett holds a Bachelor of Arts in law with a concentration in business law from Carleton University.

Prior to joining Insight in 2011, he gained experience in the insurance industry before taking an internship in music publishing to learn more about the business. Brett strives to work closely with producers and stakeholders at every level with a core philosophy of using his skills and experience to achieve the creative vision of Insight and its many partners.



Phil Hornung's experience in live audio is wide-ranging, including theatrical, corporate, concert touring, and broadcast events. He has worked extensively as a PA system engineer and designer, a front-of-house engineer with many touring credits, has a background in wireless and intercoms, and expertise in digital and networked audio. Early in his career, he was primarily focussed on working in live theatre, including years of touring a wide variety of theatre shows. Later, he spent about eight years mixing front of house for concert tours, furthering his education on system design and PA systems between tours. During that time, he was out on tours mixing front of house for many Canadian artists, among many others Kathleen Edwards, Lights, Mother Mother, and the Sam Roberts Band. He has also toured with Bryan Adams, Mumford & Sons, Snoop Dogg, and many other artists as a PA system engineer and crew chief. Phil has been at Solotech for eight years in the role of Technical Advisor, Audio in the Live Productions division. His role is global for the company. He is a certified instructor for L-Acoustics speaker systems, and one of his key mandates in his role is around technical education of all kinds for Solotech staff. Education has become a real passion and he plans to be increasingly involved in teaching courses in the future at all levels and in various kinds of technology.



Shawn Hughes is a Technical Producer with a wide range of experience in the audio and visual elements of production. Shawn graduated from the Broadcast Engineering Program at Radio College of Canada and the Broadcast Media Studies program at Loyalist College.

Shawn's credits include a variety of unscripted productions from live award shows such as *The Juno Awards* and *Canadian Country Music Association Awards*, to celebrations like *Canada's New Year's Eve* and *Concert for Diana*, and competitions such as *Big Brother Canada* and *LOL Canada*.



**GLACE LAWRENCE**  
PRODUCER STREAM

Glace Lawrence has merged her award-winning TV production experience with her passion and empathy for creating great content. As a line producer, her TV projects include two seasons of the multiple-award-winning doc-lifestyle series *The Stagers* for HGTV US and HGTV Canada; two seasons of *Consumed* for HGTV Canada; the live-to-tape specials *The Women Tell All* and *After the Final Rose* for *The Bachelor Canada* for Rogers, and the inaugural *Legacy Awards* for CBC. Glace's independent documentary and drama projects *Coming to Voice*, *Hotel Babylon: Heroes & Hustlers*, directed by Charles Officer, and *D-E-S-I-R-E* aired on Vision TV, Bravo!, and the W Network. Glace is also a co-founder of Possible Futures Studio Inc., which completed concept development on a narrative VR prototype, *Ghosts of Remembrance* (Ontario Creates, CMF), exploring the untold stories of Black slavery in Canada. She is an alum of the Canadian Film Centre, a past Executive Director of the Ontario Black History Society, and a founding member of Toronto's Black Film & Video Network.



**TANYA LOW**  
PRODUCER STREAM

Tanya joined the Insight team in 2005. After graduating from The University of London in England it is Insight that gave Tanya her master's degree in all things TV. With her experience as an actor at The Stratford Shakespeare Festival, Tanya was able to find a home for both her creative intuition and hone her skills at the business of production. Starting as an Office Coordinator Tanya had the opportunity to learn from the range of specialties required to produce successful content; whether in office, on set, in the editing room or supporting in Business Affairs she quickly found her passion lay in Development. As the Vice President of Development, Tanya is responsible for managing all development at Insight from scripted, unscripted, comedy and variety.





Rose Marra knew at a very young age that she wanted to work in television production. She graduated from Toronto Metropolitan University's Radio and Television Arts Program in 1993. She began as a Production Assistant on *Breakfast Television* and then moved into Production Coordinating for *Fashion Television* for 5 years. This allowed Rose to learn the fundamentals of television production, which paved the way to her current role of Supervising Producer / Senior Line Producer. Rose has gained extensive experience in live award shows, live reality competition, unscripted series, and comedy programming. Production credits include *The JUNO Awards*, *Canada's Walk of Fame*, *Project Runway Canada*, *Battle of the Blades*, *The Launch* seasons 1 and 2, *The Canadian Screen Awards*, *Stronger Together*, *Canada's New Year's Eve Countdown*, *LOL: Last One Laughing Canada* and *The 2022 Legacy Awards*.



Doug was born and raised in Kingston, Ontario. He opened Comfort Sound Studio in Toronto, which became known for recording bands on location, especially live radio broadcasts. He later decided to go full time into location multi-track recording, as LiveWire Remote Recorders. Doug has engineered more than 4000 music remotes and has been nominated for 15 Geminis/CSAs, and won five times. Doug has recorded dozens of international artists, including U2, AC/DC, Celine Dion, Oscar Peterson, Ozzy Osbourne, Stevie Ray Vaughan, 50 Cent, The Rolling Stones, Melissa Etheridge, and Joni Mitchell. Doug has also provided the music mix for *The Juno Awards*, the MMVAs; worked on the audio team for Olympic Broadcast Services (OBS) at the past five Olympic Games, and has recorded concerts in all ten Canadian provinces, Germany, Spain, Nigeria, Israel, Cyprus, Jamaica, and Kuwait, and the U.S. Doug was the Charter President of the Toronto Recording Association of Commercial Studios (TRACS), and is the Chairman of the Producing and Engineering Program at The Harris Institute.



David F. Mewa is a lifestyle television showrunner and director with credits that span a decade. He has produced and directed projects across several genres of unscripted TV. David has worked with international broadcasters and streamers including CBC, HBO, HGTV, MTV, Paramount+, and with major brands like L'Oréal Paris and Scion. In 2022, he produced the inaugural *Legacy Awards*, Canada's first nationally televised awards show celebrating Black talent. David's early work as a music video director kick-started a career built on consistent style and swag. His dedication to detail, meticulous preparation and kick-ass visuals has made David the highly sought-after creative he is today.



Before joining the corporate team, at Insight Productions Ltd. in 2018, Alicia worked as a freelancer on a variety of Insight's top rated reality shows. Most recently she's become an instrumental part of the Brand Partnerships and Development department working alongside the Executive Producers and production teams on several award-winning branded content integrations on *Big Brother Canada*, *The Amazing Race Canada*, *Battle of the Blades*, *Top Chef Canada* and *The JUNO Awards*. Her passion for television extends to so many facets of her work and her meticulous dedication to everything is shown by the countless roles she is able to juggle at any given time – managing relationships with brands, agencies, networks, producers, and clients across the board. Her boundless desire to learn and grow has led her to some of her own initiatives including expanding her job to include Production Management and Producing for digital content such as *Youngster*, *Boat Rocker Digital*, and *SpeedRun*.



**MARK MUISE**  
POST-PRODUCTION STREAM

Mark Muise is a freelance post-production supervisor, scheduling wizard, and editor mediator based in Toronto. Mark graduated from Canadore College's Broadcasting Television and Video Production Program in 2003, and has worked on such shows as *Annedroids*, *The Main*, *Golden Gays*, *Paranormal Investigators*, *Canadian Idol*, *Dark Side of the 90s*, *Rugged Justice* and *The Mom Show*. Mark has helped to deliver thousands of hours of original and acclaimed Canadian television in his 20 years of working in TV.



**MUZAFAR MALIK**  
POST-PRODUCTION STREAM

Muzafar Malik has been a Toronto-based producer since 2010, when he produced his first film, *Webdultery*. Since then, he has been in development with two other feature films, *Bad Paper* and *Abscido*; the television series *Last Slut Standing*; and two unscripted shows, *Mom Wars* and *Entrepreneur TV*. Along with pursuing scripted and unscripted projects, he has also been actively producing content and events for the corporate industry in Canada and the United States, working with clients such as Ernst & Young, the Toronto Stock Exchange, and the Canadian Marketing Association.

Muzafar also works as a post-producer in the television and advertising industry, recently working with Insight Productions on *The Legacy Awards* and with Obsidian Theatre on *21 Black Futures*, both airing on CBC. In advertising, he has worked with Married to Giants and Redlab. Prior to producing, Muzafar worked as an editor for seven years at Global News and WolfsonBell. He has also edited numerous music videos, and short and feature films.

He holds a diploma in broadcasting from Seneca College and a post-graduate diploma from the Advanced Television and Film Program at Sheridan College.





**TARA OCANSEY**  
WARDROBE STREAM

Tara Ocansey is a first-generation Ghanaian Canadian fashion stylist and costume designer. After putting herself through school, she graduated with a bachelor's degree in commerce from Humber College. One of her first jobs after graduating was working as a visual merchandiser at luxury department store Holt Renfrew. It was there that her interest in fashion grew to become a passion for the art of styling. Through her community of mentors, Tara was given the opportunity to assist on a campaign for McCain SuperFries, and thus began her foray into film and television. Tara has worked on productions such as *Big Brother Canada* and *Canada's Drag Race*, and with industry giants such as Drake and Jane Goodall. With her entrepreneurial mind and tireless work ethic, Tara has also created the Oveil, a makeup shield that protects clothing from makeup stains. Always the optimist, Tara holds mindful wellness with high importance, and is always striving to learn and grow both professionally and personally.



**JORDAN RUDDER**  
PRODUCER STREAM

Jordan Rudder is equally passionate about inspired storytelling and creating meaningful, inclusive, diverse content. She began her career at Insight in 2012 as a freelance production assistant on *Top Chef Canada*. Her work ethic, managerial skills, and determination led to a full-time position at Insight in 2014. Since then, Jordan has worked in production and on sponsorship, digital content creation, and development projects across multiple shows. Her credits include *Top Chef Canada*; *Canada's Walk of Fame*; *Battle of the Blades*; *Canada's Got Talent*; *Big Brother Canada*; and *Canada's New Year's Eve Countdown*. In 2022, she expanded her portfolio to include talent producing on the *JUNO Awards* and producing on *The Legacy Awards*. In a highly competitive selection process, Jordan was recently chosen to be one of five participants in the Realscreen Pathways Mentorship Program. Paired with an industry mentor, Jordan attended the Realscreen Summit, where she gained invaluable knowledge and industry contacts. Jordan aspires to continue honing her skills as a producer on live telecasts and unscripted programming.



**JESSE STOREY**  
PRODUCER STREAM

From an early age, Jesse Storey's passion for meeting new people and hearing their stories was clear. After discovering his grandfather's VHS camcorder as a toddler, this passion was paired with a keen interest in the film industry, eventually leading him to his role as Senior Producer, where he's had the privilege of telling some of Canada's most-loved stories on several award-winning productions. From a humble start as a teenager working on the Saskatchewan set of the Canadian comedy *Corner Gas*, to travelling the world producing both *The Amazing Race Canada* and *The Amazing Race USA*, Jesse's favourite moments have always been centred around connecting with others – something he's had the opportunity to do thousands of times during his decade of experience casting competition and reality shows. While his work has won both Best Program or Series (in the reality/competition category) and a Golden Screen Award at the Canadian Screen Awards, Jesse considers his biggest accomplishment to be breaking ground as part of the first team ever to be nominated for the Best Achievement Award in Casting for a reality/competition show. Jesse's natural gift for helping people share their most meaningful stories underscores everything he does, driving him always to look a little farther beyond what first meets the eye.



**MARK VREEKEN**  
AUDIO STREAM

Mark Vreeken cut his sound engineering teeth in the 1990s as part of The Tragically Hip's road crew, eventually accompanying the band into the studio for their 1995 release, *Day for Night*.

Following his stint with the Hip, Mark moved on to work with The Headstones, Leahy, Natalie MacMaster, King Crimson, and the late Leonard Cohen. He then worked his auditory magic as main front of house engineer for Cohen's live shows, making the most acoustically challenged venues sound better than they should.

Mark was nominated for the 2022 Canadian Screen Award for Best Sound, Non-Fiction for *The JUNO Awards*.



**LISA WILLIAMS**  
WARDROBE STREAM

Lisa Williams is one of the best-known and well-loved stylists working in Canada today. For nearly 20 years, she has worked with a wide array of notable clients and style stars, including Jessi Cruickshank, Arisa Cox, Liz Trinnear, Drake, Walk off the Earth, Sarah McLachlan, Jennifer Nettles, Measha Brueggergosman, Howie Mandel, and Martin Short, to name just a few. Her work has been featured in print and web features, as well as fashionable social media accounts like 365 Days of Style for *Lou Lou Magazine*. Much of her work has been in television, where her credits include every big name Canadian television show you can think of – *Big Brother Canada*, *The Amazing Race Canada*, *The JUNO Awards*, *Canada's Walk of Fame*, *Top Chef Canada*, *Amazon's LOL Canada*, *Still Standing*, *The Launch*, and *Canada's Smartest Person*, as well as HGTV's *Property Brothers* and *Home to Win*. Lisa's fashion philosophy always starts with the client and their wants and needs. She knows that clothes are more than just garments or pieces of art; they have the ability to change the way someone feels, and the right pieces can be an immediate confidence builder that translates both on the screen and on the street. Lisa and her team make style dreams happen, in both worlds.

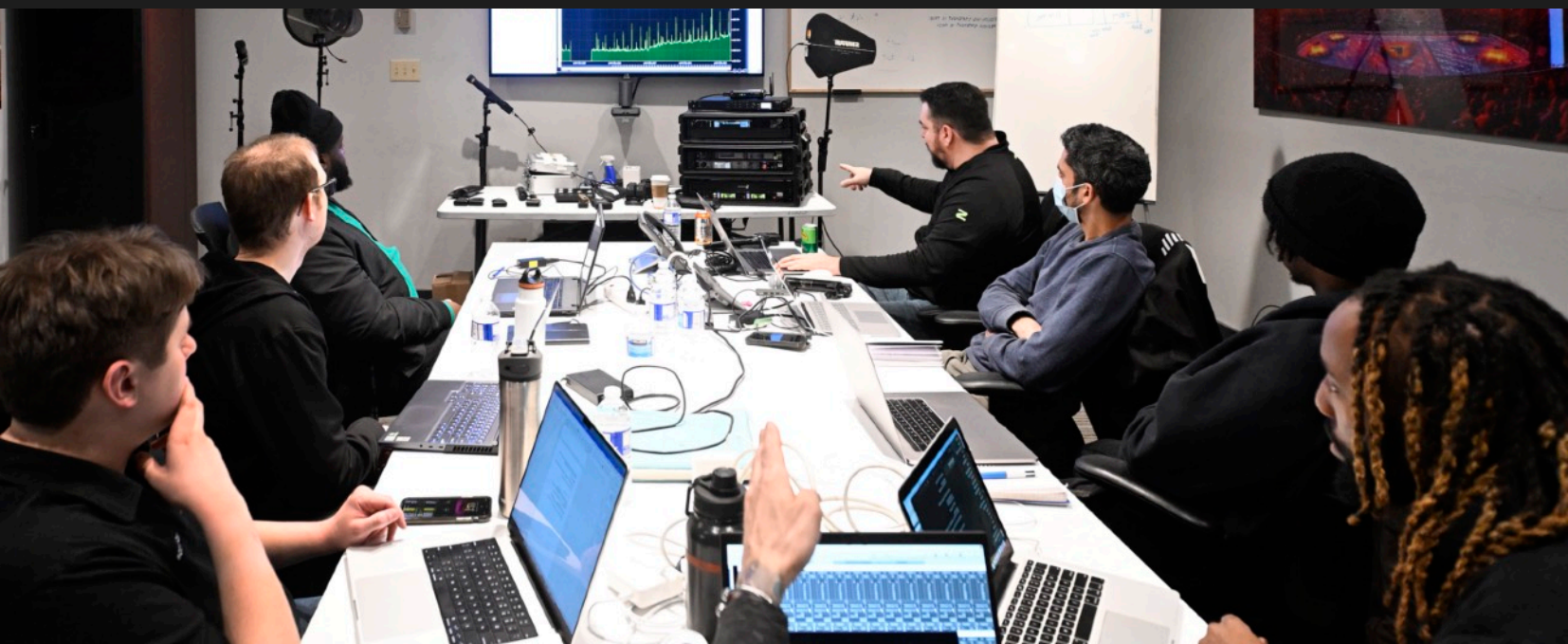




# SOLOTECH

## OFFICIAL PARTNER OF THE AUDIO STREAM

Established in 1977, Solotech is a world leader in audiovisual and entertainment technology, with 18 strategic locations in Canada, the United States, the United Kingdom, and China. Thanks to an inventory encompassing over 300 renowned manufacturers, Solotech is the single source for audio, video, lighting, rigging, soft goods, control, and collaboration solutions and services. Fully supported by three major shareholders: Claridge, Desjardins Capital, and Investissement Québec, the company is internationally recognized for its Live Productions and Systems Integration expertise. Clients can also benefit from its Service Center, Online Store, and virtual technology know-how. Solotech employs over 2,000 professionals in Montreal, Toronto, Ottawa, Quebec City, Saguenay, Calgary, Halifax, Nashville, Las Vegas, Los Angeles, Miami, Orlando, Pensacola, London, Birmingham, Manchester, Macau, and Hong Kong.



Participants in the Audio Technician stream were invited to two training sessions with our partners at Solotech. On September 20, 2022, participants were trained on the Riedel Bolero wireless intercom system and Shure Wireless microphone equipment set up and operation. Additionally, participants had the opportunity to get hands-on experience with equipment ahead of load in for *The Legacy Awards*. On January 25, 2023, participants were trained on the Shure Wireless Workbench software by a representative from Shure.

The Black Academy gratefully acknowledges the generous support of the Skills Development Program from all of our funders, partners, and supporters:



## FUNDER ACKNOWLEDGEMENTS:

**LOGO PLACEMENT:** Partner logos were displayed throughout The Legacy Awards venue including on The Black Carpet step and repeat; official program; charging stations in the Backstage Media Lounge; and on LED screens throughout the venue.

**CREDITS:** All funders received either a text or logo credit during the closing credits of the broadcast.

**DIGITAL:** All partners are credited on The Black Academy's website and social media channels.

**PROMOTIONAL:** Partners' logos were included on all Skills Development Program promotional material, including mini-video interviews with participants, press release, advertisement in Playback magazine, apparel + more.

### VISIBILITY LINK



*“We’re incredibly grateful to all the partners that came on board in our inaugural year for The Black Academy and for our Skills Development Program. These organizations have proven their commitment to the mission of The Black Academy and are making it possible to train and inspire Black Canadian talent.”*

STEPHAN JAMES, Co-Founder of The Black Academy

THE  
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ACADEMY

SKILLS DEVELOPMENT  
PROGRAM

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