



SKILLS DEVELOPMENT
PROGRAM

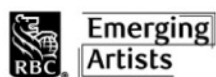


2023 FINAL REPORT

TELEFILM PARTNER
CANADA CHOICE

NBCUniversal

 **CMF FMC**
GAMMA-PICCOLI FILMS FRANCHISE MÉDIAS DU CANADA





“From the bottom of my heart, thank you to The Black Academy, Insight Productions, and of course Stephan and Shamier – without you none of this would have been possible.”

ANASTASIA DE LYON | Wardrobe

Shamier Anderson & Stephan James

When we founded The Black Academy in 2020, we set out to create lasting, meaningful change for the Black community in Canada. We were determined not only to celebrate and share the successes of recognizable talent, but also to increase the representation of Black Canadians working behind-the-scenes, in less heralded capacities.

Last year, through our collaboration with Insight Productions, our generous funders, and the dedication, commitment, and hard work of many, The Black Academy's Skills Development Program was born. The immeasurable success of the inaugural program was hard to beat, but we're thrilled to say that the 2023 edition surpassed it by a number of key metrics.

In 2023, the program welcomed thirteen new participants and saw the return of many mentors in addition to several new ones. To reflect the interests and career goals of this year's participants, five new streams (Directing, Writing, Camera, Production Coordination, and Music) were added which build upon the foundation established last year: And we're especially thrilled we were able to increase the networking opportunities as a direct result of feedback from the participants. These networking events not only enable the participants to connect with current and potential colleagues, but they also foster a sense of community which we recognize to be vital to the success of the participants.

Programs like this simply cannot exist without the collaboration of like-minded supporters. Our intention for the 2023 edition was to increase the number of participants. However, due to a decrease in funding in 2023, we were unable to match the number of participants and training hours achieved in 2022. It's critically important to us that the participants are paid industry standard wages thereby ensuring that the program is accessible to all that qualify. Therefore, as our funding decreases, so must the number of participants. We hope this deficit can be rectified in 2024 with your help.

We're deeply indebted to the funders, mentors/trainers, partners, and administrators who share 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 ambition, and congratulate them on their accomplishments. Now with two incredibly fruitful editions of the Skills Development Program behind us, we're delighted to share with you the participants and the highlights of the 2023 edition in this report.

A stylized, handwritten signature in white ink, likely belonging to Shamier Anderson and Stephan James, the founders of The Black Academy.

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



13
PARTICIPANTS



9
STREAMS



2700
TRAINING HOURS

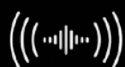


19
MENTORS & TRAINERS

The Black Academy Skills Development Program, created and administered by The Black Academy and Insight Productions, is an unparalleled training experience designed to foster the professional growth of Black Canadians in the screen industry. The participants' employment opportunities are increased by bolstering their resumés, screen credits, and professional networks. In addition, the program seeks to create an extraordinary space where Black talent can flourish and where the participants can build a supportive community of like-minded colleagues. Ultimately, the program increases the number of highly skilled Black Canadians working in the screen industry.

“Participating in The Black Academy’s Skills Development Program has been a life-changing experience, profoundly impacting my career.”
KIANA LÉCUYER | Production Coordination

AUDIO



CAMERA

NEW!



DIRECTING

NEW!



MUSIC

NEW!



POST-PRODUCTION



PRODUCING

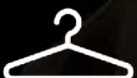


PRODUCTION COORDINATION

NEW!



WARDROBE



WRITING

NEW!



What distinguishes the Skills Development Program is its unique combination of real-world experiences, bespoke training, and salaried positions. The program delivers intensive and immersive modules that are custom-tailored to each individual according to their level of experience and career goals. Whether new to the industry or looking to expand their existing skills, participants are trained on-the-job and mentored by leading experts. By compensating the participants with industry-standard wages, financial barriers are reduced and accessibility is increased.

In 2023, as a direct result of participant feedback, five new streams (Camera, Directing, Music, Production Coordination, and Writing) were introduced and the number of networking opportunities increased. Program alumni are also invited to networking events to both connect with the current cohort and to increase their own future opportunities.

“The Legacy Team, from the writing team to the hosts and everyone in between, embodies grace, empowerment, and uniqueness.”
GRACE MAY GILBERT-WALTERS | Writing



JULLY BLACK | The Icon Award



LU KALA | The Emerging Artist Award

The Legacy Awards is an annual, live award show that showcases both established Black Canadian talent and rising stars. The show unapologetically celebrates Black excellence and creates a unique and joyous space for Black communities to gather and share our accomplishments with all of Canada.

The 2023 edition, hosted by the incomparable multi-hyphenate Keshia Chanté, saw the likes of Jully Black, Tonya Williams, Director X, LU KALA, Kia Nurse, and TAI accept their well-deserved flowers. Bringing down the house with their awe-inspiring performances were Jackie Richardson & Thomson Egbo-Egbo, Tamir, YSN Fab, Taylee G, & Zach Zoya, LU KALA, and Jully Black. This year's glitterati included Donovan Bailey, the Honourable Marci Ien, Amanda Brugel, Tracy Moore, Amanda Parris, Shakura S'Aida, Sandy Hudson, MPP Jill Andrew, maxine bailey, Joan Jenkinson, Cameron Bailey, Kayla Grey, Lamorne Morris, Kimora Amour, Pinball Clemons, Melanie Fiona, Sasha Exter, and Wes Hall.



DIRECTOR X | The Trailblazer Award



TONYA WILLIAMS | The Visionary Award

All thirteen Skills Development Program participants played a vital role in ensuring the success of *The Legacy Awards*. After completing their work on the show, some participants went on to paid positions on *Canada's Ultimate Challenge* further expanding their skill sets and resumé's.

The Legacy Awards is a collaboration between Insight Productions, The Black Academy, Bay Mill Studios, and CBC and is executive produced by Shamier Anderson and Stephan James of The Black Academy and Bay Mills Studios. John Brunton, Lindsay Cox, and Shannon Farr are the executive producers for Insight Productions (a Boat Rocker company). Jordan Rudder is the producer/talent producer and Andre Williamson is the line producer. Daniel Abrams also serves as EP. For CBC, Sally Catto is General Manager, Entertainment, Factual & Sports; Jennifer Dettman is Executive Director, Unscripted Content; and Nic Meloney is Executive in Charge of Production, Unscripted Content. The 2023 edition of *The Legacy Awards* marks the second of an exclusive three-year partnership with CBC. The Black Academy, Insight Productions, and CBC are committed to hiring Black senior staff and crew members for *The Legacy Awards*.



ESINAM KOSI AGAMAH
Producing



RASHAYN ALEXANDER
Post-Production



MARCUS ARMSTRONG
Camera



XAVIER BROWN
Audio



JAHNIYA CAMPBELL
Audio



MAKAYLA CAMPBELL
Producing



ANASTASIA DE LYON
Wardrobe



GRACE MAY GILBERT-WALTERS
Writing



KIANAH LÉCUYER
Production Coordination



CHELSEA NYOMI
Post-Production



YVANO WICKHAM-EDWARDS
Directing



SAMUEL WILLIAMS
Audio



ANTHONY WRIGHT
Music

OBJECTIVE ONE

Empower Black Canadian talent to pursue and sustain a career in the Canadian media industry by providing real-world training, credits, and contacts.

- Participants are trained on the job in real world scenarios.
- Participants are immersed in large crews of experienced industry professionals including 115+ on *The Legacy Awards*.
- Participants are trained and mentored by more than 20 leading experts in the industry.
- Participants are able to include *The Legacy Awards* on their CVs and IMDb pages.
- Participants work directly with Insight Productions, Canada's most established prodco on world-class shows with top talent.
- In addition to the hands-on training, participants also have the opportunity to attend information sessions such as the RBC Financial Literacy Workshop.



OBJECTIVE TWO

Provide hands-on, bespoke training via salaried positions on *The Legacy Awards* and other Insight programming for experienced Black talent to upskill or transition within the industry.

- Training is tailored to each individual in the program.
- All participants are employed on *The Legacy Awards*.
- All participants are paid industry-standard wages.
- Some participants also go on to work on other Insight shows



OBJECTIVE THREE

Create an extraordinary environment in which Black talent can flourish and in which the participants can build a supportive community of like-minded colleagues as well as a network of contacts including co-workers, mentors, trainers, administrators, employers, and alumni with whom they can connect to increase their future employment opportunities.

- Through networking events, participants make meaningful connections with industry professionals and with each other leading to larger professional networks and potential employment opportunities.
- The program administrators encourage an atmosphere of collaboration and support among participants and all connected to the program.
- An [article in Playback](#) (December 19, 2023) highlighted all Skills Development Program participants, introducing them to the broader industry.



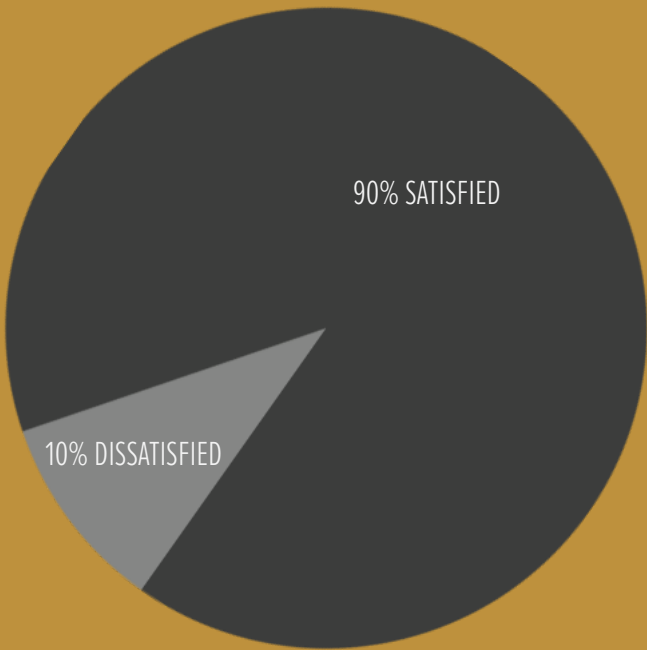
OBJECTIVE FOUR

Increase the representation of skilled Black talent in the Canadian media industry.

- Through the Skills Development Program, the number of Black Canadians working in the screen industry is increased. To date, a total of 29 participants have completed the training.



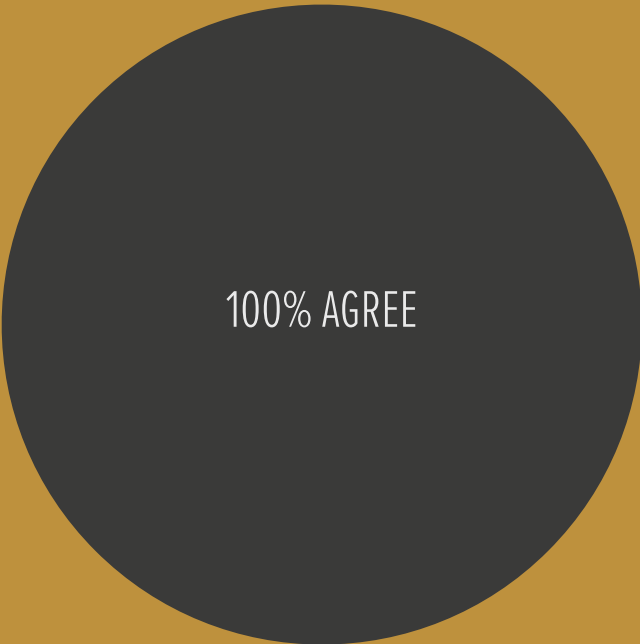
RATE YOUR OVERALL SATISFACTION
WITH THE PROGRAM



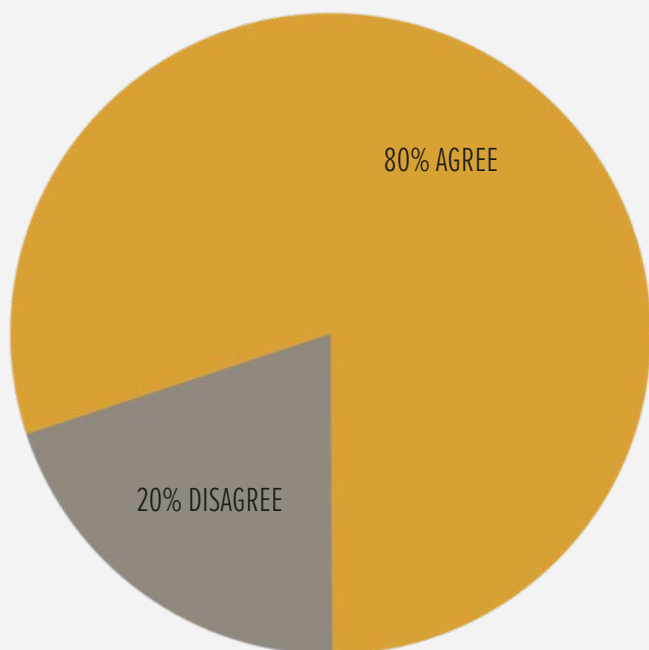
“I wholeheartedly recommend the Skills Development Program to anyone seeking an opportunity to collaborate with some of the most creative, capable, kind, and gifted professionals in the industry.”
GRACE MAY GILBERT-WALTERS | Writing

“They have opened doors for me that may not have been possible to do on my own, and I will forever be grateful to everyone that works so hard to create these opportunities for us.”
RASHAYN ALEXANDER | Post-Production

I WOULD RECOMMEND THIS
PROGRAM TO OTHERS



THE PROGRAM MET MY EXPECTATIONS IN TERMS OF SKILL DEVELOPMENT



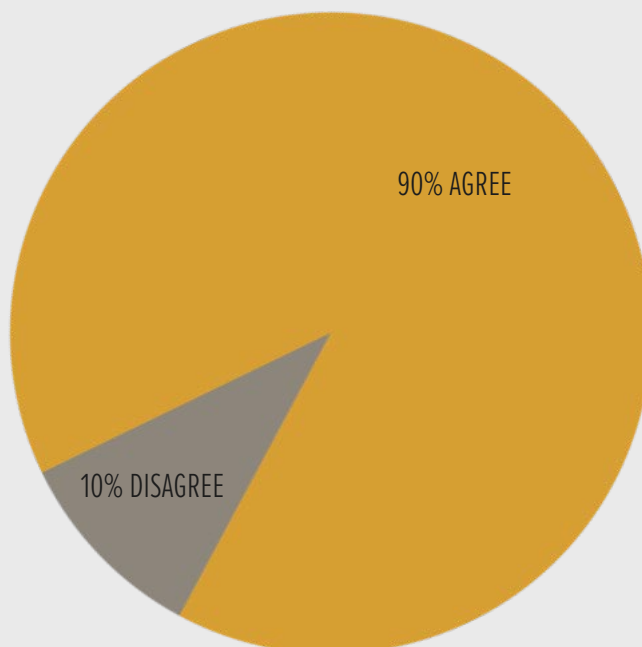
“From sharpening my technical skills to navigating complex production environments, I've emerged from this program as a more confident and polished creative professional, equipped with a wealth of knowledge and skills.”

KIANAH LÉCUYER | Production Coordination

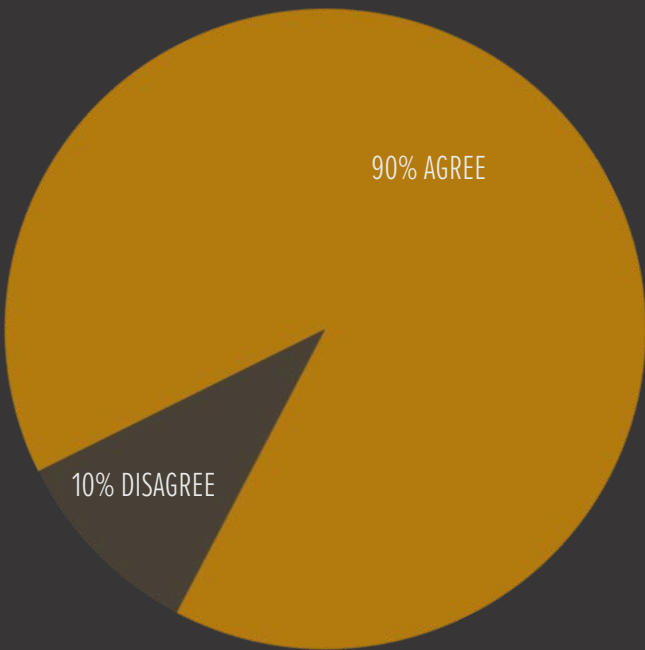
“Thank you, The Legacy Awards, for providing me with such an unforgettable and positive experience as I look forward to utilizing the skills, knowledge, and newly-formed relationships that I've gained!”

MAKAYLA CAMPBELL | Producing

THE TRAINING I RECEIVED WAS RELEVANT TO MY CAREER GOALS



MY TRAINER/MENTOR WAS KNOWLEDGEABLE
IN THEIR AREA OF EXPERTISE



“Everybody there was so helpful and open to answering my questions.”
MARCUS ARMSTRONG | Camera

“The staff were great and made me feel seen and heard.”
YVANO WICKHAM-EDWARDS | Directing

“The mentors I connected with demonstrated exceptional skill, and created a supportive environment that fostered both learning and a sense of belonging.”
ANASTASIA DE LYON | Wardrobe

“Beyond the invaluable professional opportunities, this program has gifted me with a supportive and inspiring network of colleagues and friends, all of whom are accomplished creative professionals. Being part of this vibrant community is truly fulfilling, and I attribute it all to the numerous initiatives and events coordinated by the SDP.”

KIANAH LÉCUYER | Production Coordination



“The connections made during this journey are priceless, and I am beyond grateful for the friendships and collaborations that have blossomed from it!”

MAKAYLA CAMPBELL | Producing

“The Skills Development Program was a unique offering that provided mentorship, networking, and targeted training in a professional and fast-paced setting.”

CHELSEA NYOMI | Post-Production



“Being a part of a team responsible for crafting impactful content that highlighted the extraordinary achievements within the Black community was truly an honour.”

MAKAYLA CAMPBELL | Producing

ESINAM KOSI AGAMAH

ASSOCIATE TALENT PRODUCER
PRODUCING



SDP CREDITS TO DATE *The Legacy Awards*

HOURS TRAINED 129.5

MENTOR/TRAINER Jordan Rudder

TRAINING SUMMARY

- Learned administrative processes involved in working with talent, including scheduling and coordination for *The Legacy Awards*
- Consulted with agents and management to confirm wardrobe, talent, and script requirements
- Worked hands-on with talent
- Participated in creative discussions and brainstorming

Esinam Kosi Agamah brings her trailblazing spirit and unquenchable thirst for innovation to every project she works on. Anchored by a bachelor's degree in psychology and mass communications from York University, she has orchestrated corporate travel experiences at American Express and elevated festival red carpets and fan zone interactions at the Toronto International Film Festival. During her tenure at Nuit Blanche, Toronto's celebrated annual arts event, she orchestrated captivating citywide art transformations, collaborating with artists to bring their visions to life. In 2023, Esinam expanded her professional portfolio again, in the role of a talent producer trainee for *The Legacy Awards*.

RASHAYN ALEXANDER

ASSISTANT EDITOR TRAINEE
POST-PRODUCTION



SDP CREDITS TO DATE *The Legacy Awards and Canada's Ultimate Challenge*

HOURS TRAINED 499.5

MENTORS/TRAINERS Kuda Charamba, Muzafar Malik

TRAINING SUMMARY

- Gained hands-on experience with industry-standard software such as AVID, Pro Tools, and After Effects during his training as an assistant editor
- Learned to organize and assemble raw footage, maintain project timelines, and communicate effectively with the team

Toronto-native Rashayn Alexander was raised in Durham Region by Jamaican parents. An emerging filmmaker with a deep-rooted passion for the arts, his transformative educational journey saw him study film production at California's Santa Monica College and the Vancouver Film School. Rashayn finds joy in gardening, football, and poetry, but his true calling lies in the world of cinema, where his cultural influences and his commitment to storytelling drive his creative endeavours and his crafting of captivating narratives. He envisions a future in which diverse voices are celebrated in film and aspires to devise meaningful cinematic experiences that will resonate with audiences worldwide. Through his work, Rashayn seeks to bridge cultures, break down barriers, and contribute to the global tapestry of vibrant storytelling.

MARCUS ARMSTRONG

CAMERA OPERATOR TRAINEE
CAMERA



SDP CREDITS TO DATE *The Legacy Awards and Canada's Ultimate Challenge*

HOURS TRAINED 106

MENTORS/TRAINERS Dinu Cebzan, Ryan Shaw

TRAINING SUMMARY

- Learned technical skills of camera operation such as lighting, angles, lens selection, and camera settings to capture the desired shots for a live, multi-camera production
- Shadowed DOP Ryan Shaw on *Canada's Ultimate Challenge*, where he learned adaptability, flexibility, and how to troubleshoot technical difficulties and solve problems creatively on the fly and in the field

Marcus Armstrong is a director, cinematographer, and editor based in the GTA. After graduating from the University of Toronto with a degree in digital communications, he decided to follow his passion for filmmaking and embark on a journey as a freelancer. Now, more than six years later, he owns his own production company, Introspective Films, and has been fortunate to shape his career through work with a variety of clients and organizations. When not working with his usual stable of clients, he works on larger, widely recognized productions that range from fiction films to reality television, often taking on the roles of camera assistant or digital imaging technician. On these sets Marcus usually does jobs such as 2nd camera assistant and digital imaging technician. His current goal is to grow his knowledge and network and to apply those experiences to his future productions.

XAVIER BROWN

A2
AUDIO



SDP CREDITS TO DATE *The Legacy Awards*

HOURS TRAINED 41

MENTORS/TRAINERS Doug McClement, Adrian Sterling

TRAINING SUMMARY

- Enhanced skills in audio equipment setup and music mixing for rehearsal and live broadcast
- Honed skills and gained a deeper understanding of the intricacies involved in achieving an optimal music mix for live broadcast

Xavier Brown's passion for music led him to study at the renowned Harris Institute for the Arts. A specialist in audio production, he is focused on crafting and shaping the soundscapes of tomorrow. When not immersed in his studies, Xavier works as a professional DJ, weaving melodies to create unforgettable experiences for listeners, joining rhythm and harmony to keep the crowd grooving. His path through the music industry finds him tirelessly seeking new avenues to express his love for sound, from the dance floor to the recording studio. Xavier is a rising star whose ambition knows no bounds.

JAHNIYA CAMPBELL

A2
AUDIO



SDP CREDITS TO DATE *The Legacy Awards*

HOURS TRAINED 42

MENTORS/TRAINERS Doug McClement, Adrian Sterling

TRAINING SUMMARY

- Learned the intricacies of audio equipment and systems used to guarantee optimal sound quality for rehearsals and the live broadcast of *The Legacy Awards*
- Learned about the responsibilities involved in crafting and fine-tuning an audio mix and delivering high-quality sound output tailored for broadcast, ensuring a seamless and immersive auditory experience for the audience

Jahniya Campbell is a dynamic beat-maker and producer who loves to blend musical genres and defy proscribed music theory. He started his producing journey at just 13 years old, when one of his childhood friends introduced him to the world of digital audio workstations. Drawing inspiration from producers including Metro Boomin, Ronny J, Murda Beatz, and others, Jahniya found himself set on the path he wanted to take. His aptitude with a wide range of diverse musical forms and formats allows him to create productions in a variety of genres, often mixing subgenres to create his own distinct sound. At 17, he landed his first major placement, with rappers Dababy and NBA Youngboy, on their collab album *Better Than You*, which debuted at #10 on the US Billboard Hot 200 and peaked at #7 on the US Top R&B/Hip Hop Albums charts. Since then, Jahniya has been working with rappers like KB Mike, Tob Duke, and DeeBaby, seeking to increase his exposure in the industry.

MAKAYLA CAMPBELL

ASSOCIATE STORY PRODUCER / WRITER
PRODUCING



SDP CREDITS TO DATE *The Legacy Awards*

HOURS TRAINED 435.5

MENTORS/TRAINERS Fatuma Adar, Mazin Elsadig, Shannon Farr, Jemeni G, Jordan Rudder, Ian Steaman

TRAINING SUMMARY

- Worked as part of the writing team on *The Legacy Awards*, contributing to the storytelling of Recipient paks and overall show content
- Wrote the script for the Fan Choice Digital Content Creator Nominee pak and provided feedback on Tribute pak edits and other writer and story producer scripts
- Attended narration sessions for the Tribute paks
- Learned to develop and produce engaging stories for live award shows
- Learned clearance processes

As an introverted youth, Makayla Campbell escaped into the story worlds of serial television. A proud Afro-Jamaican who was born and raised in Canada, she seldom saw faces like hers on the screen. Her vivid imagination and instinctive flair for creative writing soon turned an idea into an ambition, so she attended Carleton University's renowned journalism program, where she realized her true passion for storytelling and video media. Later, at Toronto Metropolitan University's media production program, she obtained her degree with screenwriting and production projects that focused on her passion for human rights, social justice, and diverse stories and representation. Makayla has since freelanced as a production coordinator at CBC Kids and a video producer at CBC Digital, and is currently looking to write Afro-surrealist, comedic, and dramatic projects. Having worked as a script editor and script coordinator at Crave and CaribbeanTales-TV, her goal is to produce television series featuring accurate and collaborative BIPOC and LGBTQ+ representations, which she believes are desperately lacking today.

ANASTASIA DE LYON

WARDROBE ASSISTANT
WARDROBE



SDP CREDITS TO DATE *The Legacy Awards*

HOURS TRAINED 81

MENTOR/TRAINER Tara Ocansey

TRAINING SUMMARY

- Actively contributed to dressing on-screen talent, including Stephan James
- Selected, measured, fitted, and prepared wardrobe for camera in the weeks leading up to the show and on show day

Anastasia De Lyon's unwavering passion for art, fashion, and storytelling has consistently steered her creative journey. She began her career in the fashion world as a model, later enhancing her skills studying in the fashion program at George Brown College. She went on to excel in the retail sector, first as an in-store stylist and later a regional visual manager for a prominent Toronto boutique that specialized in cutting-edge global fashion. Driven by her desire for growth and artistic exploration, Anastasia expanded her horizons, embracing a wide range of positions within the arts and entertainment sectors, including event production, art direction, wardrobe styling, experiential marketing, and acting, all of which brought her closer to her aspiration of becoming a creative director. Anastasia advocates for inclusivity with passion, striving to amplify and create platforms for Black voices, and to champion diversity within her community.

GRACE MAY GILBERT-WALTERS

ASSOCIATE WRITER
WRITING



SDP CREDITS TO DATE *The Legacy Awards*

HOURS TRAINED 224

MENTORS/TRAINERS Fatuma Adar, Mazin Elsadig, Jemeni G, Ian Steaman

TRAINING SUMMARY

- Contributed to writing the host script, award paks, legacy spotlights, award recipients, and VO recordings, as well as other elements of *The Legacy Awards*
- Attended VO sessions of Stephan James and show announcer Mark Strong, making live revisions and updating documents to ensure editors had current copy
- Applied producers' edits during script revisions
- Learned the intricate work of editing scripts to time while balancing the creative intent
- Learned the script colour system and how to assemble writer binders and apply script changes.

Grace May Gilbert-Walters's professional career has been shaped by a foundation in music and entertainment gained during her studies at the Berklee College of Music in Boston. Her experience includes roles as a producer on CTV's *The Social*, the #1 talk show in Canada, as well as an associate producer on Trey Anthony's highly acclaimed production of *A Black Girl in Love (with Herself)*. For *The Social*, she researches, writes, and executes live national programming, and has produced segments on prominent figures including Sheryl Lee Ralph, Niall Horan, Shaggy & Kes, and Amanda Marshall. Grace also dedicates her efforts to shedding light on Canada's ongoing crises in homelessness and food security. Committed to celebrating Black and BIPOC excellence in Canada, Grace is furthering her mission to bring under-represented voices and meaningful stories to the forefront of the industry.

KIANAH LÉCUYER

ASSISTANT PRODUCTION COORDINATOR
PRODUCTION COORDINATION



SDP CREDITS TO DATE *The Legacy Awards* and *Canada's Ultimate Challenge*

HOURS TRAINED 334.75

MENTORS/TRAINERS Erica McMaster, Andre Williamson

TRAINING SUMMARY

- Gained experience in television production coordination (planning, organizing, scheduling, adaptability, and people management skills) while working on *The Legacy Awards* and *Canada's Ultimate Challenge*
- Learned versatility and adaptability in diverse, ever-changing production environments
- Learned the importance of meticulous planning and attention to detail, and the strategic decision-making required to ensure the seamless execution of a television production

A passionate entertainment industry professional, Kianah Léculyer has expertise in entertainment production and digital marketing. She graduated from Queen's University with a BA (Hons.) in Global Development Studies, with a minor in Religious Studies. Her journey in the entertainment industry began with notable positions at Insight Productions and the FULLCC Music Group, where she contributed to the success of high-profile events such as *The Next Step – Absolute Dance* tour in the United Kingdom and Ireland; *The JUNO Awards*; *The Legacy Awards*; and *Canada's New Year's Eve: Countdown to 2023*. She is the founder of Jelo Consultation, a design company dedicated to supporting Black-owned businesses in elevating their virtual presence. She leveraged her technical skills to serve as the Digital Marketing Consultant for Envision Management & Production, working with renowned acts like Kid Koala (Eric San) and Bell Orchestre. On their downtime, Kianah is a voracious volunteer, notably serving on the Queen's Black Alumni Chapter and the Queen's Queer Alumni Chapter which she co-founded.

CHELSEA NYOMI

EDITOR TRAINEE
POST-PRODUCTION



SDP CREDITS TO DATE *The Legacy Awards and Canada's Ultimate Challenge*

HOURS TRAINED 459.5

MENTORS/TRAINERS Kuda Charamba, Muzafar Malik

TRAINING SUMMARY

- Significantly expanded editing skills through gaining insight into advanced editing tools and techniques
- Developed proficiency in utilizing multi-cam sequence editing and script sync
- Cut scenes for *Canada's Ultimate Challenge*, elevating her ability to craft high-quality content
- Applied newly acquired skills, such as building stories from beats and utilizing script sync programs, to develop comprehensive paks and collaborate with story editors

Visual storyteller Chelsea Nyomi is drawn to themes of arts, culture, and identity. As a multidisciplinary artist focused on building communities through shared experiences, she works in film and video, photography, graphic design, creative direction, and writing. Her film projects include *Generations of Home*, *Memoirs to Little Jamaica*, *Cultured Reflections*, and *Life of an Artist*. She has worked as a video editor for TSN, MLSE, Yahoo Sports, CP24, and Proper Television. Chelsea is the founder of Vagus Creatives, a platform that showcases the artwork and shares the stories of a global selection of diverse artists and creative entrepreneurs.

YVANO WICKHAM-EDWARDS

MULTI CAM DIRECTOR TRAINEE
DIRECTING



SDP CREDITS TO DATE *The Legacy Awards* and *Canada's Ultimate Challenge*

HOURS TRAINED 223.5

MENTORS/TRAINERS Sherali Najak, Tanisha Scott, Harbinder Singh

TRAINING SUMMARY

- Shadowed experienced directors on *The Legacy Awards* and *Canada's Ultimate Challenge*, gaining practical knowledge and developing skills in directing multiple camera feeds for live broadcast, a critical aspect of ensuring engaging and seamless visual storytelling.
- Shadowed directors to enhance technical proficiency, gaining the confidence and expertise to contribute effectively to live event production

Yvano Wickham-Edwards (Yvano Antonio) is a Canadian film director best known for the Canadian Screen Award-winning documentary *Being Black in Toronto*. A Toronto native, he made his directorial debut in 2019 with the short documentary *#BLACK*, which was selected for 11 film festivals across North America. Recently, Yvano took on the role of director of the top 10 countdown web series *Clubhouse Jamz*. His work is driven by a combination of mindfulness and ingenuity, with the goal of generating positive change in Canada's Black community.

SAMUEL WILLIAMS

FRONT OF HOUSE MIXER
AUDIO



SDP CREDITS TO DATE *The Legacy Awards*

HOURS TRAINED 50.5

MENTOR/TRAINER Adrian Sterling

TRAINING SUMMARY

- Expanded skills by working on a live television broadcast
- Mixed audio for hosts and presenters during rehearsal and live broadcast of *The Legacy Awards*, ensuring clear, balanced, high-quality sound
- Catalogued and set up audio equipment to ensure smooth and flawless execution during live broadcast

Samuel Williams is the founder and owner of SamSound Productions and the record label SSP Music Group Inc. A JUNO-nominated engineer with more than 25 years of experience in the music industry, he is an experienced and well-rounded multi-instrumentalist, musical director, producer, composer, and engineer. His personal sound is a fusion of funk, soul, R&B, smooth jazz, and urban jazz, all influenced by his West African and Jamaican roots. Samuel's broad experience includes live sound, live and studio recordings, studio production, musical compositions, songwriting, and arranging. His live engineering skills can be heard on recordings for some of the industry's top artists, including Eddie Bullen, Larnell Lewis, Israel and the New Breed, Fred Hammond, Travis Greene, and Kim Burrell. Samuel's stature as a well-known musician has afforded him the opportunity to play for artists including Eddie Bullen, Jully Black, Londa Larmond, Kardinal Offishall, Deborah Cox, Gary Beals, Dru, Donnell Leahy and Natalie MacMaster. He has graced the stage with artists such as CeCe Winans, Lenny LeBlanc, Black Eyed Peas, Jacksoul, Keisha Chanté, Chantal Kreviazuk. Beyond the spotlight, Samuel dons the hat of Musical Director, orchestrating noteworthy events, such as the SOCAN Music Awards and working with artists like Jully Black. March 2023 marked a milestone for Samuel with the release of his debut full-length album, *SaMantics*.

ANTHONY WRIGHT

ASSOCIATE MUSIC DIRECTOR
MUSIC



SDP CREDITS TO DATE *The Legacy Awards*

HOURS TRAINED 31

MENTOR/TRAINER Orin Isaacs

TRAINING SUMMARY

- Learned to read and follow show rundowns
- Interpreted creative and learned to produce music for content segments
- Learned to start and end band play-ons
- Learned to wrangle talent and handle artist requests
- How to keep all necessary departments on the same page musically

Anthony Wright has been surrounded by music his entire life. He got his start in the church, and, at 14, was playing with members of the Isley Brothers and Surface. At 16, he was the staff arranger for the Busch Gardens Starlight Orchestra. After extensive training, Anthony's arranging and composition skills, along with his proficiency in woodwinds, piano, and voice led him to become the youngest musical director for Carnival Cruise Lines. Anthony has produced work with BoB, Jadakiss, Flo Rida, and Christina Aguilera, among other major artists. He was recently featured as a musician and arranger on CTV's *The Launch*, working directly under Musical Director Orin Isaacs, was the musical director for the *Canadian Country Music Awards* (2020 and 2021), and worked under Isaacs on *The JUNO Awards* (2019 and 2021), *Canada's Walk of Fame* (2018 and 2019), *Canada's Got Talent* (2021 and 2022), and the 2022 *Legacy Awards*.



Skills Development Program Administrators:

HANNAH YOHANNES Skills Development Program Manager

MORGAN BLADES Director of Programming, The Black Academy

JORDAN RUDDER Manager, Production & Partnerships & Producer/Talent Producer, Insight Productions

SHANNON FARR VP & Executive Producer, Insight Productions

“I am profoundly grateful for the unwavering dedication of Hannah Yohannes, Jordan Rudder, Shannon Farr, Andre Williamson, and Shane LaTouche. Their exceptional work and guidance have been pivotal in making this program a resounding success, both on and off the screen. I wholeheartedly appreciate their commitment to genuinely championing the program's mission statement.”

KIANAH LÉCUYER | Production Coordination



HANNAH YOHANNES

SKILLS DEVELOPMENT PROGRAM MANAGER

Hannah Yohannes is a distinguished Eritrean director and screenwriter. *Home Away*, her critically acclaimed award-winning short film, earned widespread recognition and was featured on Issa Rae's *Short Film Sunday* series. Recently, Hannah directed *The Crown*, a captivating CFC film, in collaboration with the extraordinary composer Kaia Kater. Hannah is currently immersed in her upcoming project, *Little Dreams*, for which she is partnering with the phenomenal writer Chattrisse Dolabaille, and developing her new series, *Mutuals*. Hannah's influence extends beyond the silver screen: her passion for film education and community investment shines through as she mentors students in programs like Presenting Our Vision (POV). Additionally, she shares her rich Eritrean heritage through engaging narratives with Passages Canada, embodying a multifaceted commitment to both filmmaking and community empowerment.



MORGAN BLADES

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.



JORDAN RUDDER

MANAGER, PRODUCTION & PARTNERSHIPS & PRODUCER/ TALENT PRODUCER, INSIGHT PRODUCTIONS

Jordan Rudder is equally passionate about inspired storytelling and creating meaningful, inclusive, diverse content. She began her career at Insight Productions 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 chosen to be one of five participants in the Realscreen Pathways Mentorship Program. Paired with an industry mentor, she attended the 2023 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. In addition to talent-producing *The Legacy Awards* and administering the Skills Development Program, Jordan also served as a mentor for Esinam Kosi Agamah and Makayla Campbell in the Producing Stream.



SHANNON FARR

VP & EXECUTIVE PRODUCER, INSIGHT PRODUCTIONS

In her role at Insight Productions, Shannon combines creativity with keen business acumen. In 2015, she launched the company's Los Angeles office, where she is responsible for its infrastructure and daily operations, along with helping to plan, strategize and implement overall US creative and business development. Shannon works in both scripted and unscripted production, and is the driving force behind the creation, development, financing, and production of a slate of original projects for the US, Canadian, and international markets. For ABC Family and Global Television, she co-created and produced the prime-time drama series *Falcon Beach*, which has been sold to more than 115 territories. The series earned Shannon a Gemini nomination for Best Cross Platform Project. Other credits include CTV's comedy special *A Russell Peters' Christmas*; *Sabbatical* for CTV; *The Jon Dore Television Show* for the Comedy Network and IFC; Bell Media's first digital original, *Joke or Choke*; *But I'm Chris Jericho!* for CBC; *LOL: Laugh Out Loud Canada* for Amazon; and *The Legacy Awards* for CBC. In addition to overseeing the Skills Development Program and executive producing *The Legacy Awards*, Shannon also served as a mentor for Makayla Campbell in the Producing Stream.



FATUMA ADAR
WRITING



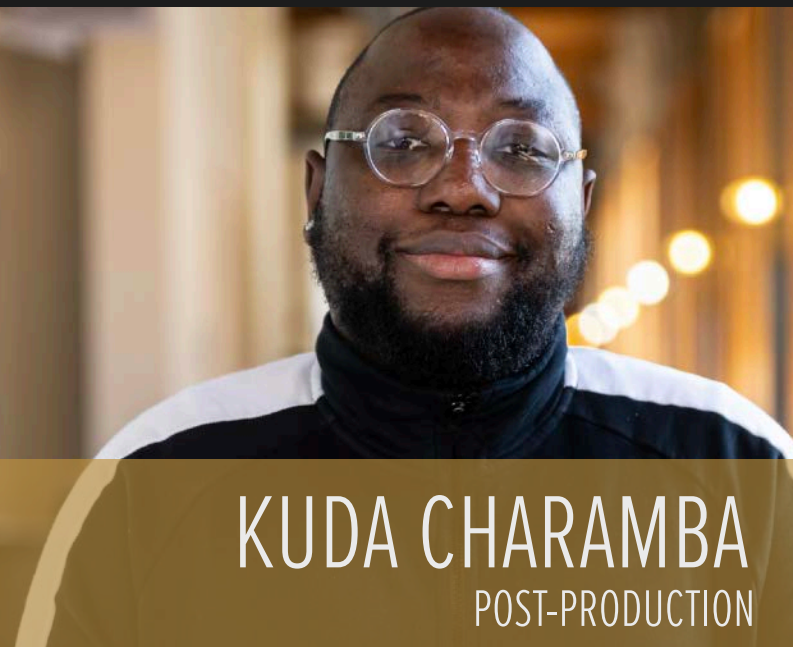
Photo by: Gerard Richardson

Fatuma Adar is a Somali-Canadian writer based in Toronto. She was long-listed for the CBC's Creative Nonfiction Prize and profiled in *Up Close: Young Black Women Making Canada Better*. In 2017, she joined the third cohort of the Bars Workshop at the Public Theater in New York City. Her work has been featured in the *Toronto Star*, *The Globe and Mail*, *Maclean's*, and *Black Writers Matter*, an anthology published by the University of Regina Press. She is developing a new musical called *Dixon Road* with support from the Ontario Arts Council, the Toronto Arts Council, the Obsidian Theatre, and the Musical Stage Company. Fatuma is also creating a one-woman musical comedy show in which she melodically explores the pressures of being a “model minority.”



DINU CEBZAN
CAMERA

A production professional, Dinu Cebzan is detail-oriented and hard-working, and an extremely quick learner. Sociable and approachable, he enjoys being around people and solving problems. Dinu loves maximizing his skills and talents to advance technologies used in content production. Having been exposed to it since childhood, television and film production brings joy to Dinu's life. There is nothing better for him than being part of a production team and witnessing a project evolve from idea to reality, not to mention experiencing the adrenaline rush of live production. Dinu has a passion for technology, constantly pushing its limits, learning, and discovering better ways to achieve production goals.



KUDA CHARAMBA
POST-PRODUCTION

Photo by: Gerard Richardson

Kuda Charamba is a freelance video editor with more than five years of experience in the post production industry. Mainly working in the non-scripted world, his consistency as an assistant editor has proven him to be reliable in the industry. Kuda holds an advanced diploma in television broadcasting from Niagara Community College.



MAZIN ELSADIG
WRITING

Mazin Elsadig is a multi-hyphenate artist stemming from the world of acting appearing in such series as *The Beaverton* (CTV), *Four In The Morning* (CBC) and *Degrassi: The Next Generation* (CTV). He started BAMN Productions where he wrote and produced several projects including three of Drake's music videos and the six-part YouTube comedy series *We Are Disorderly* where he was creator, executive producer, writer and lead. He recently graduated from the Canadian Film Centre and was in the room on the second season of *Pretty Hard Cases* (CBC/Cameron Pictures).



Photo by: Gerard Richardson

Jemeni G embodies the essence of a visionary storyteller, a beacon of inspiration in the realm of broadcasting and literature. With a remarkable 20-year journey as an acclaimed writer and radio broadcaster, her impact transcends boundaries. Renowned for her compelling narratives, she has earned accolades as an award-winning figure in her field. As a modern-day storyteller, Jemeni G breathes life into Toronto's tales, weaving them into the fabric of society through stage performances, literary creations, and captivating radio broadcasts. Her passion for storytelling is boundless and it resonates with audiences far and wide, captivating hearts and minds alike. Over the airwaves and on paper, she crafts narratives that resonate deeply, leaving an indelible mark on the cultural landscape. Jemeni G's dedication to amplifying the voices of her community and sharing their stories serves as a testament to the power of storytelling in connecting people. Her journey stands as an empowering testament to the potency of perseverance, creativity, and the art of storytelling.



Orin Isaacs is a 30-year veteran of the Canadian music scene. He has produced JUNO award-winning, gold & platinum selling albums, and has been an in demand TV/Film Musical Director and composer for the last 20 years. Currently he's the composer for two of the biggest shows on Canadian TV – *The Amazing Race Canada* and *Big Brother Canada*. He has also been the composer/musical director for *Last One Laughing Canada*, *Canada's Got Talent*, *Canada's Ultimate Challenge*, *The JUNO Awards*, *Battle of the Generations*, *I Have Nothing*, *The Canadian Screen Awards*, *The Legacy Awards*, *The Launch*, *Battle of the Blades*, *Canada's Walk Of Fame*, *Intervention Canada*, *Stronger Together*, *I Do Redo*, *Undercover Boss Canada*, *Chopped Canada*, *Top Chef Canada*, *Wall of Chefs*, *Wall of Bakers*, *Ice Road Truckers*, *Storage Wars*, *2002/2006 Olympic Winter Games*, *2015 PanAm Games*, and *2018 Warrior Games*. His film and TV movie work includes *Song & Story: Amazing Grace* (Harpo/OWN); *Breaking Brooklyn* (Lionsgate), *Mr. Jane & Finch* (CBC), *Cool Black North* (Rogers), *Shinny* (NFB), and *Flemington Park* (NFB).



MUZAFAR MALIK
POST-PRODUCTION

Photo by: Gerard Richardson

Muzafar Malik has been a Toronto-based producer since 2010, when he produced his first film, *Webdultery*, which is available in Canada, the US, Australia, and Japan. Since then, he has been in development with two other feature films, *Bad Paper* and *Abscoda*; the television series *Tramp*, 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*, and with the CBC on *For the Culture*. In the advertising sector, Muzafar has worked as a post-producer with Outsider Editorial, Married with Giants, Recess Post, Wingman 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.



DOUG McCLEMENT
AUDIO

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 into location multi-track recording full time, as LiveWireRemote Recorders. Doug has engineered more than 4,000 music remotes and has been nominated for 15 Geminis/CSAs, and has won five times. He has recorded dozens of international artists, including U2, AC/DC, Céline Dion, Oscar Peterson, Ozzy Osbourne, Stevie Ray Vaughan, 50 Cent, The Rolling Stones, Melissa Etheridge, and Joni Mitchell. Doug has provided the music mix for *The JUNO Awards* and 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, Kuwait, and the United States. 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.



ERICA McMASTER
PRODUCTION COORDINATION

Erica McMaster is a seasoned freelance professional with more than 25 years of experience in hospitality and television production, spanning roles from bar management to event coordination. In 2017, she returned to TV after a 10-year hiatus and has since been fortunate to work on several award-winning live productions with various production companies as an associate producer and production coordinator. Her role involves handling logistics and adapting to diverse tasks efficiently. She excels in organizing and thrives in high-stress, fast-paced environments, thanks to her background in hospitality. She cherishes the relationships she has built with countless crew members and takes pride in her continuing learning journey. Beyond logistics, she relishes the process of bringing productions to life and loves the (literal) heavy lifting that's involved.



SHERALI NAJAK
DIRECTING

Sherali Najak is a live multi-camera director, producer, and executive producer, celebrated for his exceptional contributions to the world of live entertainment and sports broadcasting. With an impressive 25-year tenure at *Hockey Night in Canada*, Sherali has directed and produced captivating live events, earning worldwide acclaim for producing nearly 20 Stanley Cup finals and directing Wayne Gretzky's final game. Despite his executive producer role, Sherali is from the trenches and is dedicated to the grind of learning something new on every production. His mastery extends beyond sports, and he has left his directorial imprint on occasions from *The Legacy Awards* (2022 and 2023) to the Hockey Hall of Fame's induction ceremony, live New Year's Eve concerts, *Battle of the Blades*, and the world feed for the National Day of Truth and Reconciliation. Sherali's expertise lies in seamlessly directing multi-camera entertainment specials, infusing unique artistry into each production. Collaborating with producers, technicians, and choreographers, he elevates the visual and narrative impact, ensuring that the nuance of storytelling through imagery is captured in every frame. An advocate for nurturing talent, he believes in empowering others to reach their full strut. Recognized with multiple Gemini and Canadian Screen Awards, Sherali's ability to orchestrate live multi-camera productions has set a standard for industry excellence.



TARA OCANSEY
WARDROBE

Tara Ocansey is a dynamic wardrobe stylist with more than seven years of experience. With a background in visual merchandising and education in fashion management and fashion/apparel design, she has carved a niche in TV production. Through fruitful collaborations and continuous research, Tara has expanded her client base and deepened her industry knowledge. Notable achievements include styling for Brandon Gonez and various Canadian productions, and assisting in music video styling for Drake and Future alongside key stylist Caitlin Wright. Tara's entrepreneurial spirit led her to establish Okator Inc., where she introduced the Oveil, a luxury make-up face cover that has gained attention from celebrities and beauty professionals. Tara is committed to mentoring and empowering aspiring stylists in the media industry, cementing her status as a powerhouse in the field.



TANISHA SCOTT
DIRECTING

For Tanisha Scott, what began as a childhood dream of dancing on big stages has evolved into much more. With almost two decades of culture-defining choreography under her belt, Scott has earned a stellar reputation as the “go-to” person for the biggest names and projects in the entertainment industry, working as a choreographer, creative director, and artist-development expert. Since her first choreography credit on Sean Paul’s *Gimme the Light* in 2002, she has built a thriving career, creating and orchestrating dance and performance movement for Paul, as well as Rihanna, Drake, and Cardi B, to name a few. Often referred by trusted peers and clients, she has also lent her expertise to acts such as Coldplay, Beyoncé, Whitney Houston, Alicia Keys, the Jonas Brothers, Will Smith, Pharrell, Katy Perry, Mariah Carey, Britney Spears, Lil Nas X, Jay-Z, J Balvin, Bruno Mars, Wizkid, Dua Lipa, and Jennifer Lopez. Not to be contained, Scott’s movement mastery has expanded beyond the dance industry to the world of film and television, where she has worked with esteemed directors including Spike Jonze, Jodie Foster, Noam Murro, Lance Acord, F. Gary Gray, and Jason Moore. From music videos and live stage performances to movies, TV shows, and commercials, Scott continues to leave an indelible mark on the world as a storyteller and a vessel for artistic expression through movement.



RYAN SHAW
CAMERA

Ryan Shaw is a distinguished director of photography, recognized for his exceptional contributions to the television industry. Renowned for his stellar camera work and creative vision, Ryan has left an indelible mark on the realm of visual storytelling. His impressive portfolio includes groundbreaking projects such as *The Amazing Race Canada* (2013), where his adept cinematography captured the essence of the thrilling competition, and *Fire Masters* (2019), where his skillful handling of visuals added depth to the fiery culinary spectacle. With a career defined by a keen eye for detail and an innate understanding of visual narratives, Ryan has solidified his reputation as a sought-after talent in the field of cinematography. His noteworthy contributions to the long-running series *The Amazing Race* (2001) further underscore his prowess in capturing the essence of global adventures through the lens. Ryan's dedication to his craft continues to captivate audiences, earning him acclaim and admiration within the industry.



HARBINDER SINGH
DIRECTING

Harbinder Singh is a multi-camera television director/producer with more than 20 years of television production experience. He has gained immense knowledge and experience from working on some of Canada's biggest television shows. Through working on everything from daily live lifestyle shows to Olympic Sports and e-sport television, his vision, passion, and dedication has allowed him to create amazing content. Hard-working, dedicated, and passionate are three words that describe him every day. He is constantly aiming to achieve the most appropriate and most creative approach to create the best possible content. Harbinder delivers the three genres of entertainment, sports, and network news directing in one package. His experience in live music, lifestyle, sports, and news makes him a complete director for any project, and his visual and directing styles bring a cinematic approach to all his projects.



IAN STEAMAN
WRITING

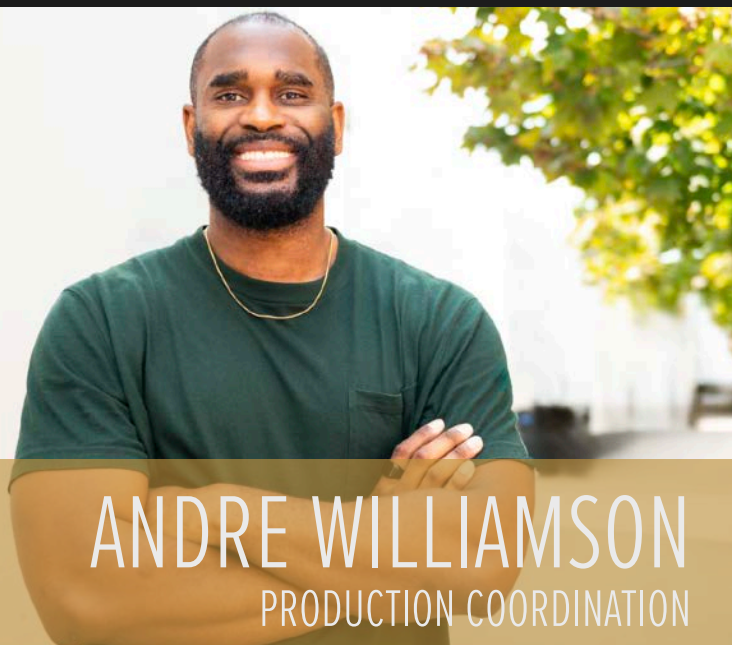
Ian Steaman is a reformed music industry executive-turned-award-winning screenwriter who has worked with many chart-topping and critically acclaimed artists—from De La Soul, Queen Latifah, and Naughty by Nature to Kelis, Big Boi of Outkast, and T-Pain—while working at record labels in New York City. In the past year, Ian has completed stints in the writers’ rooms for the marbledmedia-linked shows *The Parker Andersons* and *Amelia Parker* as Story Editor, as Junior Story Editor on CBC’s *Pretty Hard Cases* and as Executive Story Editor on *Take Note*, a brand-new family half-hour show being produced for NBC’s Peacock TV. Most recently, Ian has developed his own workplace comedy, *Deadstock*, in conjunction with CBC Television. He is also working on *Trap City*, an hour-long character drama that began its life while he was a resident at the Canadian Film Centre in 2019, and *Shine*, a drama set in the world of the Toronto hip-hop industry. A prior participant in the CORUS Writers Apprenticeship program and winner of the 2020 Telefilm New Voices Award at the Toronto Screenwriting Conference, Ian was also selected to be part of the 2021 Netflix-BANFF Diversity of Voices initiative.



ADRIAN STERLING
AUDIO

Photo by: Gerard Richardson

A luminary in the realm of audio innovation, Adrian Sterling ignited his fervour for sound in the hallowed hall of a church, harmonizing music while mastering the intricacies of sound engineering. From those formative beginnings, he ventured into live music, orchestrating seamless mixes for burgeoning musicians across a variety of venues. After a brief detour into the world of computer programming, Adrian gravitated back to his sonic calling, refining his craft at the esteemed Harris Institute. A virtuoso freelancer, his indelible touch has graced the works of acclaimed artists, resonating over the airwaves of CBC and MuchMusic. His tenure at PA Plus/Solotech honed his expertise, paving the path to his recent mantle as Ontario Sales and Technical Support Manager at GerrAudio, which commenced in December 2021. With more than two decades of unparalleled experience in commercial AV, broadcast, TV, and film production, Adrian possesses an unrivalled mastery of audio and communications technology.



ANDRE WILLIAMSON
PRODUCTION COORDINATION

Photo by: Gerard Richardson

Andre Williamson is an accomplished senior creative producer, renowned for his ability to conceptualize and produce compelling digital content that leaves a lasting impact for esteemed global brands, studios, and networks. His career is a testament to innovation and drive, blending extensive experience across the realms of television, agency, studio, and in-house production. His expertise lies in guiding client collaborations and steering creative teams from inception to execution, and crafting digital commercials, branded content, and visually captivating product/lifestyle photoshoots. Andre's focus remains steadfastly on developing original programming that resonates deeply with audiences. In addition to line-producing The Legacy Awards, Andre mentored Kianah Lécuyer in the Production Coordination Stream.

SINCERE THANKS TO ALL OF
THE SKILLS DEVELOPMENT PROGRAM FUNDERS AND PARTNERS
FOR THEIR SUPPORT OF THE 2023 PROGRAM.



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To realize these monumental 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-manages 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*, *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.



THE BLACK ACADEMY

The Black Academy is a national, year-round Canadian organization that operates at the intersection of Black popular culture and social justice. The goals of The Black Academy are to showcase Black excellence and to share those achievements with all of Canada; to establish new spaces for Black Canadians to celebrate and network; and to kickstart and accelerate careers through training and knowledge-sharing. Across all our initiatives, we inspire young people and generations to come. Co-founded by actors, producers, and Scarborough-born brothers Shamier Anderson and Stephan James, The Black Academy is born out of a longstanding commitment to their community and is dedicated to dismantling systemic racism in Canada. Legacy Award recipients are decided upon by *The Legacy Awards'* Advisory Committee composed of The Black Academy and industry specialists in music, film, TV, and pop culture. Established in 2020, The Black Academy is based in Toronto and is a division of the not-for-profit B.L.A.C.K. Canada. <https://blackisnow.com>; Instagram: @BLACKISNOWCANADA

THE
BLACK
ACADEMY

SKILLS DEVELOPMENT
PROGRAM



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