



*The Black Academy's
Skills Development Program*

Impact Report

2024 - 25

SKILLS DEVELOPMENT PROGRAM Funding & Training Partners

Without the generous funding and expertise from our sponsors, partners, funders, administrators, mentors, and trainers, the Skills Development Program would not be possible.

Thank you.



Contents

Message from the Co-Founders	5
About The Black Academy & Insight Productions	6
Program Overview	8
About The Legacy Awards	10
2024 Cohort	12
Program Objectives	13
Program Results	14
Participants	19
Trainers & Mentors	32
Program Administrators	34
The Black Academy Partners	38

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The Skills Development Program was literally a life-changing experience. This program is making a real difference and transforming the landscape of film and television for the better. I am grateful and honoured to have been a participant.

PAUL (PABLO) JOSEPH | AUDIO STREAM

”



“

Being able to work in an environment where everyone genuinely recognized and appreciated each other's value and skills was an unforgettable experience.

CHANTAL LE HUNTE | PRODUCING STREAM

MESSAGE FROM THE Co-Founders

When The Black Academy first contemplated an award show, we envisioned a platform to celebrate and share the achievements of Black Canadians with the entire country. We imagined a major, nationally televised, glamorous production that took seriously its mission to uplift and connect our community and amplify our accomplishments in the arts, entertainment, and sports. And through our incredible collaboration with Insight Productions, CBC, and our funding partners, *The Legacy Awards* was born.

But more importantly, we understood that to make sustained, profound change in our industry, we had to commit to developing Black Canadian talent and increasing the number of skilled Black Canadians working in the screen industry. We envisioned a behind-the-scenes crew that was almost entirely Black and knew that *The Legacy Awards* could provide a fertile training ground for a new generation of Black Canadian producers, writers, editors, directors, and more.

As we near the end of the third iteration of The Skills Development Program, 40 participants have received more than 10,000 hours of training – a huge milestone for the program. In another milestone, participants have received Canadian Screen Award nominations for their work on *The Legacy Awards*. It's truly remarkable what the program and the participants have accomplished in such a short time. It speaks to both their talent and ambitions, and to the need for the program.

Each year the participants have requested more opportunities to connect with each other and with potential employers and each year we've responded with more networking events and ancillary sessions. Our ability to better meet the needs of the participants is dependent on support from our sponsors and partners, and we want to sincerely thank the organizations that generously backed the program while we look to find more like-minded companies to join this exceptionally important initiative.

Warmest regards,



Shamier Anderson



Stephan James

ABOUT The Black Academy

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 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. Gail Case serves as its Executive Director. 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://blackacademy.ca>; Instagram: [@BLACKISNOWCANADA](https://www.instagram.com/@BLACKISNOWCANADA)

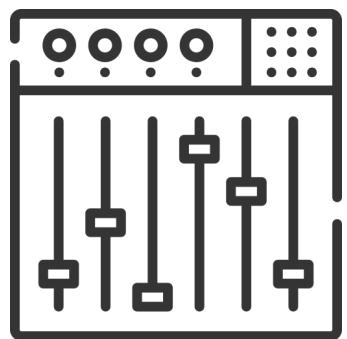
ABOUT Insight Productions



Insight Productions is Canada's most established content producer, known for its award-winning ratings juggernauts and many of the country's biggest award shows and music specials. Headed by John Brunton, Insight is an industry leader in the development, financing, and production of both scripted and unscripted hit programming. John Brunton, Lindsay Cox, and Shannon Farr serve as executive producers on *The Legacy Awards* alongside Jordan Rudder who serves as Producer/Talent Producer. Programming highlights include *Stronger Together/Tous Ensemble*, *The JUNO Awards*, *The Canadian Screen Awards*, *The Amazing Race Canada*, *Big Brother Canada*, and *Canada's New Year's Eve Countdown*. In 2016, Insight produced *The Tragically Hip: A National Celebration* for CBC, a live concert special seen by one in three Canadians. Insight Productions was founded in 1979 and has since created thousands of hours of ground-breaking content. <https://insighttv.com>

PROGRAM Overview

6 STREAMS



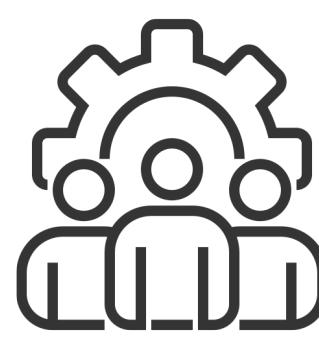
Audio



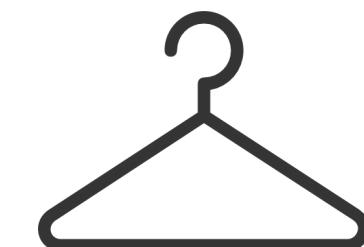
Post-Production



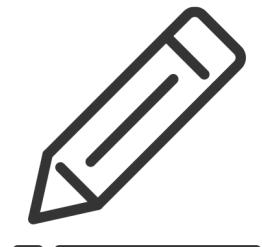
Producing



Production Management



Wardrobe



Writing

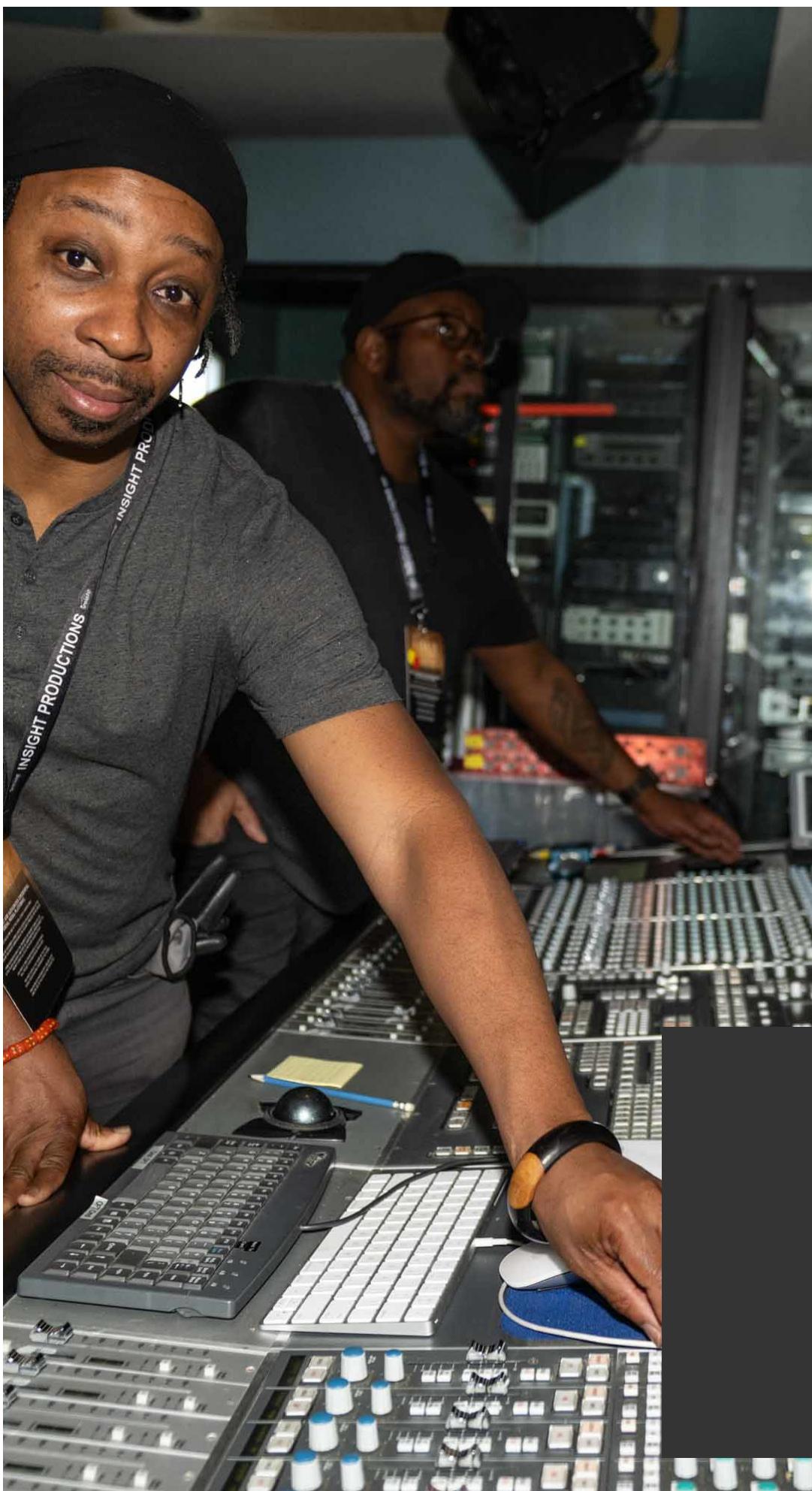


Photo Credit: Gerard Richardson

The Black Academy Skills Development Program, created and administered by The Black Academy and Insight Productions, is an unparalleled training experience designed to increase the number of Black Canadians employed in the screen industry by fostering the participants' professional growth.

The Skills Development Program is distinguished by its unique combination of real-world experiences, bespoke training, and salaried positions. Participants receive intensive and immersive training that is 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.

“

This program has been the best opportunity I've had in my career thus far.

FIYIN COKER | POST-PRODUCTION STREAM

“

The Black Academy's Skills Development Program is an amazing opportunity to learn from some of the best while working in a high level, professional environment.

LIAM MYRIE | AUDIO STREAM

”

Skills Development Program Participants are primarily employed on The Legacy Awards which provides a rich training ground and enables them to bolster their résumés with new skills, experiences, networks, and screen credits.



Photo Credit: Gerard Richardson



2 CSA NOMINATIONS FOR SDP PARTICIPANTS:



Milca Kuflu
(SDP 2022)



Grace May Gilbert-Walters
(SDP 2023)



Makayla Campbell
(SDP 2023)

2024 Canadian Screen Award nomination for Best Writing, Variety, or Sketch Comedy:

Makayla Campbell (SDP 2023), Milca Kuflu (SDP 2022), and Grace May Gilbert-Walters (SDP 2023) for the 2023 edition of *The Legacy Awards*

2023 Canadian Screen Award nomination for Best Writing, Variety, or Sketch Comedy:

Milca Kuflu (SDP 2022) on the 2022 show

1,100+
TRAINING HOURS
(2024)

11
PARTICIPANTS
(2024)

9
TRAINERS & MENTORS
(2024)

10,000+
TRAINING HOURS
(across three years)

40
PARTICIPANTS
(across three years)

ABOUT The Legacy Awards

The Legacy Awards is an annual, live award show airing on CBC and CBC Gem. The show highlights both established Black Canadian talent and rising stars in entertainment, sports, and culture. Unapologetically celebrating Black excellence, *The Legacy Awards* creates a unique and joyous space for Black communities to gather and share our accomplishments with all of Canada. The only nationally televised award show of its kind, *The Legacy Awards* has a reach of 477,000 viewers across Canada.

The Skills Development Program participants were primarily employed on *The Legacy Awards*, which provided them a rich training ground and enabled them to bolster their résumés with new skills, experiences, networks, and screen credits.

Hosted by the Adrian Holmes, the 2024 edition featured award recipients **Kardinal Offishall, Cameron Bailey, Weyni Mengesha, PARTYNEXTDOOR**, and Fan Choice winner **OT the OG**; performers **SadBoi with Smiley, d'bi. young, Neema Bickersteth, and Morgan-Paige Melbourne**; and an appreciation of Canada's 2024 Olympic gold medallists – hammer throw champion **Camryn Rogers** and the men's 4x100 metre relay team, **Aaron Brown, Andre De Grasse, Brendon Rodney, and Jerome Blake**. Presenters included Canada's Queen of R&B and 2023 Icon Award recipient, **Jully Black**; 2024 JUNO Award winner **Aqyila**; writer and broadcaster **Amanda Parris**; TV personality and choreographer **Hollywood Jade**; Olympic gold medallist **Bruny Surin**; celebrated filmmaker **Clement Virgo**, actor, writer, director, and producer **Ngozi Paul**, and world-champion hurdler **Perdita Felicien**.



Photos Credit: George Pimentel



The Legacy Awards, winner of the 2024 Canadian Screen Award for Best Live Entertainment Special, is a partnership between CBC, Insight Productions, The Black Academy, and Bay Mills Studios.



Photos Credit: George Pimentel

In addition to award recipients, performers, and presenters, the glitterati on this year's Black Carpet included:

Donovan Bailey, Andria Case, Amanda Brugel, Tracy Moore, Director X, Kayla Grey, MPP Dr. Jill Andrew, maxine bailey, George Sully, Elamin Abdelmahmoud, Joan Jenkinson, Shakura S'Aida, Haviah Mighty, Dwight Drummond, and many more.

The Black Carpet hosted **70+** journalists from **30** media outlets. Media coverage of *The Legacy Awards* reached nearly **450 million** people and had an advertising value equivalency of **\$4.1 million**. On social media, the show had a reach of **302K** with **850K** impressions.

Special thanks to:

CBC for their support in bringing *The Legacy Awards* to life. This groundbreaking collaboration with CBC has been instrumental in amplifying our vision. From production excellence to national attention, their dedication across our three-year partnership has elevated our mission and made a profound impact. We're incredibly appreciative of the support they have provided every step of the way.

2024 Cohort

Photos Credit: Gerard Richardson

Photos funded by **TELEFILM
CANADA**



lindsey addawoo
PRODUCING



Fola Babalola
PRODUCTION MANAGEMENT



Fiyin Coker
POST-PRODUCTION



Camille D'Andrade
POST-PRODUCTION



Lovey Reid Graham
PRODUCING



Howard Hamilton
POST-PRODUCTION



Paul (Pablo) Joseph
AUDIO



Chantal Le Hunte
PRODUCING



Liam Myrie
AUDIO



Yemie Sonuga
WRITING



Cassandra Yeboah
WARDROBE



Photo Credit: Sarah Del Angel

The overarching goal of the Skills Development Program is to increase the number of skilled Black Canadians working in the screen industry.

The Skills Development Program Objectives Are:

- 01** Train the participants in real-world scenarios in which they can acquire and expand on practical skills.
- 02** Create professional networking opportunities which the participants can access to increase their future employment prospects.
- 03** Immerse the participants in a majority Black crew on *The Legacy Awards* ensuring a sense of inclusivity and camaraderie.
- 04** Provide an extraordinary, nurturing environment and an atmosphere of collaboration in which Black talent can flourish and in which the participants can build a supportive community of like-minded colleagues.
- 05** Employ highly regarded mentors and trainers ensuring that the participants work with some of the best in the business.
- 06** Provide bespoke training to each individual participant that accounts for their unique career goals and previous industry experience.
- 07** Remain accessible to qualified participants by ensuring each is paid industry-standard wages.
- 08** Immerse the participants in large, experienced, professional crews including 115+ on *The Legacy Awards*.
- 09** Expose and promote the participants to the broader industry through PR initiatives, awards submissions, social media posts, media interviews, and the like.
- 10** Where possible, place the participants on additional Insight Productions such as *Canada's Ultimate Challenge* and *The Amazing Race Canada*.
- 11** Respond to participant requests for additions and modifications to the program, if possible.
- 12** Continue to provide supports for program alumni and connect alumni with current cohort.

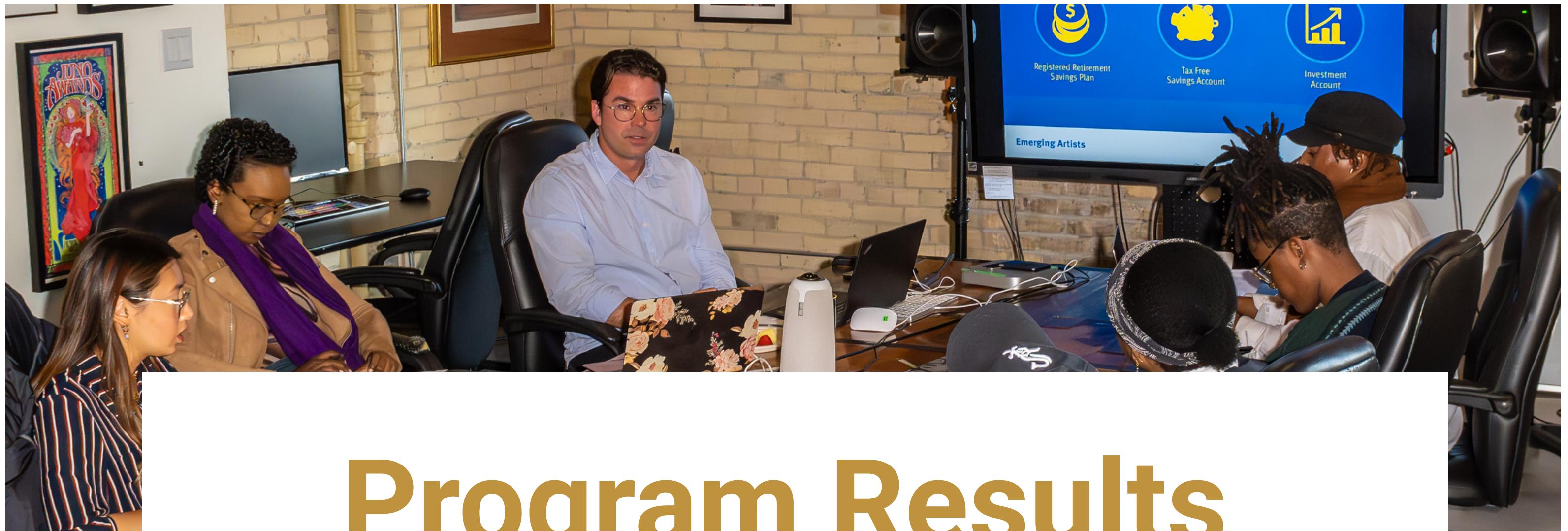
“
It provided room to learn and grow in a very forgiving environment which would be hard to find anywhere else in the industry. It also provided a strong sense of community.

FIYIN COKER | POST-PRODUCTION STREAM

“
The Skills Development Program was an incredible experience like no other. It was an honour and a privilege to work with such a unique, all-Black, highly skilled team.

LOVEY REID GRAHAM | PRODUCING STREAM

Photo Credit: Gerard Richardson

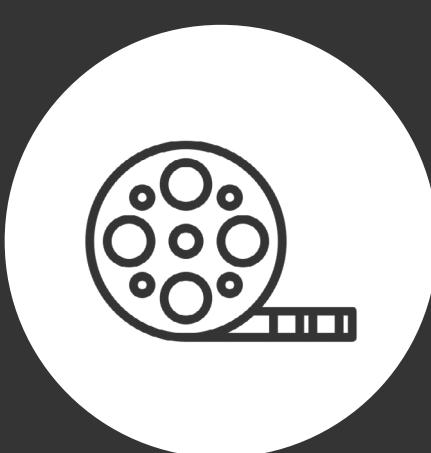


Program Results

Upon completion of the Skills Development Program, participants have gained:



- Hard skills and an average of 100 training hours each in their desired specialty.
- Screen credit(s) which can be included in their résumés, IMDb and LinkedIn pages, and social media channels, among others.
- A network of co-workers, colleagues, trainers, mentors, contacts, and alumni with whom they can connect during and after the program.
- Soft skills including communication, teamwork, and initiative.
- Meaningful connections with top industry professionals.



- Résumé building skills through a workshop conducted by Tanya Reynolds, Certified Leadership Coach at Ready Now Live Life Coaching Services.
- Employment at Insight Productions, Canada's most established production company, on world-class shows with top talent.
- At least one article ([Playback, January 9, 2025](#)) that highlights the participants and introduces them to the broader industry.
- Potential opportunities to continue their training on other Insight productions including Canada's *Ultimate Challenge* and Canada's most-watched series, *The Amazing Race Canada*.
- Exposure to various unions and guilds through an ancillary information session with the **DGC**, **WGC**, **NABET**, and **IASTE**.



- Award submissions and fees are managed on the participants' behalf where applicable.
- Exposure to CBC and Telefilm senior executives at 'Meet the Executives' sessions.
- Information regarding how to seek professional representation via a workshop conducted by Jennifer Irons - Founder & Literary Agent at META Talent Agency, Sohrab Merchant - Literary Agent at The Characters Talent Agency and Samantha Driscoll-Way - Agent at Jennifer Hollyer Agency.
- Increased financial literacy via a workshop conducted by experts from RBC.
- Specialized additional audio training from Solotech for the audio stream participants.

I would highly recommend the program for anyone looking to work in live television.

-
LINDSEY ADDAWOO
PRODUCING

OVERALL SATISFACTION
WITH THE PROGRAM

100%

SAY THEY WERE
SATISFIED OR VERY
SATISFIED



Photo Credit: Gerard Richardson

PARTICIPANT Feedback

The Skills Development Program cohort reported resoundingly positive feedback on this year's edition. In addition to regular, in-person check-ins scheduled throughout the training period, the participants also complete an in-depth survey upon completion of the program that is designed to elicit constructive criticism and uncover key learnings. Both quantifiable data points and qualitative, anecdotal feedback can be found across the next several pages of this report. Overwhelmingly, the participants found the program to be an exceptionally valuable and welcoming professional experience that set them up for future career success. In addition, the participants identified two areas for improvement: several participants, though not all, expressed a desire to see their training periods start earlier and for more comprehensive program orientation.

Some funds were received late into the program cycle preventing the administrators from launching the 2024 program earlier in the summer.

“
Thanks to this program, I was able to work on a reality show for a major network right out of school.

-
FIYIN COKER
POST-PRODUCTION

THE TRAINING I RECEIVED
WAS RELEVANT TO MY
CAREER GOALS

100%

SAID YES



“

Participating in this program has made me feel more confident in pursuing similar roles within the industry. I found myself in a welcoming environment that embraced my abilities and encouraged me to thrive with the skills I brought to the table.

CHANTAL LE HUNTE
PRODUCING



“

I only wish that more people knew about it.

PAUL (PABLO) JOSEPH
AUDIO

I WOULD RECOMMEND
THIS PROGRAM TO
OTHERS

100%

SAID YES

THE PROGRAM MET MY
EXPECTATIONS IN TERMS
OF SKILLS DEVELOPMENT

100%

SAID YES

“

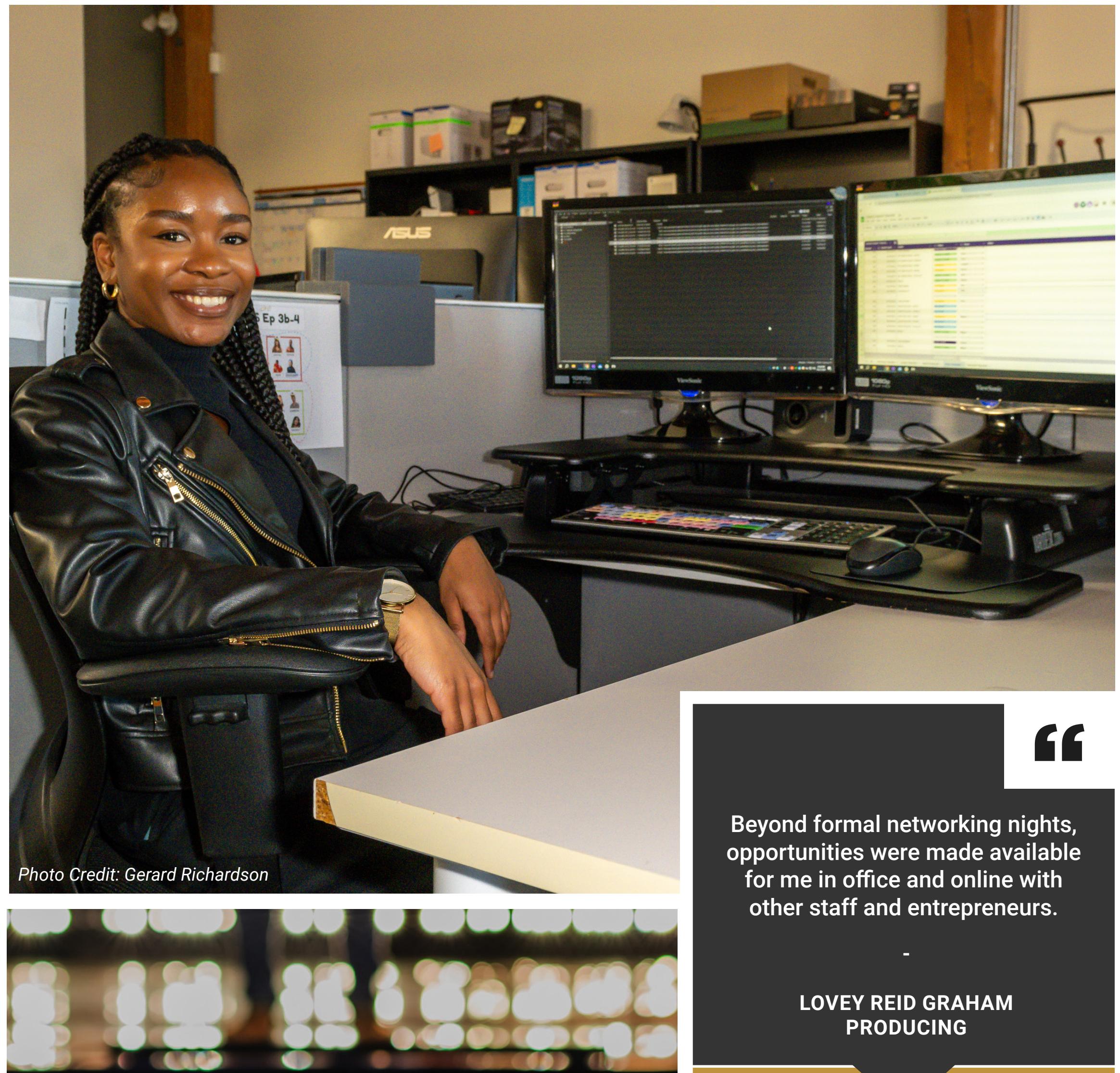
It was a joy having Adrian as a mentor. He's a wealth of knowledge, and truly a master of his craft.

LIAM MYRIE
AUDIO

I FELT SUPPORTED BY MY TRAINER

100%

SAID YES



“

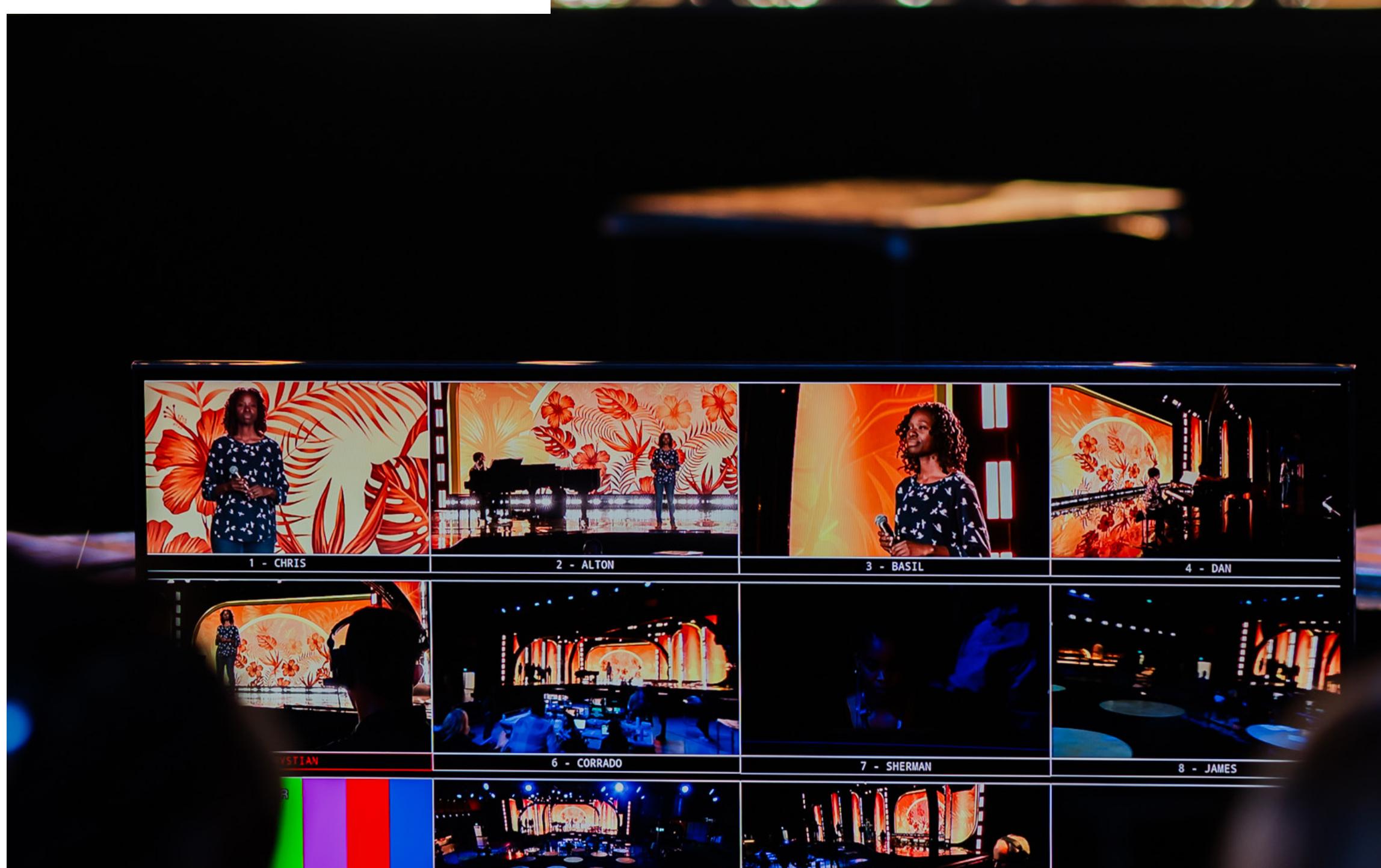
Beyond formal networking nights, opportunities were made available for me in office and online with other staff and entrepreneurs.

LOVEY REID GRAHAM
PRODUCING

MY TRAINER/MENTOR WAS KNOWLEDGEABLE IN THEIR AREA OF EXPERTISE

100%

SAID YES



I FOUND THE NETWORKING OPPORTUNITIES BENEFICIAL

100%

SAID YES

“

After partaking in several programs designed for emerging filmmakers, I was unsure I wanted to apply for yet another one. But I'm extremely glad I did. The Skills Development Program not only opens the door into the world of film and television for people like me, it also provides all the necessary training, support and connections to help us stay there.

FIYIN COKER
POST-PRODUCTION



Photos Credit: Gerard Richardson



Key Learnings:

- Overall, the program delivers exceptional results and has a very strong foundation which should be replicated in future editions.
- Some participants believe they would have benefitted from more training.
- Some participants believe they would have benefitted from a more comprehensive orientation period.

2024 Cohort Profiles

Photo Credit: Gerard Richardson



lindsey addawoo

Credits: *The Legacy Awards*

Jemeni G

MENTOR

12

HOURS TRAINED

Producing

STREAM

TRAINING SUMMARY

- Worked as part of the story producing team of 2024 *The Legacy Awards*
- Learned to develop and produce engaging stories for an award-winning show
- Attended narration sessions for paks

lindsey addawoo (she/her) is an award-winning writer from Toronto. Her work is largely in the realm of drama and genre and has screened at film festivals such as American Black Film Festival, Montreal Black Film Festival, and Reelworld Film Festival. Her first short film, *Queen of Hearts* (2018), won the 2017 Inside Out Film Festival BravoFACT pitch award. She co-wrote *Promise Me* (2020), a short film that won the Standout Short Film Writer Award at Reelworld Film Festival where she was also a Reelworld E20 participant. Her credits include *Street Legal* (CBC), *Coroner* (CBC), *Xavier Riddle and The Secret Museum* (PBS, 2024) and Director X's *Robyn Hood* (Corus).

She is an alumna of BIPOC TV & Film's inaugural Episodic Drama Writers' Lab (2021) and Showrunner Bootcamp (2022). lindsey participated in the 2022 Warner Bros. Discovery Access x Canadian Academy Writers Program and is a recent recipient of the Rogers-Black Screen Office (BSO) Script Development Fund. lindsey holds a BA in media production from Toronto Metropolitan University (PKA Ryerson University).

*I come from a scripted TV background, so working in the Skills Development Program on *The Legacy Awards* was a learning curve for me. The program helped sharpen my ability to develop stories for personalities rather than character or plot.*

Photo Credit: Gerard Richardson



Fola Babalola

Credits: *The Amazing Race Canada*

Sarah James

MENTOR

222

HOURS TRAINED

Production Management

STREAM

TRAINING SUMMARY

- Coordinated with the production team to manage daily schedules and ensure seamless communication between departments, contributing to on-time project execution.
- Supported logistical planning, including equipment setup, location preparation, and vendor coordination, to maintain operational efficiency during production phases.
- Assisted in budget tracking and resource allocation, ensuring alignment with project goals and minimizing unnecessary expenses.

Fola is an emerging producer and digital artist with a passion for creating stories across multiple media formats. She graduated from McMaster with a Bachelor of Commerce and from Humber College with a diploma in Film and Multiplatform Storytelling. Fola has worked on multiple series as a coordinator and producer including *The Legacy Awards*, *The Amazing Race Canada*, *Black Community Mixtapes*, and *Big Food Bucket List*.

She has participated in programs such as the OYA Emerging Filmmakers Program and Women in Film and Television Mentorship Program. Her previous work consists of stills, animated pieces, and storyboarding art for music videos, short films, and commercials.

Photo Credit: Gerard Richardson



Fiyin Coker

Credits: *The Legacy Awards; Canada's Ultimate Challenge*

Muzafar Malik & Charlotte Griffin

MENTORS

303.5

HOURS TRAINED

Post-Production

STREAM

TRAINING SUMMARY

- Learned to organize and assemble raw footage, maintain project timelines, and communicate effectively with the team
- Developed proficiency in utilizing multi-cam sequence editing and script sync
- Cut scenes for *Canada's Ultimate Challenge*

Fiyin Coker is an Assistant Editor with experience in post-production, having worked on diverse film projects and internships in Toronto, Canada. She enjoys the intricate process of transforming hours of raw footage into a cohesive narrative and is always eager to take on new challenges in storytelling. Her role as a Camera Intern for the Canadian Society of Cinematographers allowed her to engage with each stage of film production—from the rental house to the set, and finally, to the post-production facility. This hands-on experience, combined with her post-production Diploma from Humber College, has given her a deep appreciation for the collaborative nature of filmmaking.

Fiyin has also earned credits on Amazon Prime's upcoming series, *The Pradeeps of Pittsburgh* (2025), and Oya Media Group's short films *Tango* (2024) and *Going Home* (2024). Fiyin has also written and directed several short films, including *Solitude* (2021) which won First Prize in the Fictional Movie category at A Film Teens Fest.

“

I truly bonded with the other participants in the program and the mentors. There were several opportunities to connect with others such as the office BBQs, theme days, the Legacy Awards itself and the Skills Development Program Mixer.

”

Photo Credit: Gerard Richardson



Camille D'Andrade

Credits: *The Legacy Awards*

Muzafar Malik

MENTOR

28.25

HOURS TRAINED

Post-Production

STREAM

TRAINING SUMMARY

- Collaborated with the graphics team to design and integrate motion graphics for *The Legacy Awards* broadcast, ensuring alignment with the show's theme and style.
- Assisted in the editing process, optimizing graphics for seamless transitions and visual impact during live and post-production phases.
- Managed and organized digital assets to streamline workflow and maintain consistency across all visual elements featured in the program.

Cam D'Andrade is a versatile video editor with three years of experience in post-production, visual effects, and digital storytelling. With a strong foundation in video editing, motion graphics, and on-set production, Cam has honed a creative approach to multimedia that bridges technical expertise and artistic vision. Having contributed to projects ranging from commercials to short films, including a standout piece on basketball, Cam's collaborative approach and problem-solving abilities have been integral to bringing innovative content to life.

Outside of video production, Cam is exploring the world of 3D modelling and game design, self-teaching tools like Unreal Engine and Blender, to push the boundaries of their craft. Passionate about elevating diverse voices and fresh perspectives, Cam is eager to bring their technical skillset and creative insights to new and impactful projects.

Photo Credit: Gerard Richardson



Lovey Reid Graham

Credits: *The Legacy Awards; The Amazing Race Canada*

Jordan Rudder

MENTOR

169.75

HOURS TRAINED

Producing

STREAM

TRAINING SUMMARY

- Collaborated with talent, agents, and management for talent requirements including wardrobe, travel and script
- Worked hands-on with talent on *The Legacy Awards*
- Worked with the casting team on *The Amazing Race Canada*

Lovey is an enthusiastic and creative leader who regularly steps into various roles. She's a woman of many hats, from marketing and communications manager to production and talent coordinator. She's enthusiastic about transforming projects from a vision on paper into a thoughtful and impactful experience on screen. Lovey prioritizes community, mentorship, and kindness.

“

The program has really opened my eyes to how much I am actually capable of.

”

Photo Credit: Gerard Richardson

A professional headshot of Howard Hamilton, a Black man with short hair and a beard, wearing a dark blue button-down shirt and a gold patterned tie. He is smiling and looking directly at the camera.

Howard Hamilton
Credits: *The Legacy Awards*

Muzafar Malik
MENTOR

194.5
HOURS TRAINED

Post-Production
STREAM

TRAINING SUMMARY

- Learned the fundamental
- Honed AVID skills, Pro Tools and After Effects
- Trained in the technical and creative process of post-production

Based in the GTA, Howard Hamilton is an assistant editor and video editor. He has experience working in scripted and unscripted content and is a POV Film alumnus. Howard's work has been exhibited at the Art Gallery of Mississauga, St Lawrence Performing Arts Centre, Stella's Place: Get Reel Film Festival and TO Short Film Festival.

“

A valuable and much needed program.

”

Photo Credit: Gerard Richardson



Paul (Pablo) Joseph

Credits: *The Legacy Awards; unannounced Insight factual show*

Doug McClement

MENTOR

39.5

HOURS TRAINED

Audio

STREAM

TRAINING SUMMARY

- Enhanced skills in audio equipment set up and music mixing for rehearsal and live broadcast
- 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

Under the mentorship of seasoned professional Doug McClements, Pablo gained hands-on experience in audio production, enhancing his technical skills and understanding of the intricate processes that bring live events to life. With a strong work ethic and passion for storytelling through sound, Pablo is quickly establishing himself as a dedicated and skilled contributor.

The training was great! We skilled up and made some connections that could open up new opportunities.

Photo Credit: Gerard Richardson



Chantal Le Hunte

Credits: *The Legacy Awards*

Jemeni G
MENTOR

136
HOURS TRAINED

Producing
STREAM

TRAINING SUMMARY

- Worked as part of the story producing team for the 2024 *The Legacy Awards*
- Wrote the script for the Nominee paks and provided feedback on Tribute pak edits and other writer/story producing scripts
- Learned clearance process for footage/images
- Casting for non-Legacy show

Born and raised in the Caribbean, Chantal Le Hunte has always had a passion for story, using television as both an escape and a lens into the lives of others. She enrolled in the MFA Filmmaking program at the New York Film Academy where her love of filmmaking blossomed. She has gained experience working on a range of productions from Los Angeles and Accra to her home country Trinidad, using every opportunity to learn from and connect with various creatives.

Since immigrating to Canada, Chantal has held various production roles with recent producer credits on *Big Brother Canada* and *Family Feud Canada*. She values the importance of authentic representation of her communities on screen, with a goal to tell stories that make others laugh, cry, and everything in-between.

I enjoyed the program's hands-on approach which allowed me to quickly learn and apply new skills in a short amount of time.

Photo Credit: Gerard Richardson



Liam Myrie

Credits: *The Legacy Awards; unannounced Insight factual show*

Adrian Sterling

MENTOR

37.75

HOURS TRAINED

Audio

STREAM

TRAINING SUMMARY

- Learned about the responsibilities involved in crafting and fine-tuning an audio mix and delivering high quality sound output
- Responsible for mixing the audio from the host and presenters during rehearsal and live broadcast for *The Legacy Awards*

Liam Myrie has worked as a music producer, arranger, recording engineer, mix and mastering engineer, and pianist. He has collaborated with JUNO-nominated and award-winning artists as a keyboardist and music director. Liam has a Masters in Music Technology and Digital Media. From the age of six, Liam's passion for music was ignited through formal classical training, a journey that later saw him venture into the realms of jazz, gospel, and contemporary genres. His formative years within the church instilled in him a deep reverence for the transformative power of music. Recently, Liam recorded his debut single, "Skates," which blends jazz and gospel.

“

My mentor made sure he did all within his power to set me up to succeed and for that, I'm truly grateful.

”

Photo Credit: Gerard Richardson



Yemie Sonuga

Credits: *The Legacy Awards*

Mazin Elsadig, Jemeni G, Shannon Farr & Jordan Rudder
MENTORS

74
HOURS TRAINED

Writing
STREAM

TRAINING SUMMARY

- Learned to develop and produce engaging paks for live award show
- Worked as part of the writing team on *The Legacy Awards*, contributing to the storytelling of award recipient paks and overall show content
- Attended narration sessions for the Tribute paks

Yemie Sonuga has roots in Nigeria, Canada, and the United States. She holds a master's degree from the Royal Scottish Conservatoire and studied screenwriting at Juilliard. She last captivated Toronto audiences in the Mirvish production of "Harry Potter and the Cursed Child". Her Broadway and West End credits include "The Lion King," "Porgy & Bess," and "The Book of Mormon." She has appeared on stage in the original cast of "Ghost the Musical". On screen she has appeared in "Law & Order", "Jann", and "The Boys". Her portrayal of Ally Longergan in "Next Stop" was recognized by Indiewire magazine. 'Dear Carefree Black Girl', Yemie's first produced short, played seven international film festivals. Yemie is a Lead Talent for Headstrong Meditation by Equinox.

My time working on the Legacy Awards was the best job I've had to date.

Photo Credit: Gerard Richardson



Cassandra Yeboah

Credits: *The Legacy Awards*

Zannub Houssein

MENTOR

27.5

HOURS TRAINED

Wardrobe

STREAM

TRAINING SUMMARY

- Collaborated in styling and preparing on-screen talent, including Stephan James, to ensure wardrobe consistency and quality.
- Measured, fitted, and finalized wardrobe selections for camera readiness, contributing to seamless show preparation and execution.

Cassandra Yeboah is a 27-year-old Ghanaian-Canadian fashion stylist and designer with a passion for creating culturally inspired, innovative looks. With her experience in garment design, fashion styling, and social media marketing, she seamlessly blends her Ghanaian heritage with modern fashion trends. Through her brand AMONU, she brings her vision to life, highlighting her unique designs.

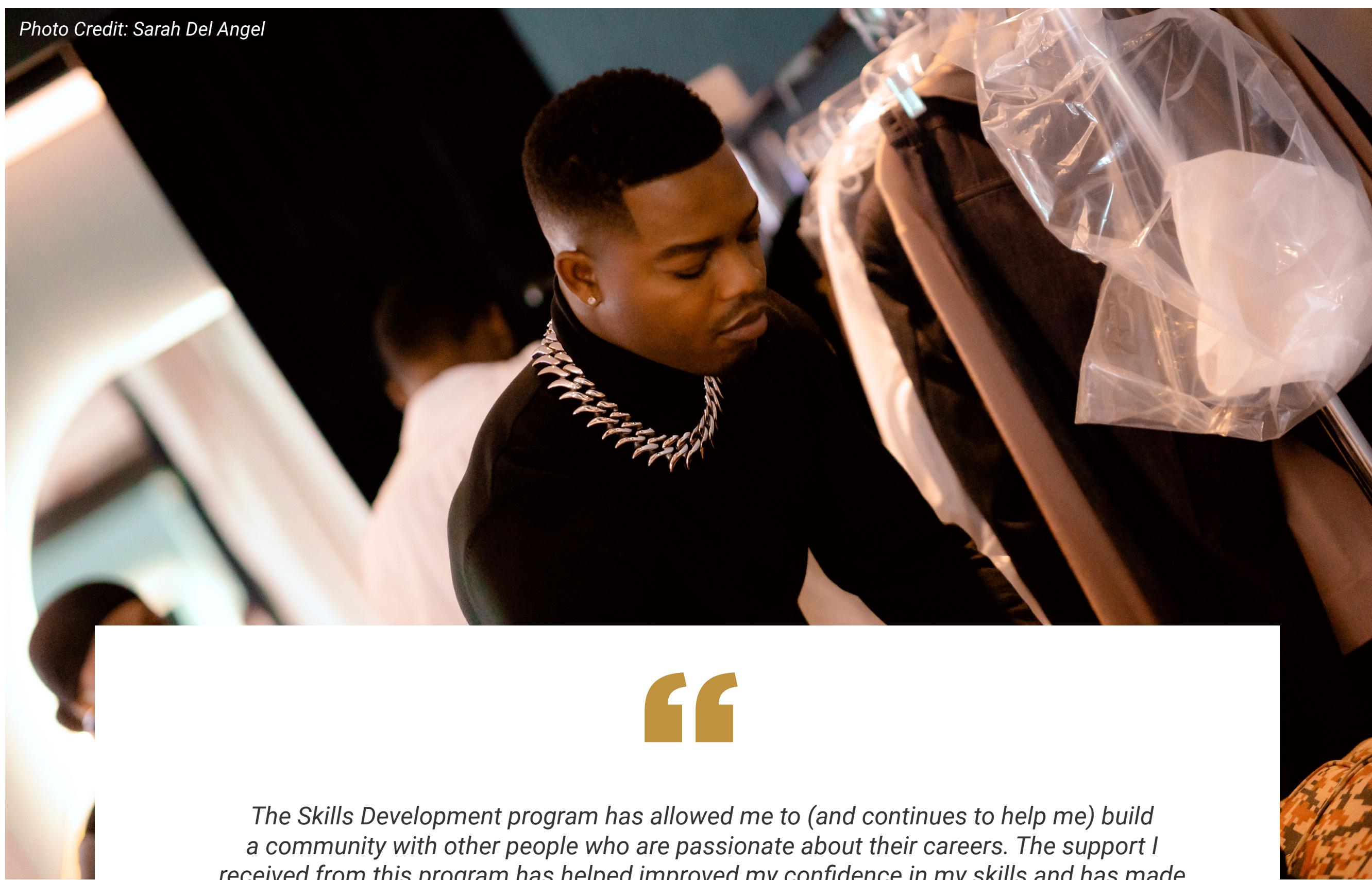
Having the support of everyone in the program made being there more comfortable.

“

There were days with challenging work, where I wasn't sure if I may have been going about something the right way, or if I'd be able to complete a task. Throughout the process the support and reinforcements were there for me to thrive and overcome challenges.

LOVEY REID GRAHAM | PRODUCING STREAM

”



“

The Skills Development program has allowed me to (and continues to help me) build a community with other people who are passionate about their careers. The support I received from this program has helped improved my confidence in my skills and has made me even more excited to pursue my career.

CASSANDRA YEBOAH | WARDROBE STREAM

TRAINERS & Mentors



Photo Credit: Gerard Richardson

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).



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.



Zannub Houssein | WARDROBE

Zannub Houssein is a costume/production designer and has worked in the fashion industry for more than 15 years. Over the past eight years, she's worked heavily in music and film work and loves to contribute to storytelling by seamlessly intertwining production design and costume. Zannub has worked across a variety of formats from music videos, award shows, and performances, to feature films, commercials, and more.

She has also worked in the fashion retail space for 15 years and has worked with world-renowned fashion houses including Louis Vuitton and celebrities such as Wondagurl, Drake, Future, DJ Khalid, and many more. Her mission is to create a fashion community in Toronto that showcases the city to the world.



Sarah James | PRODUCTION MANAGEMENT

Sarah emigrated to Canada with her family from London, UK when she was 11. She has risen through the ranks of the production department from PA to Supervising Producer and spent eight years in Los Angeles. She likes to think of herself as a production fixer – sort of like Mary Poppins without the umbrella. It's her mission to deliver every production on time, and under budget, with no tears. She is committed to creating compassionate, collaborative, inclusive and diverse production crews; in safe, respectful, and FUN working environments. Sarah's credits include: *The Amazing Race Canada*: season 1 to present season 11; *Truth or Dare* on the Road and in Bed with Madonna; *Beverly Hills 90210* (the original); *Wall of Chefs*, and *Intervention Canada*.



Photo Credit: Gerard Richardson

Jemeni G | WRITING/PRODUCING

Jemeni is a broadcaster, writer, activist, singer, actor, and community worker with more than 20 years of broadcast experience. She was born in Grenada and worked at gr's radio station CKLN. She has also served as a music critic on MuchMusic.

Jemeni has won the Caribbean Women of Excellence Award, the Warning Award, the Tara Award, and the Canadian Urban Music award. She defended Nalo Hopkinson's novel *Brown Girl in the Ring* for the prestigious CBC Canada Reads book competition in February 2008. In 2022, she and Mark Strong joined Toronto radio station CFPT-FM as cohosts of the morning show. Jemeni is also a host of CBC Music's national R&B-focused radio series Marvin's Room.



Photo Credit: Gerard Richardson

Muzafar Malik | POST-PRODUCTION

Muzafar Malik has more than 20 years of experience in production and expertise in producing and directing content and events, in addition to cinematography and editing. Muzafar has the production contacts to provide full on-set capabilities or post-production services. He is a proven team leader and has successfully delivered many different types of projects and worked with a variety of stakeholders from large global enterprises to small mid-market start-ups. His clients and projects have included EY Entrepreneur of The Year Awards (Canada and the US), Canadian Marketing Association, the Toronto Stock Exchange, National Magazine Awards, SOCAN Awards, and the Canadian General Council Awards. He is also the Co-Founder of Split the Difference Productions and have produced the award-winning feature film, *Webdulter*, currently available on VOD in Canada, US, and internationally.



Photo Credit: Gerard Richardson

Adrian Sterling | AUDIO

In addition to *The Legacy Awards*, Adrian Sterling is known for his work on many specials and award shows including *FreeUp! Emancipation Day* (2021), *At the Concert Hall*, (2008), *Comedy Night with Rick Mercer* (2022), the *MuchMusic Video Awards* (MMVAs), the *Scotiabank Giller Prize*, and the *Genie Awards*. His tenure at PA Plus/Solotech honed his expertise, paving the path to recent work 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.

PROGRAM Administrators



Photo Credit: Gerard Richardson

Hannah Yohannes SKILLS DEVELOPMENT PROGRAM MANAGER

Hannah Yohannes is an 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 composer Kaia Kater. Hannah is currently immersed in her upcoming project, *Little Dreams*, for which she is partnering with Chattrisse Dolabaille, and developing her new series, *Mutuals*. Hannah's influence extends beyond the 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.

Shannon Farr VP & EXECUTIVE PRODUCER, INSIGHT PRODUCTIONS & MENTOR

At Insight Productions, Shannon combines creativity with keen business acumen and works across both scripted and unscripted productions. She is the driving force behind the creation, development, financing, and production of a slate of original projects for the US, Canadian, and international markets. On *The Legacy Awards*, she serves as an executive producer and oversees the Skills Development Program in addition to mentoring Yemie Sonuga. In 2015, she launched the company's Los Angeles office. She currently divides her time between the US and Canada and helps plan, strategize, and implement overall US creative and business development. 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. 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.

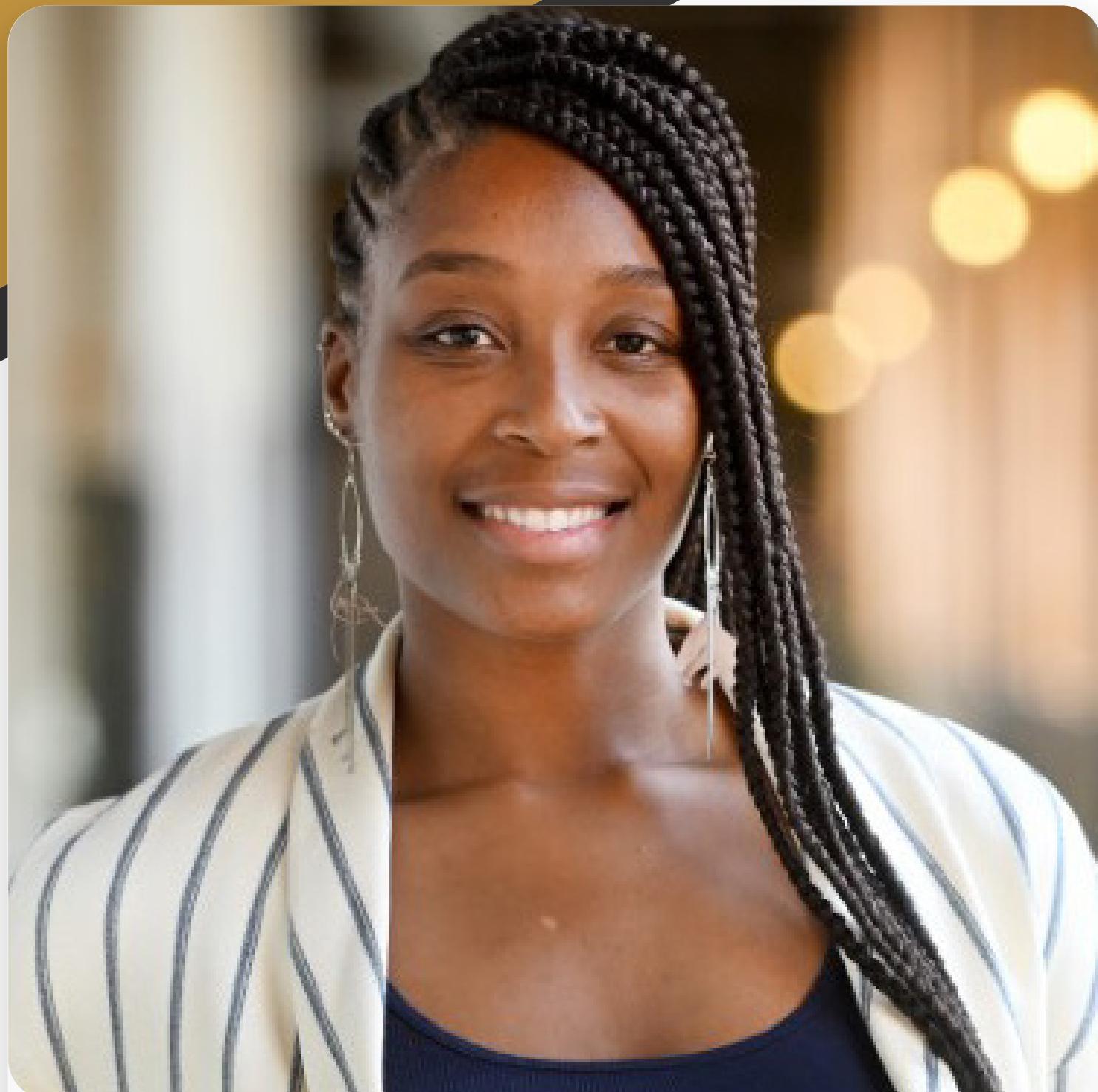


Photo Credit: Gerard Richardson

Jordan Rudder

**PRODUCER/TALENT PRODUCER | MANAGER,
PRODUCTION AND PARTNERSHIPS, INSIGHT
PRODUCTIONS & MENTOR**

As a producer at Insight Productions, Jordan is as passionate about inspired storytelling as she is about creating meaningful, inclusive, diverse content, and counts *The Legacy Awards* as the most culturally significant project she has worked on. Since joining Insight full-time in 2014, Jordan has straddled both her producer role on live shows and unscripted series and her work on branded content and digital content creation. Her talent producer credits include *The Legacy Awards* (a celebration of established and emerging Black Canadian talent across entertainment, music, and sports) and *The JUNO Awards* (Canada's national music award show). In a highly competitive selection process, Jordan was chosen to be one of five participants in the Realscreen Pathways Mentorship Program and attended the Realscreen Summit as a delegate. Her additional credits are *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*.



Photo Credit: Gerard Richardson

Gail Case

EXECUTIVE DIRECTOR, THE BLACK ACADEMY

Prior to her appointment as Executive Director at The Black Academy, Gail was the Director of Client Services at FACTOR (Foundation Assisting Canadian Talent on Recordings), a not-for-profit that seeks to grow the Canadian music industry. During her tenure, Case championed diversity, equity, and inclusion in the funding space and significantly enhanced diversity of funding recipients. She has a wealth of sales and marketing knowledge having worked in media companies (including CBC, CTV, Global, Blue Ant Media, JAZZFM91, and G987FM), project management, event production, and client relations. Gail has her Executive MBA from the Ivey Business School (Western University). Long dedicated to community empowerment, Case has also lent her time and expertise to organizations such as the **Ontario Street Ball League** (OSBL) which gives at-risk youth a place to develop team-building skills; and from 2006 to 2019 led the Canadian chapter of **National Association of Black Female Executives in Music and Entertainment** (NABFEME) which seeks to advance a female-focused agenda of education, equality, inclusion, and equity.



Tse Daniel

DIRECTOR OF OPERATIONS, THE BLACK ACADEMY

As the Director of Operations for The Black Academy, Tse Daniel played a crucial role in launching the organization's groundbreaking Skills Development Program. With a strong background in community programming and deep connections across the music, film, and entertainment sectors, Tse brings valuable expertise and passion to this initiative, which aims to increase the number of skilled Black talent in the screen industry.

Tse works diligently to build on the program's foundation ensuring seamless operations to support the participants' training experience. Tse's contributions have been instrumental in establishing The Skills Development Program as a transformative initiative that is making a real impact.

In addition to his leadership at The Black Academy, Tse is also the Director of Development for Bay Mills Studios, where he oversees the production of *The Legacy Awards*, a nationally televised celebration of Black excellence that also serves as a training ground for the program.



Photo Credit: Gerard Richardson

Morgan Blades

DIRECTOR OF PROGRAMMING, THE BLACK ACADEMY

Morgan Blades is the Director of Programming at The Black Academy, supporting the planning and execution of programs and events that celebrate and uplift Black talent in Canada. She has played a key role in developing and expanding The Black Academy's initiatives, including the execution of *The Legacy Awards*, Canada's first televised award show recognizing Black Canadian excellence.

Passionate about fostering opportunities for Black creatives, Morgan focuses on strategic planning, event execution, sponsorship and partnership development, and social media engagement. She also supports The Black Academy's Skills Development Program, which provides training, mentorship, and hands-on experience to emerging Black professionals in the entertainment industry.

With a strong commitment to creating meaningful experiences, Morgan ensures that *The Legacy Awards* continue to evolve, enhancing the guest experience and further amplifying Black Canadian excellence. Her work is dedicated to promoting diversity, inclusivity, and advocacy, ensuring that Black voices and stories are celebrated on a national stage.



Teneica Toban

**HEAD OF ONLINE CONTENT AND DIGITAL STRATEGY,
THE BLACK ACADEMY**

Teneica Toban is the Head of Online Content & Digital Strategy for both The Black Academy and Bay Mills Studios.

Teneica brings over 15 years of experience to her role, specializing in the development, deployment, and management of creative content across the digital landscape. Her expertise encompasses Branding & Identity, Creative & Digital Strategy, Design Collateral, Cross-Platform Development, Business Intelligence, and Web Analytics, allowing her to deliver both strategic and operational impact.

At The Black Academy, Teneica plays a key role in establishing and executing all creative and digital strategies for the organization and its initiatives, including The Skills Development Program.

In her parallel role at Bay Mills Studios, Teneica also leads Online Content & Digital Strategy, where she oversees the creative vision for all productions, including *The Legacy Awards*.

THE BLACK ACADEMY Partners



PARK HYATT TORONTO®



HISTORY

THE BLACK ACADEMY Advisory Board



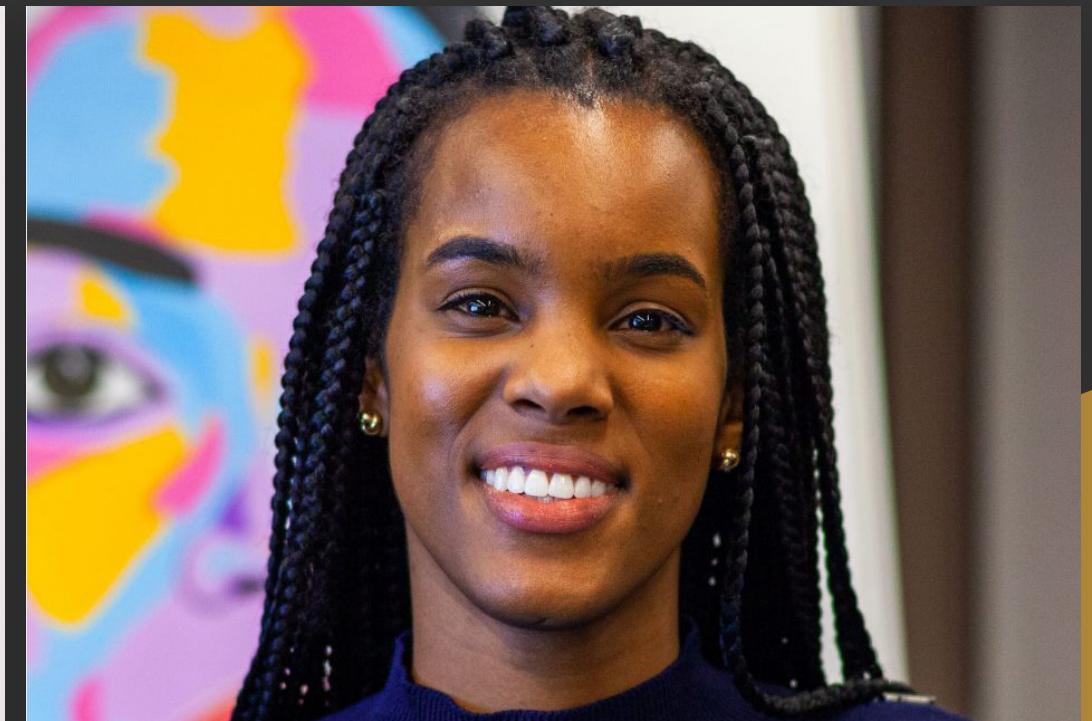
Meredith Best

Assistant Director, Innovation & Entrepreneurship at the University of Toronto Scarborough



Vanessa Craft

Global Head of Content Partnerships, TikTok



Alica Hall

Executive Director of Nia Centre



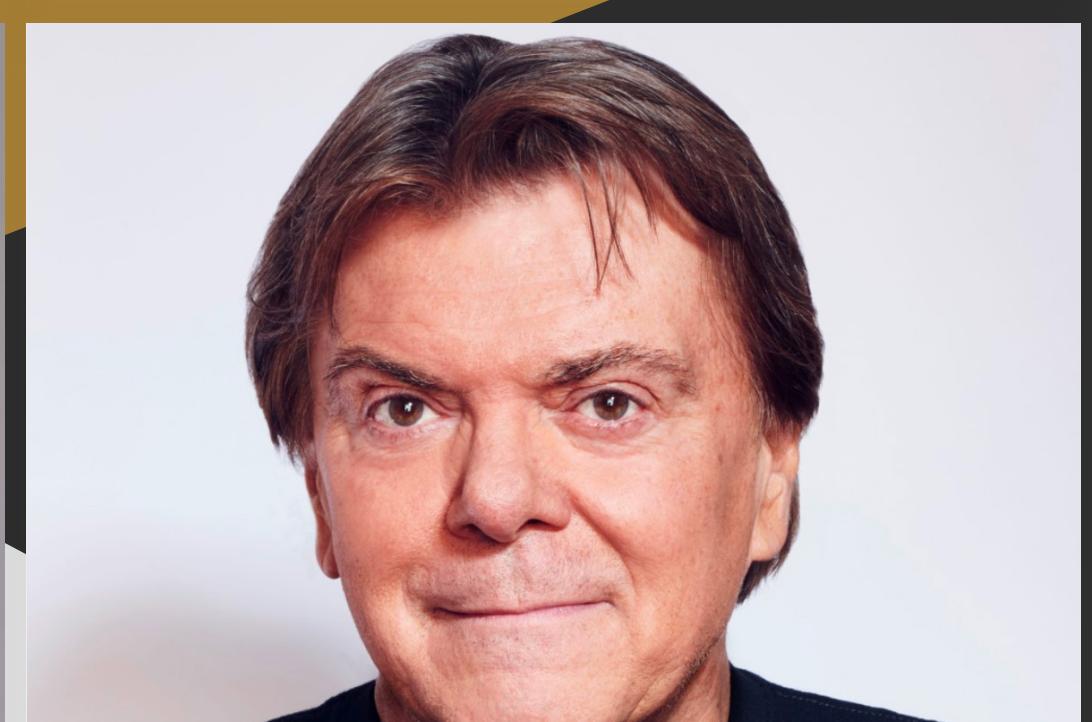
Wes Hall

Executive Chairman and Founder, Kingsdale Advisors, and the Founder and Chair of the BlackNorth Initiative



Jennifer Holness

Board Chair of the Black Screen Office and the President of Hungry Eyes Media



Randy Lennox

Founder / CEO LOFT Entertainment



Divya Shahani

Entertainment Lawyer Partner at Wildeboer Dellelce LLP



Tonya Williams

Founder and executive director of the Reelworld Film Festival and Reelworld Screen Institute



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The Skills program opened my eyes to how much I am really capable of. It was a character building and exhilarating experience that has opened new doors for me and my career.

LOVEY REID GRAHAM | PRODUCING STREAM

THE
BLACK
ACADEMY
SKILLS DEVELOPMENT
PROGRAM


INSIGHT
PRODUCTIONS
A BOAT ROCKER COMPANY

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