



UBCP/ACTRA

UBCP/ACTRA Stunt Doubling Guidelines for Promoting Equity, Diversity, and Inclusion

FINAL – February 24, 2022

These guidelines have been drafted to help guide Stunt Coordinators in their decision making when needing to hire stunt doubles for performers who are identifiable as Black, Indigenous and People of Colour, or as a woman.

1. SAFETY & FUNCTION – Highest priority

Safety and Function are the primary considerations of the Stunt Coordinator under all circumstances when hiring any stunt performer. All other factors that play into the hiring process for stunt doubles are always secondary considerations to performers being able to safely and competently execute the stunt(s). The Stunt Coordinator must always have the final authority on how to proceed regarding safety and function for all stunt performer hires.

To help ensure safety and function, the stunt coordinator must determine if the intended stunt double has:

- a) The required skillsets and experience to execute the stunt(s).
- b) The required certification/licenses (as applicable).
- c) Sufficient on set experience (i.e., is a stunt performer, not just an 'expert' in their field).
- d) The mental capabilities for the job (i.e., stress management, ability to focus, impairments, coachability, etc. should be considered).
- e) The physical capabilities to perform competently and safely (i.e., injuries, illness, impairments, fitness, etc. should be considered).

2. GENDER

Every effort must be made to match the gender of the performer being doubled.

- a) "Wigging", the hiring of men to double women, is inappropriate and unacceptable.
- b) The Stunt Coordinator should consult with the Producer if they are unable to find an appropriate double (e.g., when small adult women are required to double young boys) and should advise the union, the performer being doubled, and the stunt double prior to the engagement of the stunt double.

3. RACE

a) Every effort must be made to match the race of the performer being doubled.

- i. The "painting down" of white performers to double performers of different races is inappropriate and unacceptable.
 - ii. If the stunt double is of the same race as the performer being doubled, but has different skin tone, changing the skin tone of the stunt double is acceptable and appropriate (this is not considered "painting").
 - iii. Searches should include the UBCP/ACTRA membership, ACTRA National membership and then performers internationally, as necessary.
- b) If all options have been explored and it is not possible to match the race of the performer, hiring a BIPOC performer with similar skin tone may be an acceptable option.
- i. Changing the skin tone of such double should be limited to minor adjustments only.

- c) The Stunt Coordinator should consult with the Producer if they are unable to find an appropriate double and advise the union, the performer being doubled, and prior to their engagement, the stunt double being engaged. Alternative means to address the situation could include, but are not limited to:
 - i. Reworking the stunt sequence so it is achievable with doubles that are appropriate matches.
 - ii. Job sharing – use multiple doubles with specific skillsets for different parts of the stunt sequences.

4. OTHER CONSIDERATIONS

a) Body Size & Shape

Consider the physical characteristics that are important for the doubling of a performer such as:

- i. Height and weight measurements.
- ii. The body type to be matched: Muscular, lean, thin, lanky, robust, etc.
- iii. The action and how precise the body size, type and shape need to be.
- iv. The extent costumes may help or hinder the match.
 - Using shoe lifts or padding can be helpful to size up.
 - 'Skimpy' costumes (bathing suits, short shorts, tank tops, lingerie, nude scenes, etc.) can make body size, shape and type matching more important as costumes can be of little help to hide differences.

b) Hair, Facial or Other Features

Consider other specific characteristics that may be important for the doubling of a performer:

- i. Bald head, brush cuts, hairlines, hair colour, necessity to use the double's own hair, beards, facial hair, etc.
- ii. Head shape (i.e., shows more if head is bald, very round, long, etc. in some cases)
- iii. Are the stunt performer's tattoos a significant issue/impediment for doubling?

5. Applicable Language from BC Master Production Agreement and Union By-Laws

a) BCMPA Language:

A2610 Stunt Doubling for Females and Visible Minorities

Where a Stunt Performer doubles for a role which is identifiable as female or a visible minority, and the race and/or sex of the double is/are also identifiable, every effort shall be made to cast qualified persons of the same sex and/or race involved. When the Stunt Performer is not so identifiable, the Producer shall use best efforts to increase the employment of women and visible minorities for such Stunts.

NEW: The practice known as 'painting down' is presumptively improper. Any disputes regarding 'painting down' shall be dealt with expeditiously and shall first be a discussion between the Union's Director of Contracts (or designee) and the President of the AMPTP or the Vice President, BC Industrial Relations, of the CMPA-BC (or their respective designees), or the Producer (if not an affiliate of the AMPTP or member of the CMPA-BC), as applicable. The parties will make good faith efforts to resolve the issue; however, if a resolution is not achievable, the Union retains the right to grieve.

- ##### b) **NEW: A2612 Equal Opportunity Stunts**
- The Stunt Coordinator shall ensure that equal opportunity for engagement is provided to all qualified and experienced Stunt Performers regardless of race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or

mental disability, sex (which incorporates pregnancy and breast-feeding), sexual orientation, gender identity or expression, and age except those roles which may be restricted because of specific requirements.

c) ACTRA Stunt Coordinators' Code of Conduct - ACTRA By-Laws - APPENDIX F

ACTRA Stunt Coordinators are frontline ambassadors, champions and promoters of the ACTRA Stunt Community. Stunt Coordinators uphold the highest levels of safety consistent with international stunt industry standards; provide world class professional services; and encourage diversity, creativity, and the professional development of performers.

Stunt Coordinators recommend that Preference of Engagement be followed to provide Production with the most suitable ACTRA Stunt Performers, considering:

- Expertise;
- Experience; and,
- Diversity - to ensure equal opportunity to women and performers who are culturally & physically diverse.

Priority shall be given to Stunt Performers from the local area in which the Production is being produced. If local ACTRA members are not available, then Preference shall be given to suitable candidates from other ACTRA Stunt Communities, provided Performers are afforded travel, accommodation, and per diems in accordance with ACTRA's collective agreements. No Performer shall be expected to travel to a Production location at her/his own expense.

Thorough consideration of overall talent, diversity, and availability of current ACTRA Stunt Community members will be given prior to recommending the engagement of non-ACTRA members. Non-member Performers must obtain the necessary work permits from ACTRA prior to accepting work or providing services. Execution of stunt performances will be carried out by professional Stunt Performers. *Ref. By-Law No. 7, Section III – Member Responsibilities, A. Work Rules f)*

Stunt Coordinators defend and support all the contractual rights of ACTRA Performers to receive fair compensation for their work, including audition and cancelled days. Performance expectations and Stunt Adjustments shall be determined and communicated to the Performer prior to work. All Performers must have a fully executed ACTRA contract prior to performance, including specifying Daily and Use Fees, if applicable. Payments should be made directly to Performers in accordance with the applicable ACTRA Agreements. *Ref. By-Law No. 7, Section III – Member Responsibilities, A Work Rules g)*

Stunt Coordinators will help to uphold ACTRA's Policies on preventing harassment, violence and discrimination. Stunt Coordinators will not tolerate any form of sexual harassment, intimidation, or threats on set, or in the contracting of work. *Ref. By-Law No. 7, Section III – Member Responsibilities, B. Professional Conduct; Prohibition against Discrimination and Harassment*