

Glossary of Terms used at PACTcon 2026

- **Associated Designers of Canada Local 659** – stands for The Local ADC 659 of the International Alliance of Theatrical Stage Employees. The Associated Designers of Canada Local 659/PACT Agreement is a collective agreement outlining standard terms and conditions bargained between the Associated Designers of Canada (ADC) and the Professional Association of Canadian Theatres (PACT). The Agreement provides agreed-upon terms for PACT member companies engaging ADC659 designers. [Learn more.](#)
- **Affiliate Member** – A producing theatre organization who are not signatories to negotiated labour relations agreements. Affiliate members may choose to work under the DOT, ITA or may use their own company’s agreements to contract artists. Affiliate Members are voting members of PACT, excluding matters related to negotiated labour agreements.
- **Anti-Oppression (AO)** – A framework that aims to eradicate oppression by examining and challenging power dynamics while empowering those who experience oppression. [Learn more.](#)
- **Anti-Racism (AR)** – Defined as the work of actively opposing racism by advocating for changes in political, economic, and social life. Anti-racism tends to be an individualized approach, and set up in opposition to individual racist behaviors and impacts. [Learn more.](#)
- **APASQ** - The Association des professionnels des arts de la scène du Québec (APASQ) represents all designers of props, hairstyles, costumes, sets, lighting, sound environments, make-up and puppets working in Quebec in the fields of theatre, music, dance, variety, lyrical theatre, opera, circus and multidisciplinary events.
- **ASO - Arts Service Organization**, support the arts through advocacy, professional development, resources, financial support and/or networking. Many ASOs, like

PACT, are member-based networks that allow like-minded organizations to come together and support each other, much like professional associations.

- **Associate Member** - Associate Members of PACT have a time-bound membership with PACT. They apply to become PACT members to work under the Canadian Theatre Agreement (CTA) for the duration of a specific production. They do not have access to any other benefits or resources offered by PACT. Associates are non-voting Members.
- **Article 10** - Refers to the Access, Inclusion, and Anti-Oppression Article in the CTA. Theatres working under the CTA need to familiarize themselves with this Article and submit a statement to CAEA and PACT at the start of every season.
- **Board of Directors** – Elected representatives who work to further an organizations mission on behalf of the membership. PACT’s board is made up of officers (President, Past President, Vice-President and Treasurer) and directors who each oversee a portfolio that the board and membership deem important. Board terms are three years each, and the officers and directors are elected in different years to ensure continuity and stability for the board and PACT.
- **Bond** - A financial security tool, which a Theatre needs to put in place to use CAEA Artists. It is generally calculated to be 2 weeks of CAEA Actors' and Stage Managers' contractual fees, and the full fee for Directors, Choreographers, Fight and Intimacy Directors. The Bond is in place to ensure that if a production or a Theatre is unable to fulfill their contractual obligations that the Artists will receive minimum remuneration.
- **CAEA** - Canadian Actors' Equity Association also known as Equity and is the voice of professional artists engaging in live performance in English Canada. Equity's membership includes performers, directors, choreographers, fight directors, intimacy directors and stage managers.
- **Caucus** - Groups of companies with similar mandates or areas of practice. They are Affiliates and Non-Members, Category A, Creator-Centric Companies, Indigenous, New Work Architects, Regional Theatres, Rural Theatres, Summer Theatres and Theatres for

Young Audiences (TYA).

- **Committee** – PACT has groups that serve the priorities of the membership and the mission of PACT. Each committee is chaired by a member of the PACT Board of Directors and meets at different times throughout the year.

Committees are comprised of members of the Board of Directors, staff at PACT member companies, PACT Staff, theatre professionals who work at companies who are not members of PACT and independent artists.

- **Company Category Calculation (CCC)** - Company Category Calculation is the mode by which PACT Members and CAEA Business Representatives assess the pay structure for CAEA Artists. The CCC is based on box office projections and must be completed and submitted before any bonding or contracting can be completed.

- **Co-Pro** – A Co-Pro (Co-Production) is an agreement between two or more Theatres to share resources to produce one show.

A Jo Pro (Joint Production) is the CAEA term when two or more Theatres share resources to produce a single show that will have performance runs in both (or all) producing Theatres.

- **CTA** - The Canadian Theatre Agreement is used by PACT Regular, Commercial and Associate Members and is negotiated and jointly administered by PACT and CAEA.
- **ITA** - The Independent Theatre Agreement is solely administered by CAEA and may be used by PACT Affiliate Members.
- **DEI-A** - DEIA stands for diversity, equity, inclusion, and accessibility. This acronym represents a comprehensive approach to a workplace that's safe, fair, respectful, and inclusive for all individuals within the organization.
- **DOT** - The Dance Theatre Opera Policy is solely administered by CAEA and may be used by PACT Affiliate Members.

- **Entandem Re:Sound** – The Agreement that all PACT Regular and Commercial Members pay to give blanket use of background music for lobbies and events. If used in a production, the music rights need to be sought through the music publisher.
- **Equity** – see CAEA
- **Individual Colleague** - Any person who self-identifies as an arts professional or student and is unaffiliated with a PACT member or colleague company and wishes to be part of the PACT network. Individual Colleagues are non-voting participants of PACT.
- **Labour Relations** - Regular, Commercial and Associate members adhere to labour agreements PACT negotiates with artist associations representing the broad spectrum of theatre artists across Canada. Recognizing the common interests of theatres and artists, these agreements set a starting point for fruitful working relationships in Canadian Theatre. Labour Relations is the work that improves processes and standards for a more productive theatre sector.
- **Lifetime Honorary Membership** – At any given year, PACT may opt to award a Lifetime Honorary Membership to an individual in recognition of their work and contributions to PACT and the Canadian theatre sector.
- **Mallory Gilbert Leadership Award** – An award given annually, celebrating and recognizing an individual who has demonstrated outstanding administrative or managerial leadership within the Canadian theatre community. The award also includes a protégé, chosen by the Award winner, underlining the importance of skills and knowledge transmission in leadership building.
- **Organizational Colleague** - Non-producing organizations, such as educational institutions, foundations, presenting venues, or art service organizations. Organizational Colleagues are non-voting participants of PACT.
- **PACT** – The Professional Association of Canadian Theatres is a national arts service organization serving over 180 member companies of various sizes, across Canada.



- **Peer-to-Peer** - opportunities to connect with colleagues who work in similar roles at theatres across the country. Led by peer facilitators and PACT staff, these gatherings offer a casual and conversational forum to share ideas, discuss common challenges, and build on successes.
- **PGC** – Playwrights’ Guild of Canada offers over 25 programs that promote and protect playwrights. Through this work, we also provide many opportunities for the public to access, explore, and enjoy the work of playwrights. PACT negotiates the PGC-PACT agreement.
- **Pre-Budget Submission** – a document that recommends changes and improvements in the administration of public and social services and related policies. Pre-budget submissions draw primarily on feedback received from our membership, informing policy made around funding related to Canadian theatre.
- **Ratification** - An official method to confirm an agreement by vote, taking place online or at PACTcon. Ratifications take place every year, alternating between the three main agreements PACT makes with PGC, ADC, and Equity (CAEA).
- **Region** – Groups of companies and individuals who reside in the same geographical region. PACT membership has been divided into eight regions.
- **Regular/Commercial Member** - A producing theatre organization that is a signatory to PACT's negotiated labour agreements. Regular/Commercial Members are full voting members of PACT.
- **Town Hall** – Information sessions that explore the many pressing issues in Canadian theatre today, including sector changes, new initiatives, and timely updates relevant to Canadian Theatre.