

FYI: Timestamps listed here are not correct, but know that all of the content from the interview is here.

24

00:03:12,350 --> 00:03:19,694

[brian]: Today's guest is the founder of Transgender Talent. Ann Thomas started this agency because she saw the absence and the

25

00:03:19,794 --> 00:03:28,040

[brian]: need for a safe space for transgender and non-binary actors to be represented, to be taken care of, to create a world

26

00:03:28,060 --> 00:03:33,564

[brian]: where casting directors would know how to interact with them and has been at the forefront of making change in this part

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00:03:33,604 --> 00:03:39,468

[brian]: of the industry. She is behind the changes to Actors Access where they have the little checkboxes where you declare

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00:03:39,488 --> 00:03:48,454

[brian]: if you're transgender or non-binary. also someone who I can see is passionate about making more representation in our

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00:03:48,494 --> 00:03:54,798

[brian]: world. Her company not only represents actors, it also represents musicians. And through this conversation, what I think

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00:03:54,838 --> 00:04:00,982

[brian]: you'll hear is both her passion for transgender actors and non-binary actors and getting them out there and the safety

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00:04:01,002 --> 00:04:06,366

[brian]: that she wants to create for them and also some of the

worries that I think she has for when her actors go out into

32

00:04:06,386 --> 00:04:13,351

[brian]: the world. But you're also going to hear the same kind of things that you need to be hearing from any agent. So no matter

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00:04:13,411 --> 00:04:18,897

[brian]: how you identify, you're going to hear some news today that's going to help you as you relate to this business. And

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00:04:18,937 --> 00:04:24,284

[brian]: I think for me, and I think for some of the listeners here, it also helps us to identify how to be better allies in

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00:04:24,324 --> 00:04:29,129

[brian]: this journey. So I am so excited to introduce you to Ann Thomas.

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00:02:17,250 --> 00:02:19,494

[brian]: Quick trigger warning Ann gets really honest with me in this conversation and we

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00:02:19,514 --> 00:02:21,458

[brian]: do discuss topics that could be challenging to some listeners, including sexual assault.

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00:02:21,478 --> 00:02:23,221

[brian]: Please make a conscious decision when you decide to listen.

1

00:00:01,318 --> 00:00:05,417

[brian]: Well, hello, and thank you so much for being on the show with me today. I'm glad you're here. Welcome.

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00:00:05,950 --> 00:00:08,249

[ann_thomas]: Well thank you for having me and looking forward to those.

3

00:00:08,898 --> 00:00:16,316

[brian]: Really, I'm so glad. So I have a million questions, but first it's the day after the Oscars. Let's just talk, did you

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00:00:16,356 --> 00:00:16,637

[brian]: watch?

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00:00:17,750 --> 00:00:18,125

[ann_thomas]: Oh yeah.

6

00:00:18,858 --> 00:00:24,237

[brian]: Yeah, and was there anything that surprised you that you were delighted by that you are pissed off by.

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00:00:25,790 --> 00:00:33,035

[ann_thomas]: Uh, yeah, I couldn't get it, couldn't get it tuned in until about 45 minutes into it. Even though I started two

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00:00:33,055 --> 00:00:38,618

[ann_thomas]: hours in advance, I was running into technical problems because I don't, I don't literally don't watch TV and movies.

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00:00:39,159 --> 00:00:39,539

[ann_thomas]: And so

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00:00:39,520 --> 00:00:39,793

[brian]: What?

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00:00:39,639 --> 00:00:42,821

[ann_thomas]: all my equipment is like mothballs. I had to haul it all back out, set

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00:00:42,644 --> 00:00:42,873

[brian]: Ha ha

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00:00:42,861 --> 00:00:46,864

[ann_thomas]: it up and it didn't work for a while. Finally got it going. So,

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00:00:46,878 --> 00:00:47,178

[brian]: وراء

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00:00:47,344 --> 00:00:57,703

[ann_thomas]: um, yeah, I watched it and, um, uh, I actually had a lot of interesting reasons producing a show right now and I

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00:00:57,743 --> 00:00:58,768

[ann_thomas]: needed to get ideas.

17

00:00:59,878 --> 00:01:01,159

[brian]: Oh really? Did you get me?

18

00:01:01,850 --> 00:01:03,360

[ann_thomas]: Tons of them, tons

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00:01:03,060 --> 00:01:03,641

[brian]: Good.

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00:01:03,440 --> 00:01:03,803

[ann_thomas]: of them.

21

00:01:04,542 --> 00:01:10,066

[brian]: Also, I want to, you know, it's when you talked about the TV in the mouth, but I was like, who watches normal TV anymore?

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00:01:10,106 --> 00:01:15,591

[brian]: How do I even get on normal TV? I feel like I watch TV on my computer or I watch it on my, I watch Netflix on the Apple

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00:01:15,611 --> 00:01:19,514

[brian]: TV. I was like, what's, how do I get my normal TV? I have to figure it out. And I was like, look at this. It's like

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00:01:20,075 --> 00:01:22,717

[brian]: ancient history or something. It's wild.

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00:01:22,290 --> 00:01:22,712

[ann_thomas]: I know,

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00:01:23,057 --> 00:01:23,157

[brian]: Yeah.

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00:01:23,617 --> 00:01:25,948

[ann_thomas]: the rabbit ears were not cooperating yesterday.

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00:01:27,879 --> 00:01:33,743

[brian]: So as we're talking about changes in the business, I think it's a perfect way to talk about what it is you do and

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00:01:33,823 --> 00:01:39,587



Ep. 114 - Transgender Talent Founder Ann Thomas - Transcript

[brian]: transgender talent. And so I, the moment that I found out about your agency, I was like, we need to jump in here, manage

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00:01:39,627 --> 00:01:45,511

[brian]: a company. I jumped right in here and I said, we need to talk to Ann and find out all about this. When you started

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00:01:45,571 --> 00:01:51,735

[brian]: it, why you started it, why there's the need for it in the business. And because my listeners are a ton of actors and

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00:01:51,835 --> 00:02:00,002

[brian]: actor adjacent professions, I would say What it is that your agency, it's a management company though, not an agency.

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00:02:00,122 --> 00:02:04,186

[brian]: I should quit saying agency, but I'm so used to saying it, but I'm going to, again, I swear I'm going to say manager

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00:02:04,206 --> 00:02:12,755

[brian]: company. So what your management company, what it stands for in why you saw the need for this particular space to be occupied

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00:02:13,035 --> 00:02:15,137

[brian]: with the transgender talent. Can you talk us through some of that?

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00:02:16,130 --> 00:02:23,995

[ann_thomas]: I was actually asked to start this company. And because we were on, a bunch of us were on Glee and to do that

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00:02:24,095 --> 00:02:33,101

[ann_thomas]: final scene for, I was not the final scene, it was

the, the scene in the last season of the show, episode 607, where

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00:02:33,161 --> 00:02:40,406

[ann_thomas]: Coach Beast comes out as trans. And there was that massive choir of 197 trans people. That's how many were actually

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00:02:40,446 --> 00:02:50,093

[ann_thomas]: there. The lines on the show, someone said 300. went, uh, yeah, right. Try and make us look like that. We're

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00:02:50,173 --> 00:02:57,558

[ann_thomas]: 200, not even quite. So, um, what happened was I ended up getting in touch with the casting director, uh, Sandy

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00:02:57,578 --> 00:03:05,623

[ann_thomas]: Elysee, who, uh, basically said, uh, we had a hell of a time tracking you all down from all over the United States.

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00:03:05,643 --> 00:03:12,167

[ann_thomas]: There was people there from every corner of the U S that had to fly in for that scene and they called like all

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00:03:12,207 --> 00:03:19,232

[ann_thomas]: the LGBT centers all over the place and Most of the people weren't professional actors. They weren't, you know,

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00:03:19,292 --> 00:03:25,976

[ann_thomas]: some of them had stage experience. Some were professional singers, things like that. I mean, it was a mishmash. And so

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00:03:28,318 --> 00:03:34,242

[ann_thomas]: they said, you know, make it easier for us. We'd love it if you could help create a way that we could find you

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00:03:34,302 --> 00:03:42,307

[ann_thomas]: people easier. And so that's when I birthed the idea of transgender talent was through that.

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00:03:45,650 --> 00:03:46,194

[ann_thomas]: that choir.

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00:03:47,118 --> 00:03:53,903

[brian]: Wow. Wow. And so when you were first, so when you were first starting, uh, it's, it's, I, I would, I'm curious about

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00:03:53,943 --> 00:03:59,727

[brian]: that moment. Like, you know, we really need a way to find you. Did that feel exciting or did it feel like, what are

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00:03:59,747 --> 00:04:03,650

[brian]: you talking about? We've been here a long way. Like what, you're not looking on the right plate. Like, did it just, was

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00:04:03,690 --> 00:04:07,273

[brian]: it totally inspiring or a little bit pissed off? I got pissed off when you said that. I wouldn't have heard that at

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00:04:07,313 --> 00:04:12,096

[brian]: first. I was like, well, what do you mean? Like, how did your reaction seem to be very positive and like, okay, let's

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00:04:12,136 --> 00:04:13,537

[brian]: run with it. But I want to check in on that.

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00:04:13,990 --> 00:04:22,395

[ann_thomas]: Well, you know, after I shot that, you know, after I was on the thing, I started like right away the next week looking

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00:04:22,455 --> 00:04:27,759

[ann_thomas]: for an agent because I thought, well, that'd be the best way to get in is just if I can find an agent or an agency

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00:04:27,779 --> 00:04:36,364

[ann_thomas]: that reps trans people. And cause I'd been in theater as a technical director for like 25 years. And so I, but I wasn't

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00:04:36,384 --> 00:04:42,469

[ann_thomas]: from LA. And so I had moved here. I tried to get acting gigs when I first got here and being a technical director

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00:04:42,849 --> 00:04:52,355

[ann_thomas]: was not good enough to be an actor. And so there was only like, I don't know, a dozen or twenty, twenty-five full-time

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00:04:52,375 --> 00:04:57,719

[ann_thomas]: trans, or not full-time, but trans actors that were professional in Hollywood for like twenty years before that.

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00:04:58,479 --> 00:05:07,265

[ann_thomas]: And so what they, you know, what they wanted was somebody to actually have real training. And so I started, you

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00:05:07,285 --> 00:05:13,409

[ann_thomas]: know, when they said they couldn't find us, I thought, oh well, look for an agency. I started looking and I couldn't

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00:05:14,010 --> 00:05:21,374

[ann_thomas]: that called itself an LGBT or gay agency or something

like that years earlier that I found evidence of on the internet

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00:05:21,394 --> 00:05:28,759

[ann_thomas]: but they had not been in business for years. It wasn't until later on that I found out there was an agency for

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00:05:28,779 --> 00:05:36,144

[ann_thomas]: a while that did that and it was Dragon Talent and they represented at that time what they called transsexuals and

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00:05:36,224 --> 00:05:38,706

[ann_thomas]: so and other people that were different.

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00:05:44,070 --> 00:05:50,721

[ann_thomas]: And so that's when I realized, yeah, there's a huge gaping need here. There's nobody, no place for them to go and

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00:05:50,761 --> 00:05:55,529

[ann_thomas]: no place for the trans people to go and feel safe out. And so that's why I started the company.

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00:05:57,058 --> 00:06:01,683

[brian]: I love that. I love that. When you say to feel safe at, can you help our listeners and the rest of us aren't saying,

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00:06:02,004 --> 00:06:06,489

[brian]: when you say that, what that means? Because I've had an experience recently with a client and I would love for you

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00:06:06,509 --> 00:06:13,377

[brian]: to just illuminate what kind of safety is so important and where we're creating this, how we can help as well.

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00:06:14,070 --> 00:06:20,614

[ann_thomas]: Okay, so probably the number one things we run into with agents and not so much with managers because not that many

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00:06:20,654 --> 00:06:30,180

[ann_thomas]: managers manage trans people. But as far as the agents are concerned still, as they don't understand the terminology,

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00:06:30,260 --> 00:06:37,925

[ann_thomas]: they don't understand what our limits are, they don't understand a whole lot of the differences between a transgender

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00:06:37,945 --> 00:06:47,972

[ann_thomas]: person and a cisgender person because they think, I mean, when an Daft, not informed, which plenty of them are

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00:06:47,992 --> 00:06:55,697

[ann_thomas]: like that, they will look at a casting call that comes out on breakdown services, for example, and they'll see

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00:06:55,737 --> 00:07:02,202

[ann_thomas]: that it says transgender on it, and they'll just go through and break down Express and just click, you know, the

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00:07:02,262 --> 00:07:09,386

[ann_thomas]: checkbox to submit everybody on their roster the transgender. That's kind of stupid. That's like really stupid

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00:07:09,426 --> 00:07:09,847

[ann_thomas]: because

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00:07:14,210 --> 00:07:21,715

[ann_thomas]: at birth, and the kind of energy that comes from those people is entirely different. Regardless of the transition

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00:07:21,735 --> 00:07:29,019

[ann_thomas]: they've gone through, they're very, very different because of how they were raised. And so you can't expect a trans

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00:07:29,080 --> 00:07:34,963

[ann_thomas]: man to play a trans woman role and vice versa. And then when you have non-binary thrown into the mix, it makes it

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00:07:35,003 --> 00:07:39,727

[ann_thomas]: even more fun. And so it gets really, really complicated.

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00:07:44,050 --> 00:07:52,155

[ann_thomas]: it, the actor is in a lot of trouble because it causes a lot of tension between the agent and the actor because

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00:07:52,175 --> 00:07:58,539

[ann_thomas]: the the actor will come back and say, wait a minute, I'm not doing a trans woman role, I'm a trans man, or I'm not

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00:07:58,579 --> 00:08:04,443

[ann_thomas]: going to do a trans man role, I'm a trans woman, and I won't go back to that old gender,

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00:08:04,842 --> 00:08:05,035

[brian]: Right.

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00:08:05,244 --> 00:08:07,365

[ann_thomas]: you know, I mean, there's stuff like that. And then

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00:08:07,382 --> 00:08:07,653

[brian]: Yeah.

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00:08:07,485 --> 00:08:09,747

[ann_thomas]: some some actors don't mind

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00:08:14,410 --> 00:08:22,677

[ann_thomas]: other ones are really confined in it. And so you have to know all those differences. Then throw pronouns in on

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00:08:22,737 --> 00:08:27,441

[ann_thomas]: it too. Oh my gosh, yeah, it gets crazy. Especially

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00:08:27,378 --> 00:08:27,630

[brian]: Yeah.

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00:08:27,461 --> 00:08:34,346

[ann_thomas]: when people have unusual pronouns, which we tend to not try and track all those because it's hard.

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00:08:35,078 --> 00:08:37,579

[brian]: I understand what you're saying. Yeah. But

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00:08:37,509 --> 00:08:37,609

[ann_thomas]: You

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00:08:37,599 --> 00:08:37,639

[brian]: I

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00:08:37,629 --> 00:08:37,809

[ann_thomas]: know,

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00:08:37,679 --> 00:08:37,879

[brian]: also

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00:08:37,829 --> 00:08:38,029

[ann_thomas]: we've...

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00:08:37,939 --> 00:08:43,483

[brian]: see how you're saying the actor who is submitted for a job that's not right for them could end up in a very uncomfortable,

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00:08:44,423 --> 00:08:50,247

[brian]: incredibly uncomfortable position. And I've even had some of my actors who have gone to meetings with agents or managers

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00:08:50,507 --> 00:08:56,351

[brian]: and have had the experience of agents and managers asking completely inappropriate questions about whether they're at in

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00:08:56,371 --> 00:09:02,615

[brian]: their transition or body parts or any of the stuff that is not. And I can see that that's the safety that your agency,

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00:09:03,035 --> 00:09:09,208

[brian]: I'm sorry, your company can provide What has it been like to start it? Has it been a hard slog? Has it been exciting?

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00:09:09,348 --> 00:09:17,007

[brian]: Has it been freeing some support from the industry? Tell us a little bit about that. Uh oh, that was a big sigh. I'm nervous

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00:09:17,047 --> 00:09:18,133

[brian]: for you now. Now I'm worried,

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00:09:17,790 --> 00:09:18,350

[ann_thomas]: No, it's

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00:09:18,194 --> 00:09:18,536

[brian]: tell me.

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00:09:18,830 --> 00:09:24,434

[ann_thomas]: I didn't you just told me something I didn't know and that was that agents and managers other than us are asking

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00:09:24,474 --> 00:09:30,918

[ann_thomas]: questions about transitions and body parts and all that stuff because that's actually borderline illegal. You're

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00:09:30,878 --> 00:09:30,966

[brian]: it

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00:09:30,958 --> 00:09:36,862

[ann_thomas]: not supposed to be asking questions like that of an employee or somebody that you're managing or somebody they're

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00:09:36,942 --> 00:09:45,068

[ann_thomas]: repping as an agent. It's against anti-discrimination laws and HIPAA laws and all kinds of stuff. What we tell our

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00:09:45,108 --> 00:09:54,374

[ann_thomas]: people is we So that's where this comes into a gray area because you need to know it. Like if you have a trans woman,

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00:09:54,814 --> 00:10:02,119

[ann_thomas]: you actually do need to know as an agent or a manager

whether they've had bottom surgery or not because if they're

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00:10:02,139 --> 00:10:09,424

[ann_thomas]: gonna put them in really tight fitting pants you're gonna see a bulge or not, or you're gonna have to have a lot

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00:10:09,464 --> 00:10:14,968

[ann_thomas]: of taping down done down there. There's all kinds of stuff like that. Or if there's a nude scene, what do you do?

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00:10:17,650 --> 00:10:25,535

[ann_thomas]: kind of falls into a gray area, we ask all of our actors, all of those questions, and they feel totally safe explaining

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00:10:25,575 --> 00:10:32,059

[ann_thomas]: to us because we understand the medical stuff very thoroughly. So we ask them where there are in their hormones,

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00:10:32,119 --> 00:10:39,144

[ann_thomas]: what their dosages are, and so on because those actually impact your performance. All of that stuff does. The

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00:10:39,184 --> 00:10:43,487

[ann_thomas]: surgery, whether it's on top or on bottom, for either trans men or trans women or for

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00:10:47,790 --> 00:10:54,254

[ann_thomas]: the same treatments as trans people but they don't use the name transgender they call themselves non-binary. So,

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00:10:54,378 --> 00:10:54,570

[brian]: All right.

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00:10:55,155 --> 00:11:01,319

[ann_thomas]: but we have to keep track of that stuff and when we get breakdowns that are suspicious to us we'll call the casting

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00:11:01,339 --> 00:11:09,904

[ann_thomas]: director and ask for clarification and then we submit only people that have had the medical treatments that match the

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00:11:10,305 --> 00:11:12,726

[ann_thomas]: breakdown and we don't tell the

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00:11:15,378 --> 00:11:15,592

[brian]: All right.

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00:11:17,992 --> 00:11:19,907

[ann_thomas]: folks I send you okay? They

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00:11:19,798 --> 00:11:20,278

[brian]: Right.

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00:11:19,947 --> 00:11:20,149

[ann_thomas]: fit.

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00:11:20,638 --> 00:11:25,541

[brian]: And what you're saying there, and I apologize also for any clumsiness of me even talking about this because I'm doing,

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00:11:25,641 --> 00:11:32,926

[brian]: and I'm like, I'm also aware of that, right? And I appreciate your openness around this. And the thing that I just heard you

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00:11:32,946 --> 00:11:39,150

[brian]: say that I thought was so important is you create a safe space where they can talk about it with you because they know

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00:11:39,170 --> 00:11:43,673

[brian]: that your best interests are at heart where I could see a situation where an actor might be like, is this person just

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00:11:43,733 --> 00:11:46,675

[brian]: curious? And that's not okay to be asking

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00:11:50,838 --> 00:11:55,623

[brian]: And I appreciate what you're saying that this is like the way the space that you're creating is around We are creating

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00:11:55,643 --> 00:12:00,267

[brian]: a safe space to understand this so that we can submit you in the right way and protect you and take care of you So

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00:12:00,287 --> 00:12:04,650

[brian]: I can see why there was such a need you were seeing beyond this casting director saying hey It was hard to find you it was

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00:12:04,710 --> 00:12:12,137

[brian]: also a need like on this other end, which must feel and some level very In service to the community that you're part

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00:12:12,177 --> 00:12:12,837

[brian]: of I would imagine

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00:12:14,230 --> 00:12:19,554

[ann_thomas]: Yeah, but also please don't feel embarrassed about asking me anything. I have super, super thick skin. I've been

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00:12:19,574 --> 00:12:26,060

[ann_thomas]: doing this eight years. I've been teaching. I've been teaching at universities and colleges for like 10 or 12

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00:12:26,100 --> 00:12:33,647

[ann_thomas]: years on stuff like this. So it's like I've been grilled by faculty by students and asked all kinds of embarrassing

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00:12:33,667 --> 00:12:36,369

[ann_thomas]: questions in front of a large audience. I don't care.

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00:12:37,298 --> 00:12:41,862

[brian]: Well, and I appreciate you giving me that long leash to be able to get it wrong today. I appreciate that. I think

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00:12:41,882 --> 00:12:46,727

[brian]: that's going to be a benefit to all of our listeners too, to be able to, to ask the tougher questions here, to get

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00:12:46,747 --> 00:12:53,173

[brian]: some more understanding. So in the, so since you started and how long has it been in business now?

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00:12:52,332 --> 00:12:52,705

[ann_thomas]: eight years.

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00:12:53,233 --> 00:12:57,517

[brian]: Eight years, right. And so how's it going? How's it going over a transgender town?

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00:12:59,110 --> 00:13:00,071

[ann_thomas]: Okay, so

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00:13:00,300 --> 00:13:00,322

[brian]: I

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00:13:00,571 --> 00:13:10,157

[ann_thomas]: I know this podcast is going to be sitting on the web for infinity. And so right now we're experiencing a really

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00:13:10,197 --> 00:13:17,302

[ann_thomas]: huge downturn in the economy. And that's impacted all actors and it's impacted all the budgets on all the films

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00:13:17,362 --> 00:13:23,967

[ann_thomas]: and other projects being done. I mean, shoot, they just put out an announcement today about a not yet another bank

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00:13:23,987 --> 00:13:32,152

[ann_thomas]: failure and this one hitting here in Hollywood. It's slowing down for us too, just like it is for all other actors.

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00:13:32,813 --> 00:13:42,359

[ann_thomas]: And the budgets are getting smaller, so the offers are coming in lower. And so on. I mean, what do you do? And so

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00:13:43,280 --> 00:13:49,163

[ann_thomas]: what we're trying to do at this point is we're diversifying even further. We've already had a production division running

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00:13:49,203 --> 00:13:54,347

[ann_thomas]: for five years, and we just haven't ever announced it. We haven't ever, I mean, it was kind of an ounce.

159

00:13:58,370 --> 00:14:00,011

[ann_thomas]: two years ago, but we really

160

00:13:59,878 --> 00:14:00,006

[brian]: Okay.

161

00:14:00,031 --> 00:14:05,614

[ann_thomas]: didn't push it out there. We don't have a website about it because we're getting inundated, to be honest with

162

00:14:05,598 --> 00:14:06,051

[brian]: Hmm.

163

00:14:05,654 --> 00:14:13,019

[ann_thomas]: you, with stuff. And from major folks in Hollywood, as well as transgender writers going, hey, I've got something.

164

00:14:13,660 --> 00:14:20,144

[ann_thomas]: Yeah, I've had to learn how to do pitches. I have like, I've already have a very full plate. And so there's almost

165

00:14:20,204 --> 00:14:22,626

[ann_thomas]: no point in advertising at this point. But what

166

00:14:22,562 --> 00:14:22,688

[brian]: at

167

00:14:22,666 --> 00:14:22,766

[ann_thomas]: I'm

168

00:14:22,751 --> 00:14:22,814

[brian]: it.

169

00:14:22,806 --> 00:14:31,071

[ann_thomas]: trying to do is create opportunities for all of our actors Which is what a lot of management companies do they

170

00:14:31,191 --> 00:14:31,752

[ann_thomas]: many of them

171

00:14:31,742 --> 00:14:31,935

[brian]: Right.

172

00:14:31,792 --> 00:14:39,717

[ann_thomas]: have production divisions and so that's what they do is they Create the projects to put their own people into Even

173

00:14:39,757 --> 00:14:45,521

[ann_thomas]: though they're not allowed to double dip just like I'm not so if I'm an EP or a producer or I didn't take a producer's

174

00:14:45,561 --> 00:14:49,444

[ann_thomas]: fee I can't take a Commission on my

175

00:14:49,498 --> 00:14:49,740

[brian]: Right.

176

00:14:49,984 --> 00:14:50,965

[ann_thomas]: actor which is

177

00:14:50,949 --> 00:14:51,191

[brian]: Right.

178

00:14:51,005 --> 00:14:51,305

[ann_thomas]: fine

179

00:14:51,916 --> 00:14:52,057

[brian]: Yeah.

180

00:14:52,466 --> 00:14:54,647

[ann_thomas]: You know, I'd rather give them the extra boost anyway

181

00:14:55,378 --> 00:14:55,578

[brian]: All right.

182

00:14:58,250 --> 00:14:59,751

[ann_thomas]: stick them in it. So we

183

00:14:59,742 --> 00:14:59,935

[brian]: Right.

184

00:14:59,791 --> 00:15:05,454

[ann_thomas]: have like one major motion picture we're working on where we're going to have every single client I have in it,

185

00:15:05,594 --> 00:15:10,938

[ann_thomas]: even if they can't act. I don't care because we also have musicians, you know.

186

00:15:10,218 --> 00:15:10,985

[brian]: Right, yes, I know the

187

00:15:10,998 --> 00:15:11,979

[ann_thomas]: So

188

00:15:11,026 --> 00:15:12,217

[brian]: music division as well, right.

189

00:15:12,119 --> 00:15:17,943

[ann_thomas]: yeah, yeah, so we'll just throw everybody, you know, and we'll have a big scene with everybody in it. And you know,

190

00:15:17,878 --> 00:15:18,130

[brian]: Great.

191

00:15:17,983 --> 00:15:20,564

[ann_thomas]: so all the people who can't act get to be background and

192

00:15:20,578 --> 00:15:20,786

[brian]: You're

193

00:15:20,584 --> 00:15:21,085

[ann_thomas]: all the people

194

00:15:20,807 --> 00:15:20,890

[brian]: good.

195

00:15:21,145 --> 00:15:22,586

[ann_thomas]: who are all the people

196

00:15:25,983 --> 00:15:26,214

[brian]: Right.

197

00:15:28,410 --> 00:15:35,214

[ann_thomas]: works when you're an EP on a project and it's like oh yeah guess what I'm doing everybody you know

198

00:15:35,222 --> 00:15:35,553

[brian]: Yes.

199

00:15:35,935 --> 00:15:42,919

[ann_thomas]: you know then we have another one where we're um uh we're having a huge number of people there far more than what

200

00:15:42,999 --> 00:15:49,924

[ann_thomas]: I have as clients and we're gonna be uh uh that's kind of why I was looking at the Oscars to get ideas um

201

00:15:49,842 --> 00:15:50,035

[brian]: Yeah.

202

00:15:50,044 --> 00:15:52,506

[ann_thomas]: I can't hint too much about it but we're this close to

203

00:15:58,290 --> 00:16:04,564

[ann_thomas]: bring in projects that would pay our people and get them out there. You know,

204

00:16:04,400 --> 00:16:04,555

[brian]: Yeah.

205

00:16:04,644 --> 00:16:06,709

[ann_thomas]: as you know,

206

00:16:06,698 --> 00:16:07,038

[brian]: Yeah.

207

00:16:06,769 --> 00:16:06,929

[ann_thomas]: so.

208

00:16:07,098 --> 00:16:11,141

[brian]: I mean, what I hear, what I hear, what I hear over here is somebody who's working really, really hard for their clients

209

00:16:11,201 --> 00:16:15,604

[brian]: in all the ways that you possibly can. And that's what I think is to anyone listening is like, this is the kind of manager

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00:16:15,644 --> 00:16:22,788

[brian]: anybody dreams of and that you work with, you work with a population that is underrepresented even makes it more, I think

211

00:16:23,189 --> 00:16:29,613

[brian]: in some ways, of course admirable, but I think also makes us like the need for it seems so, seems very obvious. So a question

212

00:16:29,633 --> 00:16:31,854

[brian]: for you is, do you, I know you represent transgender

213

00:16:37,029 --> 00:16:37,295

[brian]: or no.

214

00:16:38,570 --> 00:16:41,311

[ann_thomas]: not under the banner of transgender talent, because

215

00:16:41,219 --> 00:16:41,469

[brian]: Got

216

00:16:41,371 --> 00:16:41,572

[ann_thomas]: then,

217

00:16:41,532 --> 00:16:41,615

[brian]: it.

218

00:16:42,012 --> 00:16:46,535

[ann_thomas]: you know, you, you sign up with this company, you're outing yourself. That's

219

00:16:46,498 --> 00:16:46,961

[brian]: Hmm.

220

00:16:46,675 --> 00:16:48,716

[ann_thomas]: one of the things that I tell, we get people

221

00:16:48,593 --> 00:16:48,976

[brian]: Yeah.

222

00:16:48,977 --> 00:16:55,741

[ann_thomas]: writing into us every week and some of them come through and we look at all their, their information and they

223

00:16:55,781 --> 00:17:02,205

[ann_thomas]: don't look transgender to us. So we are like, are you realize if you sign with us, you're outing yourself for a

224

00:17:02,265 --> 00:17:11,472

[ann_thomas]: life. And then they, the ones that are just trying to get in with they go away because they don't, you know, cause

225

00:17:12,332 --> 00:17:20,397

[ann_thomas]: they didn't think that far. Now for, to be honest with you, yes, I do have, I don't have currently anybody on the

226

00:17:20,458 --> 00:17:25,741

[ann_thomas]: roster like that, but it's not our main roster, it's not under this banner. It's under a different one that I

227

00:17:25,761 --> 00:17:26,722

[ann_thomas]: have, and

228

00:17:26,778 --> 00:17:26,911

[brian]: Okay.

229

00:17:26,822 --> 00:17:35,187

[ann_thomas]: I only will do it for people who are of name, who've got really, really good credentials, and they've already, you

230

00:17:35,928 --> 00:17:44,193

[ann_thomas]: know, some really big incentive for me to do it.

291

00:20:30,578 --> 00:20:36,405

[brian]: obviously you can't represent every transgender actor in the

292

00:20:36,445 --> 00:20:44,056

[brian]: world. So what advice would you give them when they are looking for representation? What are some red flags or maybe

293

00:20:44,096 --> 00:20:45,457

[brian]: some green flags to help them?

294

00:20:46,830 --> 00:20:47,590

[ann_thomas]: Oh boy.

295

00:20:49,242 --> 00:20:49,323

[brian]: We

296

00:20:49,311 --> 00:20:49,632

[ann_thomas]: That's

297

00:20:49,343 --> 00:20:49,847

[brian]: have all day.

298

00:20:49,712 --> 00:20:58,317

[ann_thomas]: another, yeah, that's another problem. Okay, so green flags is that they're actually really paying attention

299

00:20:58,337 --> 00:21:05,362

[ann_thomas]: to the understand you. And I talked about that earlier about the kinds of roles you want and what you don't want and

300

00:21:05,782 --> 00:21:13,568

[ann_thomas]: make sure they really understand that. Then the next thing is now what you found in talking to people about agents

301

00:21:13,588 --> 00:21:23,514

[ann_thomas]: and managers over the years that people that are agents and managers want a package. So you get that package honed,

302

00:21:23,574 --> 00:21:30,599

[ann_thomas]: they tell you what to change so you have a particular look and a particular way, you know, energy about you and all

303

00:21:30,639 --> 00:21:38,484

[ann_thomas]: this stuff. And then that's what they go out and pitch. And I get that, I get that. But we're transgender people.

304

00:21:39,225 --> 00:21:43,247

[ann_thomas]: We're non-conformists. You don't tell a non-conformist to conform.

305

00:21:46,550 --> 00:21:55,816

[ann_thomas]: friction with the especially the old-school Hollywood people Basically your boomer types they want everything a certain

306

00:21:55,856 --> 00:22:07,063

[ann_thomas]: way and they think that you you only succeed a certain way And I mean even back in In the you know decades ago Queen

307

00:22:07,083 --> 00:22:13,207

[ann_thomas]: had a song about that where it's You know What was that one called anyway? It was like you know

308

00:22:16,570 --> 00:22:17,970

[ann_thomas]: smile on the outside, you know,

309

00:22:18,342 --> 00:22:18,513

[brian]: Hmm?

310

00:22:18,571 --> 00:22:25,876

[ann_thomas]: and that's what boomers expect. And some people who are younger, of course, also buy into that. So if you're

311

00:22:25,896 --> 00:22:30,399

[ann_thomas]: a trans or non-binary person, I don't know, you

know how non-binary people are going to be that way. But if you've

312

00:22:30,419 --> 00:22:37,724

[ann_thomas]: got a trans person, if you're not willing to totally conform to what image they give you to do, whether they want

313

00:22:37,744 --> 00:22:44,768

[ann_thomas]: to change your appearance through stylists, or they want to change the way you're presenting yourself in social media,

314

00:22:47,050 --> 00:22:54,735

[ann_thomas]: You've got to be ready to accept that if you want to go with them. Otherwise, don't go with them because I mean

315

00:22:55,055 --> 00:23:03,101

[ann_thomas]: tick tock is growing on authenticity of Gen Z and Gen Alpha where they're getting on there and they're talking

316

00:23:03,161 --> 00:23:09,565

[ann_thomas]: about all the stuff that pisses them off and all the heartache they've gone through and they're trying to express

317

00:23:09,625 --> 00:23:12,687

[ann_thomas]: their genuine feelings. So if you have a

318

00:23:16,650 --> 00:23:20,772

[ann_thomas]: you and not let you express yourself? Run.

319

00:23:21,278 --> 00:23:21,978

[brian]: Of

320

00:23:21,533 --> 00:23:28,137

[ann_thomas]: Run like hell. I don't care if they are the top name in the industry because you're going to push yourself, they're

321

00:23:28,157 --> 00:23:34,922

[ann_thomas]: going to push you so hard that you're going to want to blow your brains out with a 45. I mean it's that bad. The

322

00:23:34,962 --> 00:23:41,486

[ann_thomas]: depression I've had to deal with amongst some of my folks who have signed with agents like that is sick. Once

323

00:23:41,498 --> 00:23:41,560

[brian]: Hmm

324

00:23:41,546 --> 00:23:50,832

[ann_thomas]: I've really gotten down to it and so I don't want any agents who want to force an actor to conform to a certain

325

00:23:51,012 --> 00:23:59,838

[ann_thomas]: image or a certain type of message. The authenticity is so important to us as trans people and to younger generations

326

00:24:00,499 --> 00:24:06,183

[ann_thomas]: that we have to follow that. So when you have young people coming into Hollywood, you know, 18 year olds and stuff,

327

00:24:06,603 --> 00:24:12,026

[ann_thomas]: they need to listen to this advice too. Be careful. Be really, really, really careful because these old folks are

328

00:24:12,046 --> 00:24:13,728

[ann_thomas]: going to try and tell you what worked for them.

338

00:24:47,311 --> 00:24:49,815

[ann_thomas]: someone else's dream for me,

339

00:24:50,383 --> 00:24:50,635

[brian]: Right.

340

00:24:50,657 --> 00:24:53,682

[ann_thomas]: I had to express my feelings authentically.

341

00:24:54,419 --> 00:24:54,945

[brian]: Yeah, so

342

00:24:54,805 --> 00:24:55,145

[ann_thomas]: And that's

343

00:24:54,986 --> 00:24:55,208

[brian]: I hear

344

00:24:55,185 --> 00:24:55,325

[ann_thomas]: what

345

00:24:55,249 --> 00:24:55,451

[brian]: that,

346

00:24:55,406 --> 00:24:55,726

[ann_thomas]: I see

347

00:24:55,633 --> 00:24:55,816

[brian]: yeah.

348

00:24:55,766 --> 00:24:57,529

[ann_thomas]: Gen Z and Gen Alpha doing.

349

00:24:58,258 --> 00:25:02,360

[brian]: Yeah. And I love this way. I, what I'm here, you're saying is like, there's, it's the green and the red flag, and they're

350

00:25:02,380 --> 00:25:07,524

[brian]: the green flag is when you see the act, the agent or the manager you meet with it is like, I love everything that

351

00:25:07,544 --> 00:25:12,787

[brian]: you're putting out into the world. I embrace your authenticity or like I want you to stay who you are. Like, of course, all

352

00:25:12,807 --> 00:25:17,911

[brian]: your headshots don't look the same. You're not exactly, we can't say your exact type of all these things. Like that that

353

00:25:18,051 --> 00:25:24,435

[brian]: is, but, and it's so counterintuitive to so much of what's been told because show us exactly the types that you have in

354

00:25:24,455 --> 00:25:24,835

[brian]: your headshots

355

00:25:28,178 --> 00:25:35,262

[brian]: throw that paradigm out, it's not going to serve you. And I mean, we also want to admit that there are probably transgender

356

00:25:35,602 --> 00:25:41,847

[brian]: talent and non-binary talent. And like you said, I love

to work in the binary. I like to work within the binary, like

357

00:25:41,867 --> 00:25:47,050

[brian]: you said. Like I like to work within this kind of genre.

And I only want to play a woman, like you said, when you were

358

00:25:47,070 --> 00:25:54,275

[brian]: talking about some of the actors that you talked to in

that way. So I can imagine, this is why you want an agent who

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00:25:54,315 --> 00:25:58,451

[brian]: is invested, or managers invested Um.

360

00:25:58,450 --> 00:26:04,574

[ann_thomas]: Yeah, yeah, because it's it's there's a wide range

of people within the trans and non-binary community We're a complete

361

00:26:04,594 --> 00:26:11,098

[ann_thomas]: cross-section of all of society. So we have Conservative

liberal by US standards, which is different elsewhere in the

362

00:26:11,138 --> 00:26:11,378

[ann_thomas]: world.

363

00:26:11,406 --> 00:26:11,578

[brian]: Right.

364

00:26:11,718 --> 00:26:18,503

[ann_thomas]: We have different religions. We have different education

levels we have different income levels on and on and on we're

365

00:26:18,643 --> 00:26:23,006

[ann_thomas]: like Society all over again within a little tiny fraction of us

366

00:26:28,610 --> 00:26:31,892

[ann_thomas]: as big of a cross-section there as anywhere else in society.

367

00:26:31,759 --> 00:26:32,065

[brian]: Right,

368

00:26:31,972 --> 00:26:32,172

[ann_thomas]: So

369

00:26:32,453 --> 00:26:32,637

[brian]: right.

370

00:26:32,752 --> 00:26:39,717

[ann_thomas]: what I'm saying about authenticity and stuff may work for a lot of folks, but there's others that go, I'm trans

371

00:26:39,757 --> 00:26:45,401

[ann_thomas]: and I don't believe you, man. Well, fine. We get that. That's fine. Go for

372

00:26:45,294 --> 00:26:45,537

[brian]: Yeah.

373

00:26:45,461 --> 00:26:53,886

[ann_thomas]: it in your own way. If you want to live as a completely binary person and you only want to play that gender, that's fine.

374

00:26:54,467 --> 00:26:55,107

[ann_thomas]: I completely

375

00:26:54,785 --> 00:26:54,956

[brian]: Yeah.

376

00:26:55,147 --> 00:26:58,550

[ann_thomas]: respect that and you'll probably be real successful.

But

377

00:26:58,462 --> 00:26:58,714

[brian]: Yeah.

378

00:26:58,570 --> 00:27:02,649

[ann_thomas]: we also need to make sure that everybody else has their chance at being successful too.

379

00:27:03,618 --> 00:27:09,404

[brian]: Yeah. Can you tell me any, in terms of, I love the way description you just gave, can you tell me in terms of any clients

380

00:27:09,424 --> 00:27:16,072

[brian]: you've worked for, any stories that you've heard around actors landing with great reps and what kind of their experience

381

00:27:16,112 --> 00:27:20,197

[brian]: was like, or even when they've landed with you and what they've really valued in what you offer?

382

00:27:21,930 --> 00:27:29,595

[ann_thomas]: Well, I've got some clients who absolutely are totally sold on me and never want to go anywhere else in the rest of

383

00:27:29,615 --> 00:27:37,560

[ann_thomas]: their career. And it's good. And then I've got other ones who we got along like vinegar and soda and we had to part

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00:27:37,600 --> 00:27:47,547

[ann_thomas]: company quick. And that's also gone for agents. I've had to play a lot of, you know, conciliatory work between

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00:27:47,567 --> 00:27:56,533

[ann_thomas]: the agents and the and the actors. So, you know, I worked for like 25 years as an analyst and so I figured out

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00:27:56,813 --> 00:28:03,677

[ann_thomas]: where the problem was and what we could do to solve it. And what I did was I could see that a lot of the conflict

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00:28:03,717 --> 00:28:09,801

[ann_thomas]: was coming out of actors' access not being able to define what you were willing to and not willing to do when

388

00:28:09,821 --> 00:28:17,146

[ann_thomas]: you're trans or non-binary. And so, I don't know, it was like a year and a half or so ago we had a meeting with

389

00:28:17,186 --> 00:28:24,591

[ann_thomas]: Gary Marsh and his staff over there at Breakdown Services. had like 15 or 20 people from their staff on the call

390

00:28:24,751 --> 00:28:25,432

[ann_thomas]: and all their different

391

00:28:25,299 --> 00:28:25,513

[brian]: Wow.

392

00:28:25,452 --> 00:28:33,557

[ann_thomas]: departments and we explained all the conflicts that we were seeing and where they stemmed from. For the longest time,

393

00:28:34,198 --> 00:28:42,984

[ann_thomas]: they had just a little checkbox says trans or non-binary and you check it. Well, as the roles became more common and they

394

00:28:43,024 --> 00:28:47,106

[ann_thomas]: became more refined, that didn't

395

00:28:51,850 --> 00:28:58,382

[ann_thomas]: conflict and we're actually going to have possibilities of actors firing their agents over this. So,

396

00:28:58,178 --> 00:29:01,106

[brian]: Hmm.

397

00:28:59,024 --> 00:29:01,088

[ann_thomas]: which did happen. It actually did happen

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00:29:01,126 --> 00:29:01,427

[brian]: Because they

399

00:29:01,368 --> 00:29:01,489

[ann_thomas]: where

400

00:29:01,447 --> 00:29:01,547

[brian]: were

401

00:29:01,529 --> 00:29:01,649

[ann_thomas]: we

402

00:29:01,567 --> 00:29:01,848

[brian]: submitted

403

00:29:01,689 --> 00:29:01,869

[ann_thomas]: had...

404

00:29:01,868 --> 00:29:05,297

[brian]: for the wrong thing and they felt like their agent didn't see them and all that kind of stuff, right?

405

00:29:05,550 --> 00:29:07,991

[ann_thomas]: Right. And the agent just wouldn't listen, kept doing it repeatedly.

406

00:29:07,870 --> 00:29:07,978

[brian]: Right.

407

00:29:08,031 --> 00:29:10,413

[ann_thomas]: And finally, the actor was like, I have had enough of this.

408

00:29:10,899 --> 00:29:11,092

[brian]: Right.

409

00:29:10,953 --> 00:29:19,219

[ann_thomas]: You know, I'm leaving. I, you know, what, let's go find me another agent. And so what they did was they changed,

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00:29:19,839 --> 00:29:25,743

[ann_thomas]: you know, they did a rollout over a period of months on it, where they started in actors access, changing the profiles

411

00:29:27,264 --> 00:29:28,665

[ann_thomas]: stuff so that you could define

412

00:29:36,590 --> 00:29:43,235

[ann_thomas]: also define what roles you would play because there's trans people who will not play non-binary roles. There's others

413

00:29:43,275 --> 00:29:50,560

[ann_thomas]: that will. There's non-binary people who won't play trans roles and others that will. It's kind of a mess and then

414

00:29:50,600 --> 00:29:57,724

[ann_thomas]: there's, you know, will somebody, one of my questions during an intake interview is always, will you play a character

415

00:29:58,025 --> 00:30:07,351

[ann_thomas]: where the role is partially or fully the gender that you were assigned at birth? so much trauma associated with

416

00:30:07,371 --> 00:30:15,177

[ann_thomas]: that, they can't possibly get past that to play the character authentically. So that's why they'll not do roles

417

00:30:15,217 --> 00:30:20,141

[ann_thomas]: like that because it'll trigger a lot of abuse that came from somebody.

418

00:30:19,778 --> 00:30:19,978

[brian]: Thank you.

419

00:30:20,782 --> 00:30:29,108

[ann_thomas]: And so anyway, we got all those things defined in the profiles on Actors Access and then,

420

00:30:29,878 --> 00:30:33,841

[brian]: which is huge. Let's not just run by that. That is huge. And Ann, I want to just congratulate

421

00:30:33,550 --> 00:30:33,750

[ann_thomas]: I feel like I'm going to have to go back to the school. I'm going to have to go back to the school. I'm going to have to go back to the school.

422

00:30:33,861 --> 00:30:39,965

[brian]: you. I'm a huge Etch Your Access fan and I talk about it all the time on this podcast into just know that, you know,

423

00:30:40,206 --> 00:30:47,211

[brian]: you're such a revolutionary and unfortunate revolutionary and unwanted having to be revolutionary. It'd be like, we need

424

00:30:47,231 --> 00:30:53,016

[brian]: to fix this. I would like to thank you on behalf of, you know, my audience for sure, because this is, that's a huge

425

00:30:53,076 --> 00:30:55,517

[brian]: fix, huge fix that needed to be there for probably quite a while.

426

00:30:56,050 --> 00:31:02,334

[ann_thomas]: Yeah, I mean we needed it for a while. We were complaining for a while to Gary. Gary became a good friend of ours way back

427

00:31:02,734 --> 00:31:05,076

[ann_thomas]: about six years ago, or

428

00:31:04,699 --> 00:31:04,956

[brian]: great.

429

00:31:05,136 --> 00:31:11,440

[ann_thomas]: seven years ago. Anyway, so he even came and spoke on a panel with me once that was fun as hell. Gary

430

00:31:11,158 --> 00:31:11,561

[brian]: Good.

431

00:31:11,460 --> 00:31:13,201

[ann_thomas]: Marseille next to me on a panel.

432

00:31:13,534 --> 00:31:13,857

[brian]: Yes?

433

00:31:14,762 --> 00:31:21,367

[ann_thomas]: But anyway, the next step though was after it was defined in Actors Access, we had to make it so that the casting

434

00:31:21,387 --> 00:31:22,628

[ann_thomas]: directors can search

435

00:31:22,522 --> 00:31:22,655

[brian]: Right.

436

00:31:22,828 --> 00:31:31,974

[ann_thomas]: on them. new search parameters and they rolled that out I think like a month or two after the actors access changes.

437

00:31:33,275 --> 00:31:40,440

[ann_thomas]: And then they hit that point once they had it across the board done then they made the formal announcement that I

438

00:31:40,480 --> 00:31:41,861

[ann_thomas]: think we all saw like a month ago.

439

00:31:42,385 --> 00:31:42,556

[brian]: Yeah.

440

00:31:42,621 --> 00:31:48,505

[ann_thomas]: And so that's the process they had to go through because they needed to be able to allow the

441

00:31:55,550 --> 00:31:59,274

[ann_thomas]: And so something like that, so that they could be more precise and get

442

00:31:59,720 --> 00:31:59,935

[brian]: Yeah.

443

00:31:59,894 --> 00:32:02,357

[ann_thomas]: only the folks they really wanted to see.

444

00:32:03,142 --> 00:32:03,313

[brian]: Yeah.

445

00:32:03,258 --> 00:32:09,405

[ann_thomas]: So, and then specify it in the breakdowns, you know, they've already been, and some of them can specify that, but

446

00:32:09,505 --> 00:32:14,009

[ann_thomas]: they were able then to put it into Breakdown Express properly at that point.

447

00:32:14,678 --> 00:32:20,311

[brian]: And you said that they just made the announcement because I don't know that I received it because I did the announcement

448

00:32:20,332 --> 00:32:22,597

[brian]: go out just to casting it, actors get this announcement too.

449

00:32:23,330 --> 00:32:24,854

[ann_thomas]: I have no idea. They sent

450

00:32:24,760 --> 00:32:24,883

[brian]: All

451

00:32:24,894 --> 00:32:24,974

[ann_thomas]: it

452

00:32:24,945 --> 00:32:25,213

[brian]: right.

453

00:32:25,014 --> 00:32:28,843

[ann_thomas]: to us and sent it out there and said, hey, send it out to your clients now. And I'm

454

00:32:28,818 --> 00:32:28,878

[brian]: All

455



Ep. 114 - Transgender Talent Founder Ann Thomas - Transcript

00:32:28,883 --> 00:32:29,064

[ann_thomas]: like,

456

00:32:28,958 --> 00:32:30,199

[brian]: right.

457

00:32:29,204 --> 00:32:29,605

[ann_thomas]: sure,

458

00:32:30,219 --> 00:32:30,439

[brian]: Okay,

459

00:32:30,307 --> 00:32:30,527

[ann_thomas]: I can

460

00:32:30,479 --> 00:32:30,659

[brian]: great.

461

00:32:30,567 --> 00:32:30,768

[ann_thomas]: send

462

00:32:30,719 --> 00:32:30,859

[brian]: Well,

463

00:32:30,788 --> 00:32:30,908

[ann_thomas]: you

464

00:32:30,879 --> 00:32:31,039

[brian]: we

465

00:32:30,928 --> 00:32:31,329

[ann_thomas]: a copy.

466

00:32:31,079 --> 00:32:35,662

[brian]: will make sure, right, we will, we will look at it. We'll make sure we include it in the show notes here today, because

467

00:32:35,682 --> 00:32:36,543

[brian]: I think that's really

468

00:32:36,250 --> 00:32:36,450

[ann_thomas]: Thank you.

469

00:32:36,663 --> 00:32:42,026

[brian]: worth everyone knowing about. And also, I think I'm imagining there are many transgender and non-binary actors out there who

470

00:32:42,086 --> 00:32:45,289

[brian]: don't know this, might not know the updates actually been made. And that's something that should take some time to

471

00:32:45,309 --> 00:32:52,073

[brian]: take a look at because they now have more protections and options now that that is in that space. So

472

00:32:51,918 --> 00:32:52,086

[ann_thomas]: Yeah.

473

00:32:52,353 --> 00:32:55,055

[brian]: tell, yeah, tell me a little bit about what's your day to day

474

00:32:58,678 --> 00:33:04,907

[brian]: got these actors' department, you're performing yourself.
Share a little bit about what's it like a normal day for Ann

475

00:33:04,927 --> 00:33:05,348

[brian]: for us.

476

00:33:05,950 --> 00:33:06,350

[ann_thomas]: MBC 뉴스 김지경입니다.

477

00:33:07,771 --> 00:33:10,035

[brian]: Like there's no such thing as a normal day, Brian. What are you talking about?

478

00:33:09,970 --> 00:33:18,780

[ann_thomas]: It's never a normal day. What my ideal day is to get up at about three or four in the morning and get started

479

00:33:19,040 --> 00:33:27,269

[ann_thomas]: on doing treatments and doing pitch decks and sizzle reels for shows I'm working on. And then, and.

480

00:33:26,998 --> 00:33:30,847

[brian]: Wait, three or four in the morning, and why three or four in the morning? Are you night owl? Are you morning

481

00:33:30,810 --> 00:33:30,930

[ann_thomas]: I'm

482

00:33:30,948 --> 00:33:31,168

[brian]: owl?

483

00:33:30,990 --> 00:33:32,891

[ann_thomas]: not an idol. I'm a morning person.

484

00:33:33,454 --> 00:33:34,437

[brian]: God, God, that's what I meant,

485

00:33:34,332 --> 00:33:34,452

[ann_thomas]: I'm

486

00:33:34,457 --> 00:33:34,637

[brian]: yeah.

487

00:33:34,512 --> 00:33:43,518

[ann_thomas]: from the country. You know, the last place I worked before I moved here was a farm, a 1500 acre farm up in the mountains.

488

00:33:44,158 --> 00:33:44,599

[ann_thomas]: And so

489

00:33:44,598 --> 00:33:44,939

[brian]: So getting

490

00:33:44,779 --> 00:33:45,099

[ann_thomas]: I got,

491

00:33:44,959 --> 00:33:45,341

[brian]: up early

492

00:33:45,359 --> 00:33:45,419

[ann_thomas]: I

493

00:33:45,381 --> 00:33:45,461

[brian]: is

494

00:33:45,439 --> 00:33:46,440

[ann_thomas]: love,

495

00:33:45,562 --> 00:33:46,104

[brian]: normal. Okay.

496

00:33:46,500 --> 00:33:47,421

[ann_thomas]: yeah, waking up

497

00:33:47,349 --> 00:33:47,650

[brian]: Okay.

498

00:33:47,461 --> 00:33:53,265

[ann_thomas]: before dawn is normal and you go out and you know, you go take care of the horses and the chickens and stuff like

499

00:33:53,285 --> 00:33:55,666

[ann_thomas]: that. I also own a farm too myself. So that's,

500

00:33:55,440 --> 00:33:55,773

[brian]: Look at it.

501

00:33:56,267 --> 00:34:03,573

[ann_thomas]: I just use, I get, my body actually works the best that way. I go to I mean when Jamie Lee Curtis made her statement.

502

00:34:03,854 --> 00:34:07,940

[ann_thomas]: Will you guys like Coldplay? Will you please have matinees? I'm

503

00:34:07,918 --> 00:34:08,258

[brian]: Yes.

504

00:34:08,000 --> 00:34:10,323

[ann_thomas]: like, yes, please

505

00:34:11,723 --> 00:34:11,883

[brian]: So

506

00:34:11,825 --> 00:34:12,025

[ann_thomas]: They

507

00:34:11,923 --> 00:34:12,144

[brian]: now

508

00:34:12,085 --> 00:34:12,446

[ann_thomas]: start

509

00:34:12,184 --> 00:34:12,324

[brian]: you're,

510

00:34:12,466 --> 00:34:13,047

[ann_thomas]: their shows

511

00:34:12,845 --> 00:34:13,125

[brian]: yes.

512

00:34:13,087 --> 00:34:14,889

[ann_thomas]: when I'm asleep anyway

513

00:34:15,449 --> 00:34:21,437

[brian]: So now your cows and chickens are treatments and pilots and films. Oh my is what it sounds like. Yes.

514

00:34:23,003 --> 00:34:24,007

[ann_thomas]: I'm gonna use that.

515

00:34:24,440 --> 00:34:24,766

[brian]: Oh, god.

516

00:34:26,810 --> 00:34:32,615

[ann_thomas]: So yeah, I have a lot of stuff in development. I'm trying to work on that because generally people don't bug me

517

00:34:32,635 --> 00:34:36,878

[ann_thomas]: at that time in the morning because the East Coast people are usually up and at them by

518

00:34:36,778 --> 00:34:36,992

[brian]: Hmm?

519

00:34:36,919 --> 00:34:43,004

[ann_thomas]: like six o'clock our time, but they usually leave me alone because I'm a West Coast person and I think most West

520

00:34:43,044 --> 00:34:47,228

[ann_thomas]: Coast people don't get up till nine. Ha ha!

521

00:34:45,539 --> 00:34:47,624

[brian]: Yeah, yes. Don't

522

00:34:47,528 --> 00:34:47,688

[ann_thomas]: Me

523

00:34:47,644 --> 00:34:47,784

[brian]: then

524

00:34:47,728 --> 00:34:47,828

[ann_thomas]: and

525

00:34:47,824 --> 00:34:47,864

[brian]: of

526

00:34:47,848 --> 00:34:48,289

[ann_thomas]: Jamie

527

00:34:47,884 --> 00:34:48,365

[brian]: them will listen to

528

00:34:48,329 --> 00:34:48,529

[ann_thomas]: Lee

529

00:34:48,386 --> 00:34:48,987

[brian]: this process.

530

00:34:48,569 --> 00:34:49,169

[ann_thomas]: are up early.

531

00:34:49,528 --> 00:34:52,555

[brian]: Yeah. Hopefully none of them will listen to this podcast.
They won't know that this is happening.

532

00:34:52,230 --> 00:35:01,235

[ann_thomas]: Yes, yes. Anyway, so yeah, I will get up that early and do a couple hours, three hours of work on that stuff. Sometimes

533

00:35:01,315 --> 00:35:11,782

[ann_thomas]: I go for a walk, sometimes whatever. You know, and then I'll get going on whatever falls in the door, which can

534

00:35:11,822 --> 00:35:20,968

[ann_thomas]: be incredible. I mean, I'll get casting calls, I'll get problems that I have to deal with, or there's productions

535

00:35:22,169 --> 00:35:30,679

[ann_thomas]: they're like wanting to know stuff you know whatever for that I have actors in it's a since it's a free for all of

536

00:35:30,739 --> 00:35:31,360

[ann_thomas]: insanity

537

00:35:32,039 --> 00:35:32,203

[brian]: Ha

538

00:35:32,081 --> 00:35:32,221

[ann_thomas]: and

539

00:35:32,224 --> 00:35:32,306

[brian]: ha

540

00:35:32,321 --> 00:35:32,421

[ann_thomas]: so

541

00:35:32,388 --> 00:35:32,470

[brian]: ha.

542

00:35:32,441 --> 00:35:38,108

[ann_thomas]: when everybody everybody says how are you today and how's your day going I'm like crazy as normal

543

00:35:39,378 --> 00:35:41,279

[brian]: Crazy as normal. Great. And

544

00:35:41,450 --> 00:35:41,650

[ann_thomas]: and the

545

00:35:42,460 --> 00:35:46,724

[brian]: dude, there are there any, would you say, as you know, as you talk about this, and I don't want to dwell in the problem

546

00:35:46,744 --> 00:35:54,131

[brian]: zone, but are there any problems particular to the talent that you serve that you're seeing come up consistently, either

547

00:35:54,271 --> 00:35:56,973

[brian]: for them on set or in auditions that we haven't touched on today?

548

00:35:57,536 --> 00:35:57,722

[ann_thomas]: Ugh.

549

00:35:58,094 --> 00:36:01,757

[brian]: Or solutions that you've found that might be helpful for any of our listeners?

550

00:36:03,390 --> 00:36:09,934

[ann_thomas]: Okay, so I think one of the biggest problems is

most people don't realize that they if they're gonna advertise

551

00:36:09,955 --> 00:36:16,379

[ann_thomas]: their services They need to provide the proof that they actually can do it. And so a lot of times a real suck

552

00:36:17,678 --> 00:36:17,846

[brian]: Okay?

553

00:36:17,700 --> 00:36:24,464

[ann_thomas]: You know, you can put all you want on a resume, but hey We've seen politicians lately that have been lying like

554

00:36:24,504 --> 00:36:33,490

[ann_thomas]: crazy on their resumes So we all know resumes aren't worth anything real whether

555

00:36:33,520 --> 00:36:33,646

[brian]: Hmm.

556

00:36:33,650 --> 00:36:38,694

[ann_thomas]: it's an acting real and there's all different genres you can do of those. You

557

00:36:38,641 --> 00:36:38,893

[brian]: right

558

00:36:38,714 --> 00:36:44,237

[ann_thomas]: know, you can do a speed reel and it shows all the different range of your acting skill. And do full scenes. We

559

00:36:44,257 --> 00:36:49,361

[ann_thomas]: need to have full scenes because that's usually your question when you move up to the next level, next round

560

00:36:49,581 --> 00:36:54,224

[ann_thomas]: of casting. Once they get past the initial audition, a lot of times

561

00:36:54,441 --> 00:36:54,672

[brian]: Got

562

00:36:54,564 --> 00:36:54,824

[ann_thomas]: if it's

563

00:36:54,714 --> 00:36:54,756

[brian]: it.

564

00:36:54,844 --> 00:36:59,287

[ann_thomas]: a bigger role they'll want to see full scenes that make sense because they want

565

00:37:01,498 --> 00:37:02,234

[brian]: Right, yeah.

566

00:37:03,270 --> 00:37:09,934

[ann_thomas]: So we need to have all of that. We have it personally for us. We provide unlimited space for our clients on Google

567

00:37:09,975 --> 00:37:17,159

[ann_thomas]: Drive and with their name attached and we send that out, the link to that out so that casting directors, producers,

568

00:37:17,219 --> 00:37:24,364

[ann_thomas]: writers, whoever can view all that extra material.
So we don't charge you the \$20 a minute like they do on an actor's

569

00:37:24,484 --> 00:37:30,188

[ann_thomas]: axis. You get all this place. You can just send
one link out and they can watch the whole thing all about you.

570

00:37:32,570 --> 00:37:38,534

[ann_thomas]: problem is we have people coming to us saying I'm
the world's greatest actor just come down and watch my show It's

571

00:37:38,574 --> 00:37:38,794

[ann_thomas]: like

572

00:37:38,862 --> 00:37:39,051

[brian]: Yeah.

573

00:37:39,514 --> 00:37:47,099

[ann_thomas]: you think Hollywood's gonna drive down to a nightclub
and watch you perform I don't care how popular that nightclub

574

00:37:47,199 --> 00:37:47,439

[ann_thomas]: is

575

00:37:48,278 --> 00:37:48,802

[brian]: Yeah.

576

00:37:48,740 --> 00:37:49,721

[ann_thomas]: We're busy

577

00:37:50,434 --> 00:37:50,857

[brian]: Yeah.

578

00:37:50,502 --> 00:37:57,866

[ann_thomas]: Send us your footage. So that's the first thing is I don't see Adequate stuff provided and that also that isn't

579

00:37:57,886 --> 00:38:00,048

[ann_thomas]: just for on camera. That's for music

580

00:38:03,291 --> 00:38:09,020

[ann_thomas]: If you've got, if you do voiceover, we need to have the different, there's three different kinds of those reels that

581

00:38:09,040 --> 00:38:09,421

[ann_thomas]: you do.

582

00:38:09,362 --> 00:38:09,593

[brian]: Right.

583

00:38:09,461 --> 00:38:14,529

[ann_thomas]: There's, you know, narrative and, or animation and narration and.

584

00:38:15,878 --> 00:38:16,604

[brian]: commercial, right?

585

00:38:17,150 --> 00:38:17,790

[ann_thomas]: Yeah, commercial

586

00:38:17,815 --> 00:38:17,956

[brian]: Yeah.

587

00:38:17,950 --> 00:38:25,215

[ann_thomas]: stuff like that. And so we need to, you know, you need to have adequate stuff for that. And then you need headshots

588

00:38:25,235 --> 00:38:30,218

[ann_thomas]: that are current. So if you're changing your local time, getting new headshots every freaking time, you get your

589

00:38:30,258 --> 00:38:31,519

[ann_thomas]: hair colored, you know, if

590

00:38:31,511 --> 00:38:31,553

[brian]: Mm.

591

00:38:31,559 --> 00:38:37,003

[ann_thomas]: that's what it takes, then do it. It's part of the package deal. If you don't have enough money to get your hair

592

00:38:37,043 --> 00:38:42,587

[ann_thomas]: colored, you know, your picture's done, you know, and it's okay to go do them against the side of a wall with a

593

00:38:42,647 --> 00:38:44,688

[ann_thomas]: friend using a nice iPhone, you know, I mean,

594

00:38:46,578 --> 00:38:51,843

[brian]: We won't let any of our head chef photographers hear you say that, but I think that if you're the person who is non-conforming

595

00:38:52,484 --> 00:38:56,188

[brian]: in terms of that kind of like, I'm changing my look all the time, then I think we kind of can expect you're going to

596

00:38:56,208 --> 00:38:59,391

[brian]: have maybe a non-conforming head chef. If you're, I would

597

00:38:59,318 --> 00:38:59,339

[ann_thomas]: E.

598

00:38:59,411 --> 00:39:02,795

[brian]: always say it's worth investing. If you're going to have the same haircut for a while, it's probably worth investing in

599

00:39:02,815 --> 00:39:05,317

[brian]: a good one at some point is what I was, you know.

600

00:39:05,530 --> 00:39:11,233

[ann_thomas]: Right and that's the thing is that I you know we do have good head photo shop photographers We've worked with

601

00:39:11,434 --> 00:39:16,657

[ann_thomas]: and they are absolutely stellar. I love working with them I like the work they do but when you're dealing with

602

00:39:16,697 --> 00:39:22,801

[ann_thomas]: people who change their hair color every three weeks Gets kind of old because it takes that long just to get the last

603

00:39:22,941 --> 00:39:23,322

[ann_thomas]: batch

604

00:39:23,178 --> 00:39:23,542

[brian]: Yes,

605

00:39:23,422 --> 00:39:23,762

[ann_thomas]: done

606

00:39:23,723 --> 00:39:24,268

[brian]: exactly.

607

00:39:23,782 --> 00:39:24,702

[ann_thomas]: and back to you

608

00:39:24,954 --> 00:39:25,216

[brian]: Yes.

609

00:39:25,143 --> 00:39:27,564

[ann_thomas]: by then It's a whole new color. Oh,

610

00:39:27,498 --> 00:39:27,811

[brian]: Yes.

611

00:39:27,885 --> 00:39:31,487

[ann_thomas]: it was it was hot pink that time. It's it's teal now

612

00:39:31,978 --> 00:39:33,856

[brian]: Right. Yeah. Yeah, because yeah.

613

00:39:35,310 --> 00:39:37,891

[ann_thomas]: in those pictures you just took. I mean,

614

00:39:38,618 --> 00:39:39,142

[brian]: Yeah, right,

615

00:39:38,952 --> 00:39:39,292

[ann_thomas]: it gets

616

00:39:39,283 --> 00:39:39,806

[brian]: exactly.

617

00:39:39,332 --> 00:39:40,413

[ann_thomas]: a little crazy.

618

00:39:40,854 --> 00:39:41,297

[brian]: Totally.

619

00:39:41,874 --> 00:39:48,658

[ann_thomas]: And then there's that, and then there's the actors and performers, not just actors, but singers and anything else

620

00:39:48,698 --> 00:39:58,965

[ann_thomas]: where they have an ego. And it's like, excuse me, I don't like working with people with egos. They cause disturbances

621

00:39:59,025 --> 00:40:06,471

[ann_thomas]: on sets. You know, because I work as a producer too, and you know, and all that stuff. come to me that are just

622

00:40:06,531 --> 00:40:13,601

[ann_thomas]: full of themselves to the point where it's ridiculous. Everybody has good skills in this industry. And that's what the

623

00:40:13,641 --> 00:40:19,869

[ann_thomas]: real supposed to demonstrate. If the real doesn't demonstrate your acting quality, then your attitude isn't going

624

00:40:19,889 --> 00:40:20,209

[ann_thomas]: to help.

625

00:40:22,118 --> 00:40:25,372

[brian]: That's so good. Ha ha ha. Ha ha ha. That's

626

00:40:25,332 --> 00:40:25,612

[ann_thomas]: So So

627

00:40:25,432 --> 00:40:25,733

[brian]: so

628

00:40:25,692 --> 00:40:26,492

[ann_thomas]: please

629

00:40:25,774 --> 00:40:26,055

[brian]: good.

630

00:40:27,033 --> 00:40:29,955

[ann_thomas]: check your check your ego at the door

631

00:40:30,422 --> 00:40:30,795

[brian]: Yeah.

632

00:40:31,015 --> 00:40:35,839

[ann_thomas]: You know because it's like I mean, oh shit. I don't know how many excuse me. I was

633

00:40:35,678 --> 00:40:35,960

[brian]: No, you

634

00:40:35,979 --> 00:40:36,519

[ann_thomas]: supposed

635

00:40:35,980 --> 00:40:36,543

[brian]: could say all the

636

00:40:36,539 --> 00:40:36,639

[ann_thomas]: to

637

00:40:36,563 --> 00:40:36,744

[brian]: words.

638

00:40:36,679 --> 00:40:36,959

[ann_thomas]: say that

639

00:40:37,328 --> 00:40:38,877

[brian]: We say all the words on the show. Yes.

640

00:40:39,401 --> 00:40:42,683

[ann_thomas]: Okay, I'm trying to say G rated anyway,

641

00:40:42,378 --> 00:40:42,613

[brian]: Uh-huh.

642

00:40:43,644 --> 00:40:55,354

[ann_thomas]: so we get people who oh my gosh, they're like I'm nominated for this award. It's like Dude, I know people with

643

00:40:55,795 --> 00:40:57,758

[ann_thomas]: arm loads of those awards

644

00:40:59,240 --> 00:40:59,573

[brian]: Yes.

645

00:40:59,902 --> 00:41:03,527

[ann_thomas]: Please and they don't act with as much ego as you do,

646

00:41:03,878 --> 00:41:04,118

[brian]: You know,

647

00:41:04,108 --> 00:41:04,489

[ann_thomas]: you know,

648

00:41:04,258 --> 00:41:04,738

[brian]: and what you're

649

00:41:04,629 --> 00:41:04,809

[ann_thomas]: it's

650

00:41:04,778 --> 00:41:10,962

[brian]: saying is so, it's so, you know, I, you know, I created this program to help actors get agents and I interviewed all

651

00:41:10,982 --> 00:41:14,905

[brian]: the managers and agents before I create a bunch of managers, age before I created and the number one thing they all said,

652

00:41:14,925 --> 00:41:21,449

[brian]: and you're saying right now is, please don't be delusional when you meet with me because it's not helpful to you and it

653

00:41:21,469 --> 00:41:27,253

[brian]: makes me not want to work for you. Because then I can't, then I feel like I have to like educate you on your place in

654

00:41:27,293 --> 00:41:31,876

[brian]: the business and be your agent at the same time. And I don't have the time for that, nor do I want to deal with that.

655

00:41:33,998 --> 00:41:40,642

[brian]: great to have confidence or to be certain in your craft. We're talking about ego, which is not the same thing. This is

656

00:41:40,682 --> 00:41:45,525

[brian]: like thinking you're God's gift. And well, let's be truthful. I think everyone is God's gift. But what I mean is thinking you're

657

00:41:45,545 --> 00:41:47,967

[brian]: better than anybody else is not the way to make this happen.

658

00:41:47,916 --> 00:41:48,027

[ann_thomas]: Yeah.

659

00:41:47,987 --> 00:41:53,190

[brian]: And, and, and one of the things you also said that I think is really powerful is in this business, I think the way

660

00:41:53,210 --> 00:41:58,274

[brian]: that it is now that everybody can put an audition on tape at home and everyone carries a camera around in their pocket.

661

00:41:59,154 --> 00:42:07,120

[brian]: We need evidence. Don't tell me on your to have one. Sure. Okay. But then show me that you do drama. Show me that

662

00:42:07,140 --> 00:42:13,384

[brian]: you do a comment. Where's the evidence to back up what you say you can do? Because the truth is I'm probably going to

663

00:42:13,404 --> 00:42:18,407

[brian]: give it to the part, give the part to someone who I've got to see them act more than I spent time with their resume

664

00:42:18,487 --> 00:42:23,571

[brian]: that I saw them do something similar to it. I saw them do the audition. I saw tape. That's what got them the role. And

665

00:42:23,591 --> 00:42:27,573

[brian]: so I think that's, you know, nice to hear you saying something that we've been saying for a minute over here. So this

666

00:42:27,613 --> 00:42:28,154

[brian]: is really helpful

667

00:42:30,530 --> 00:42:32,228

[ann_thomas]: Just a minute? Is that all?

668

00:42:33,958 --> 00:42:36,040

[brian]: More than that. So, so just

669

00:42:35,964 --> 00:42:36,028

[ann_thomas]: Bye.

670

00:42:36,160 --> 00:42:43,129

[brian]: a couple of questions to kind of round things out here for us. Are there any other resources that you would send a non-binary

671

00:42:43,169 --> 00:42:48,476

[brian]: transgender actor to if they were looking for something to help them in this industry? Cause I don't think you want me

672

00:42:48,496 --> 00:42:49,857

[brian]: to send all of them to you. Do you?

673

00:42:51,650 --> 00:42:52,490

[ann_thomas]: If they're really

674

00:42:52,378 --> 00:42:52,578

[brian]: Thank you.

675

00:42:52,530 --> 00:42:54,592

[ann_thomas]: good, I am we want to see them but the

676

00:42:54,561 --> 00:42:54,686

[brian]: All

677

00:42:54,632 --> 00:42:54,772

[ann_thomas]: thing

678

00:42:54,728 --> 00:42:54,936

[brian]: right.

679

00:42:54,832 --> 00:43:00,656

[ann_thomas]: is is that we've had to slow down on On letting people in because it's where we first started the company We

680

00:43:00,676 --> 00:43:04,819

[ann_thomas]: took anybody in regardless because we didn't know about reels.

681
00:43:04,878 --> 00:43:04,942
[brian]: All

682
00:43:04,899 --> 00:43:04,999
[ann_thomas]: We

683
00:43:04,963 --> 00:43:05,178
[brian]: right.

684
00:43:05,019 --> 00:43:11,603
[ann_thomas]: didn't worry about resumes about eight years ago
We were just like hey anybody want to join us, you know, but

685
00:43:11,470 --> 00:43:11,695
[brian]: Got

686
00:43:11,683 --> 00:43:11,903
[ann_thomas]: now

687
00:43:11,716 --> 00:43:11,757
[brian]: it.

688
00:43:11,923 --> 00:43:22,290
[ann_thomas]: that we've figured it out. It's yeah It's like we've had people on a roster who've literally of them over the years

689
00:43:22,530 --> 00:43:31,937
[ann_thomas]: and then if not all of them I think now and what we want is people who actually are really really good actors

690

00:43:32,117 --> 00:43:39,702

[ann_thomas]: and so if you've got the training you know this is the thing I have a tape on my YouTube channel called dream

691

00:43:39,742 --> 00:43:49,148

[ann_thomas]: versus passion and the biggie is if you've got a dream you know we all have dreams oh I want to sleep with that

692

00:43:51,250 --> 00:44:00,756

[ann_thomas]: So how many have actually become a passion to the point where they actually do and it's voluntary. You know, it's,

693

00:44:01,817 --> 00:44:04,558

[ann_thomas]: I've heard of very, very few stories like that. Like the

694

00:44:04,578 --> 00:44:04,778

[brian]: MBC 뉴스 김성현입니다.

695

00:44:04,598 --> 00:44:11,103

[ann_thomas]: guy you chased down Agnitha, the blonde chick from Abba. She had a guy chase her down like

696

00:44:10,938 --> 00:44:11,379

[brian]: Oh, really?

697

00:44:11,143 --> 00:44:13,024

[ann_thomas]: that. Yeah, look up the

698

00:44:12,985 --> 00:44:13,186

[brian]: I didn't

699

00:44:13,064 --> 00:44:13,484

[ann_thomas]: story.

700

00:44:13,206 --> 00:44:13,326

[brian]: know.

701

00:44:13,524 --> 00:44:14,045

[ann_thomas]: It is like

702

00:44:13,948 --> 00:44:14,149

[brian]: Oh, good,

703

00:44:14,145 --> 00:44:14,585

[ann_thomas]: really

704

00:44:14,631 --> 00:44:14,892

[brian]: really?

705

00:44:14,865 --> 00:44:16,146

[ann_thomas]: touching. This

706

00:44:16,116 --> 00:44:16,417

[brian]: Okay.

707

00:44:16,206 --> 00:44:23,191

[ann_thomas]: guy fell in love with her and he actually figured out where she lived and he moved to just hanging out in restaurants

708

00:44:23,231 --> 00:44:26,153

[ann_thomas]: and bars and places like that till he ran into her

one day.

709

00:44:26,078 --> 00:44:28,257

[brian]: It sounds like stalker, but was it okay or was it?

710

00:44:28,574 --> 00:44:30,276

[ann_thomas]: But he was being nice

711

00:44:30,582 --> 00:44:30,853

[brian]: Okay.

712

00:44:30,956 --> 00:44:33,338

[ann_thomas]: and he liked it and they ended

713

00:44:33,358 --> 00:44:33,800

[brian]: Okay.

714

00:44:33,378 --> 00:44:35,179

[ann_thomas]: up getting married. I

715

00:44:34,985 --> 00:44:35,206

[brian]: Oh, it

716

00:44:35,199 --> 00:44:35,959

[ann_thomas]: mean,

717

00:44:35,226 --> 00:44:37,053

[brian]: was a good one. Okay. Good. Good.

718

00:44:37,060 --> 00:44:37,440

[ann_thomas]: yeah,

719

00:44:37,093 --> 00:44:37,274

[brian]: Good.

720

00:44:37,460 --> 00:44:38,341

[ann_thomas]: but this

721

00:44:37,857 --> 00:44:38,037

[brian]: Good.

722

00:44:38,401 --> 00:44:41,983

[ann_thomas]: is Europe. I wouldn't expect that to happen in America.

723

00:44:41,720 --> 00:44:42,937

[brian]: No, maybe not, yeah, okay.

724

00:44:42,824 --> 00:44:47,507

[ann_thomas]: You know, you know, they're, first of all, they're not as isolated over there, at least back them.

725

00:44:51,670 --> 00:44:58,154

[ann_thomas]: You just don't see that. And there's a big difference between passion and just a dream. You dream about it, but a passion,

726

00:44:59,335 --> 00:45:05,499

[ann_thomas]: that's what I look for in a resume, is the passion there. And the passion should be reflected in it, in the long

727

00:45:05,559 --> 00:45:12,364

[ann_thomas]: list of shows you've been in, the long list of training you've had. Just because you've been in a bunch of shows doesn't

728

00:45:12,404 --> 00:45:18,968

[ann_thomas]: tell me crap. I need to know where have you gone for training? What have you done? And is it consistent year to

729

00:45:19,008 --> 00:45:23,531

[ann_thomas]: year? and especially COVID, everybody had a gap.

730

00:45:23,285 --> 00:45:23,456

[brian]: Right.

731

00:45:24,151 --> 00:45:32,777

[ann_thomas]: So, but that's what I look for is a passion that just, they just won't let go. They wanna keep, it's their dream

732

00:45:33,117 --> 00:45:39,402

[ann_thomas]: to fulfill it and it becomes a passion at that point. Their life becomes where they're revolving around it. You know,

733

00:45:40,242 --> 00:45:47,687

[ann_thomas]: they're not, I, God, we've had people come to us while I have a degree in like physics and I'm like 60 years old.

734

00:45:47,827 --> 00:45:51,891

[ann_thomas]: I've always dreamed of being an actor. And

735

00:45:51,498 --> 00:45:51,984

[brian]: Have you ever taken

736

00:45:51,951 --> 00:45:52,071

[ann_thomas]: how

737

00:45:52,065 --> 00:45:52,105

[brian]: a

738

00:45:52,091 --> 00:45:52,211

[ann_thomas]: many

739

00:45:52,126 --> 00:45:52,571

[brian]: class

740

00:45:52,291 --> 00:45:52,952

[ann_thomas]: acting classes

741

00:45:52,632 --> 00:45:52,834

[brian]: ever?

742

00:45:52,972 --> 00:45:54,575

[ann_thomas]: have you taken? Zero?

743

00:45:55,178 --> 00:45:55,435

[brian]: Got it.

744

00:45:55,456 --> 00:45:57,860

[ann_thomas]: Okay, that's a dream. Not

745

00:45:57,809 --> 00:45:57,933

[brian]: Mm-hmm.

746

00:45:57,900 --> 00:46:00,103

[ann_thomas]: a passion. Your passion was physics.

747

00:46:00,698 --> 00:46:00,978

[brian]: Right.

748

00:46:00,865 --> 00:46:02,407

[ann_thomas]: Go run a nuclear reactor.

749

00:46:02,579 --> 00:46:02,679

[brian]: Or

750

00:46:02,587 --> 00:46:02,747

[ann_thomas]: Leave

751

00:46:02,720 --> 00:46:02,840

[brian]: go

752

00:46:02,788 --> 00:46:02,868

[ann_thomas]: us

753

00:46:02,900 --> 00:46:03,060

[brian]: take

754

00:46:02,908 --> 00:46:03,248

[ann_thomas]: alone.

755

00:46:03,080 --> 00:46:06,903

[brian]: an acting class instead of looking for an agent is what I would say. Like, why don't you go take an acting class right

756

00:46:06,923 --> 00:46:11,648

[brian]: now and see if you really do like acting. Maybe you don't know if you love acting, if you've never really done it, done

757

00:46:11,688 --> 00:46:16,513

[brian]: it in a class, you know what I mean? Like that's a, let's go see you. You might not like it after you go in class for a

758

00:46:16,553 --> 00:46:20,456

[brian]: few weeks. Maybe come back. Say, oh yeah, no, I don't like what this really is now that I found out what you have to

759

00:46:20,476 --> 00:46:20,716

[brian]: do, you know.

760

00:46:21,610 --> 00:46:27,774

[ann_thomas]: Right, and so that's what we look for. And that's what I run into. I mean, that's what people are, that's the kind

761

00:46:27,794 --> 00:46:32,917

[ann_thomas]: of people we'll look for. So ones that are passionate, and they've been doing it for as long as they can remember. You

762

00:46:32,937 --> 00:46:39,762

[ann_thomas]: know, they started acting at six or eight or 10 on the stage, and they went and took acting classes, whether

763

00:46:39,822 --> 00:46:45,025

[ann_thomas]: or not they took official ones. We just want to see the passion. We prefer that they go through and get a BFA

764

00:46:45,065 --> 00:46:52,371

[ann_thomas]: or an MFA, and then they're really good at that point. And we do get invited to those showcases advertised from

765

00:46:52,391 --> 00:46:57,899

[ann_thomas]: different acting schools and we do show up at some

of them. And so, you know, especially the bigger ones, you know,

766

00:46:57,919 --> 00:46:58,460

[ann_thomas]: get yourself

767

00:46:58,178 --> 00:46:58,333

[brian]: Yeah.

768

00:46:58,540 --> 00:47:03,628

[ann_thomas]: into like Stella Adler or someplace like that. They're, you know, you find really good ones.

769

00:47:04,358 --> 00:47:10,545

[brian]: And when you're invited to the college program showcases or these kind of showcases, is there some degree of you being

770

00:47:10,585 --> 00:47:15,270

[brian]: like, and you're going to need to tell me who your transgender clients are, who your non-binary students are because you're

771

00:47:15,310 --> 00:47:21,457

[brian]: specifically seeking in that area? Or how does that actually, how does that break down for you? How does that conversation

772

00:47:21,477 --> 00:47:21,577

[brian]: go?

773

00:47:22,291 --> 00:47:32,237

[ann_thomas]: Well, like an agent or a casting director, they're not actually allowed legally to tell you that. And so, in fact,

774

00:47:32,277 --> 00:47:34,639

[ann_thomas]: they can't even ask the students that. So

775

00:47:34,678 --> 00:47:34,849

[brian]: right.

776

00:47:34,859 --> 00:47:42,024

[ann_thomas]: what I usually do is contact the person running it and say, are you going to have any transgender or non-binary

777

00:47:42,124 --> 00:47:45,106

[ann_thomas]: actors in your showcase? Yes or no? It's all I need to know.

778

00:47:45,800 --> 00:47:45,933

[brian]: had.

779

00:47:46,047 --> 00:47:47,568

[ann_thomas]: And they'll usually, they can answer that.

780

00:47:48,338 --> 00:47:49,496

[brian]: Right, okay, got it.

781

00:47:50,770 --> 00:47:53,837

[ann_thomas]: Yes, or the best of my knowledge? No. Fine.

782

00:47:53,778 --> 00:47:54,830

[brian]: Got it. Got

783

00:47:54,759 --> 00:47:55,040

[ann_thomas]: And that

784

00:47:54,891 --> 00:47:55,356

[brian]: it. Great.

785

00:47:55,080 --> 00:47:59,289

[ann_thomas]: way I know whether or not to waste it, whether it's a waste of time or not to go.

786

00:48:00,098 --> 00:48:04,869

[brian]: Got it. That makes good sense. So tell me in all the work that you've done with all the actors you've worked with,

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00:48:05,431 --> 00:48:07,997

[brian]: what have the actors taught you? What has taught you?

788

00:48:09,450 --> 00:48:09,985

[ann_thomas]: patience.

789

00:48:12,498 --> 00:48:13,021

[brian]: Hmm.

790

00:48:12,710 --> 00:48:14,011

[ann_thomas]: lots of patience.

791

00:48:14,754 --> 00:48:15,116

[brian]: Yeah.

792

00:48:14,852 --> 00:48:28,505

[ann_thomas]: And then they've taught me that, well, actors are actors. And they know how to put on a show. So you gotta take

793

00:48:29,766 --> 00:48:31,948

[ann_thomas]: things they say and do with a grain of salt sometimes.

794

00:48:32,778 --> 00:48:36,845

[brian]: Yeah, tell me what are the things that come up all the time. You have to be like, no, you're blowing something out of

795

00:48:36,885 --> 00:48:42,234

[brian]: proportion or what are the stories you are kind of hearing. We're pretty honest on this podcast. It's okay. You can go there.

796

00:48:42,254 --> 00:48:43,135

[brian]: I'll take care of everybody.

797

00:48:45,130 --> 00:48:53,470

[ann_thomas]: Well, I don't know. I think the ones that stick in my mind are the ones that get sexually assaulted. They get

798

00:48:53,550 --> 00:49:01,538

[ann_thomas]: sexually assaulted by people and it's less now than it was pre-MeToo movement, but it was horrific before then. The

799

00:49:01,578 --> 00:49:10,027

[ann_thomas]: stories I've heard have been absolutely atrocious about various major industry people, most of whom have never

800

00:49:10,067 --> 00:49:18,352

[ann_thomas]: been prosecuted for it, and they're still there. And it's mainly because they look at trans people as being subhuman.

801

00:49:18,572 --> 00:49:24,636

[ann_thomas]: And it's okay to bother us, that we're desperate for work. They'll, they can approach us and get away with it.

802

00:49:25,477 --> 00:49:26,317

[ann_thomas]: Not on my watch.

803

00:49:27,000 --> 00:49:27,178

[brian]: Yeah.

804

00:49:27,038 --> 00:49:33,022

[ann_thomas]: These are stories that came from people who predated me starting the company or predated coming on board with me.

805

00:49:33,862 --> 00:49:41,387

[ann_thomas]: So yeah, it's like, yeah, right. You know, if I, I don't care if it's the CEO of a, of a major network or, or

806

00:49:41,407 --> 00:49:49,973

[ann_thomas]: a studio. my people, I'm after them like there's no tomorrow. I don't care if it ruins the whole company. They

807

00:49:49,920 --> 00:49:50,113

[brian]: Yeah.

808

00:49:49,994 --> 00:49:52,796

[ann_thomas]: need to be taken down. They don't deserve

809

00:49:52,644 --> 00:49:52,778

[brian]: And

810

00:49:52,816 --> 00:50:00,481

[ann_thomas]: their job anymore because they've crossed that line from professionalism into literally being a, what do you call

811

00:50:00,501 --> 00:50:01,502

[ann_thomas]: that, a predator.

812

00:50:02,282 --> 00:50:02,524

[brian]: Yeah,

813

00:50:02,463 --> 00:50:02,983

[ann_thomas]: And they shouldn't

814

00:50:02,745 --> 00:50:03,249

[brian]: beyond.

815

00:50:03,023 --> 00:50:04,304

[ann_thomas]: be running, they shouldn't

816

00:50:04,256 --> 00:50:04,377

[brian]: No.

817

00:50:04,324 --> 00:50:10,068

[ann_thomas]: be running a studio or anything. So yeah, that's kind of where I am on it. I haven't had to do that yet. Come

818

00:50:10,128 --> 00:50:11,129

[ann_thomas]: this close to it though.

819

00:50:12,878 --> 00:50:14,318

[brian]: I'm glad you haven't had to. I'm

820

00:50:14,214 --> 00:50:14,342

[ann_thomas]: Thank

821

00:50:14,359 --> 00:50:14,579

[brian]: sorry

822

00:50:14,364 --> 00:50:14,428

[ann_thomas]: you.

823

00:50:14,599 --> 00:50:23,305

[brian]: you came close and you know, it's, uh, it's wild to have to hear that be said and I, and I, uh, I'm sorry that that has

824

00:50:23,345 --> 00:50:28,928

[brian]: to be something that we have to, you know, think about. And it also is like not a lot of agents who've ever, no agent

825

00:50:28,949 --> 00:50:35,613

[brian]: who's ever come on to this podcast or that I've spoken to before has said that out loud and it makes some perverse sense

826

00:50:35,633 --> 00:50:39,135

[brian]: that you're the one who's saying sharing it with me. That is something you

827

00:50:39,150 --> 00:50:39,191

[ann_thomas]: Oh

828

00:50:39,155 --> 00:50:39,236

[brian]: have

829

00:50:39,233 --> 00:50:39,566

[ann_thomas]: yeah!

830

00:50:39,256 --> 00:50:40,977

[brian]: to watch for. Think about, you know,

927

00:55:35,998 --> 00:55:42,025

[brian]: So one of the things that I saw and is you have some great resources on your website at Transcendertalent.com. There

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00:55:42,065 --> 00:55:46,772

[brian]: are beautiful resources about how to self-tape and everything, but I'm sure there's other people who are listening who will

929

00:55:46,792 --> 00:55:50,837

[brian]: want to follow along a new journey. Where's the best place for them to see what's going on with Transcendertalent

930

00:55:50,857 --> 00:55:51,137

[brian]: with you?

931

00:55:52,870 --> 00:55:54,911

[ann_thomas]: I've been hiding most everything.

932

00:55:55,442 --> 00:55:56,173

[brian]: Ha ha ha ha!

933

00:55:56,132 --> 00:55:58,833

[ann_thomas]: Literally you have the website, you can

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00:55:58,862 --> 00:55:59,051

[brian]: Yeah.

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00:55:58,894 --> 00:56:06,459

[ann_thomas]: see stuff there, I update it periodically. We have a YouTube channel where I put my educational videos and they're

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00:56:06,499 --> 00:56:16,285

[ann_thomas]: broken down for actors or for business people or for casting directors. Then we have music, we have a music professional,

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00:56:16,345 --> 00:56:25,071

[ann_thomas]: the only transgender professional music choir that I'm aware of in North America We have a website for that and

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00:56:25,131 --> 00:56:33,457

[ann_thomas]: we have demo videos of some of the songs we've done on there, on the YouTube channel for that. And we have social

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00:56:33,477 --> 00:56:39,841

[ann_thomas]: media on Facebook and on Instagram and on Twitter,

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00:58:08,218 --> 00:58:13,502

[brian]: And we'll link

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00:58:13,522 --> 00:58:18,605

[brian]: to all of the places that you just said in the show notes. So if anybody is wanting to learn more, you'll have places to

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00:58:18,645 --> 00:58:23,708

[brian]: click on to learn a little bit more. And I want to thank you for today's conversation for so many reasons. One is that

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00:58:23,748 --> 00:58:29,312

[brian]: we got to go in a lot of different directions, which is not the way we always get to go. And that has a real testament

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00:58:29,332 --> 00:58:34,396

[brian]: to your willingness to just be open about your approach to not just the business, but I think all of life, which is what

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00:58:34,436 --> 00:58:40,360

[brian]: I think you really shared today, what you want to see for transgender people, for non-binary people, and this

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00:58:40,460 --> 00:58:49,146

[brian]: business, which is a wild and woolly biz. I would say that the industry is fickle. It is confusing. You learn something,

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00:58:49,166 --> 00:58:55,170

[brian]: then you have to forget it the next day. I just appreciate your bringing to the forefront of this conversation, some things

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00:58:55,190 --> 00:58:58,993

[brian]: that you've learned that like, this has worked. This has worked. You need it real. You need this, like, that these

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00:58:59,033 --> 00:59:05,337

[brian]: pieces. I know a lot of people will be grateful for hearing that advice today. Thank you so much for being on the podcast.