

## ***Towards Equitable Access: Bridging Gaps in Media Arts for Northern Ontario Communities***

Report on 2013-2014 Near North Mobile Media Lab Community Consultations in Timmins, Elliot Lake, Temiskiming Shores, Sioux Lookout, Kenora and Sault Ste. Marie.

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May 2015



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Un organisme du gouvernement de l'Ontario

## Introduction

North Bay can be considered a success story for independent media arts in Northern Ontario. For its relatively small size (population 54,000) it is home to an active media arts community supported by infrastructure that encourages independent practice. Formed in 2004 as a project of the local public art gallery and incorporated in 2008, the Near North Mobile Media Lab provides access to affordable equipment, skills training and professional development and also provides audiences with opportunities to engage in media arts presentations including film festivals and screenings of contemporary cinema. This decade long journey was not without its obstacles, many of which are unique to its Northern Ontario geography. Some of the struggles the Lab has and continues to face include regional isolation, expensive transportation, lack of municipal support, poor youth retention, transient artists and a deficiency in resources for growth. Although the Media Lab has been able to respond to these challenges, for some communities with less developed infrastructure these struggles continue to pose a threat to the development of media arts activity. We wanted to understand what the biggest challenges are, what opportunities exist for media artists and media arts activity and what support could be provided to help increase regional participation in media arts activity in northern Ontario.

## Why Media Arts?

With the modern world saturated in digital media it is vital that communities begin to embrace the artistic possibilities of digital mediums. A diversified media arts culture in Ontario includes participation from all regions. The inclusion of media arts in Northern Ontario's cultural fabric is also vitally important to the health of the region itself. Film festivals, independent film projects, media arts education for youth and media installations in gallery settings are just some of the activities that add a wealth of cultural capital to the northern landscape.

## Social Impact for Youth

When speaking to the value of media arts, it is important to acknowledge the role it plays as a vehicle for social change. Today's youth are immersed in media and technology more than any previous generation. Many experience the world beyond their own communities through various streams of digital media, especially youth in isolated areas.



The northern Ontario youth's relationship to media is usually that of consumer, with access to mostly mainstream channels such as commercial movie theatres, cable television, social media and the

web. Opportunity to practice media art and experience new forms of independent work is much less available in communities with limited resources and deficient school arts programs. Engaging youth to be creators of media and critical audience members is not only a step towards developing emerging media artists, but also positively affects their social, emotional and intellectual well-being. Media arts practice encourages digital literacy, a skill that has been labeled by as a survival skill in the digital era (Eshet-Alkalai, 2004). Supporting the development of media arts projects in these isolated communities can play an important role in the long-term future of a healthy Ontario.

## **Consultation Process**

In fall of 2013 the Near North Mobile Media Lab initiated a year of information gathering by visiting six communities in Northern Ontario to hold public discussions and meet with stakeholders to understand the challenges, opportunities and existing resources unique to each. As organizations such as the Near North Mobile Media Lab explore potential outreach projects to address gaps in media arts activity, it is understood that community consultations are essential to ensuring the resulting strategy responds appropriately to each community and maximizes positive long-term impact. One initial struggle was in choosing appropriate communities to engage with. In a region the size of France how would we reach the most people effectively, and more importantly who really needed us? We ultimately chose to consult with communities that had a substantial population reach of over 5,000 but were under the 100,000 mark. These communities exhibited a need for media arts activity coupled with realistic potential to support such activity in their community.

## **Community Profiles**

### **Media Arts Resources and Consultation Findings**

#### **Elliot Lake**



#### **Overview**

The Near North Mobile Media Lab commenced the North Connects tour in November 2013 by visiting the

northeastern community of Elliot Lake. Elliot Lake is situated between Sudbury and Sault Ste Marie and relatively isolated at roughly 30 kilometers from HWY 17 of the Trans Canada Highway. A former uranium-mining town with a population of just over 11,000, the town has seen steady decline in population after many boom-bust cycles coinciding with mining projects taking place around the city

since the 1950s. Elliot Lake was incorporated as a city in 1990, and since has sought economic development through developing and promoting the community as a retirement living destination.

## **Media Arts Resources**

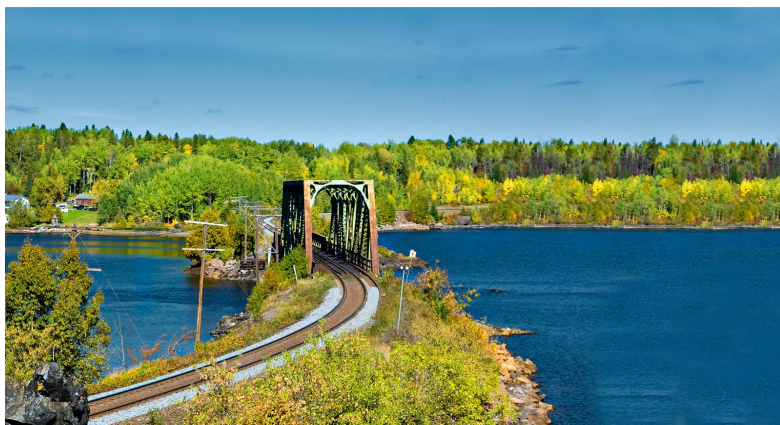
Elliot Lake has a strong history as a leading arts education destination as the former home of White Mountain Academy of the Arts. The school ran from 1998-2006 and attracted artists and students from around the country that sought to combine European and First Nations approaches to painting, photography, graphic design, and other arts forms. The facility eventually closed due to lack of municipal support coupled with failing to secure status as a degree-granting institution. The legacy of White Mountain is still felt within the community with some former students and artists making the town their home. The major venue for arts and culture is the Lester B Pearson Civic Centre. The building underwent a multi-million dollar facelift in the mid 1990's and was converted into a community theatre, office building, nerve centre for the artistic community and home of the Elliot Lake Nuclear and Mining Museum. The theatre seats 350, and mostly hosts touring theatre and musical acts. It does not typically show film or video, but could be used as a space to host media arts screenings. There is also a local arts council ARIEL (The Arts & Culture Roundtable in Elliot Lake) which operates as a non-profit organization dedicated to advancing the arts and culture sector of the town. There has been numerous attempts over the years to establish a theatre for screening films, mostly showing blockbuster cinema. A movie theatre location on Elizabeth walk that was formerly the Lake Theatre and Reel 2 Reel, is currently inactive. Elliot Lake is also home to an active TIFF circuit group that in 2013 had a membership of around 50 people. The public schools in Elliot Lake run rudimentary arts education programs with access to media arts is very limited. There is currently no access to equipment for editing or video production for rental or purchase in the area. There were no identified media artists primarily working in Elliot Lake, but many active artists (mostly older) working in visual arts mediums.

## **Consultation Findings**

Consultations and stakeholder meetings were held at the Lester B. Pearson centre and individual meetings with local artists and educators were held in various locations during the three-day visit. Many of the residents and stakeholders consulted expressed an interest in seeing arts education revived in the town. At the public roundtable meeting, residents expressed interest in seeing partnerships develop for media arts programming, particularly for youth. They cited isolation as a chief concern, and that bridging gaps between other communities with larger infrastructures was a potential method in accessing

resources otherwise unavailable. Media arts was identified as being absent from the arts and culture scene, but also cited as a potential means to provide a richer cultural experience in Elliot Lake. Poor youth retention was identified as an issue that hindered arts and culture development in the community. Two separate attendees noted that municipal efforts to accommodate a planned retirement community had diminished opportunities for youth and further contributed to an already exasperated youth out migration. It was noted by a local post-secondary educator that the school system lacked the means to deliver relevant arts programming but did their best with the means available. A stakeholder meeting hosted by the Executive Director of the Lester B Pearson Centre, Kate Matuszewski, along with Murray Finn and Gwen Goulet of ARIEL took place. The group expressed a desire to implement community partnerships within the town and the potential for coupling existing successful cultural programs like the Arts Walk with media arts programming. A main issue within the arts and culture community expressed by the ARIEL board members was constraints around limited resources that made it difficult to support and maintain any new programs. Lack of staff support and funding prevented sufficient response to some partnership opportunities that had been available in the past. It was acknowledged that increased youth participation in the arts was needed and is not supported sufficiently within the school system (echoing similar comments by public roundtable participants). Current cultural offerings for youth included participation in the National Youth Arts Week and March break camps, along with limited summer programming through ARIEL. Ideas of hosting artists residencies with conjoined programming was discussed. The relative close proximity between North Bay, Sudbury and Elliot Lake lend to discussion of exploring collaborations between the communities.

## **Sioux Lookout**



### **Overview**

Sioux Lookout is a town in Northwestern Ontario known locally as the 'hub of the North'. It has a population of around 5,000 but serves a larger outlying area of around 25,000. The town is relatively isolated, with the

closest communities being Dryden and Kenora to the west. Services industry for surrounding communities is the primary economic driver followed by tourism (mostly outdoor sport).

## Media Arts Resources

For a community of its size, Sioux Lookout is home to a surprisingly active community of media artists and a good number of potential community resources for programming, although activity is mostly unorganized. Media artists were either self-taught or trained away from the community at post-secondary institutions such as Confederation College in Thunder Bay or schools in Southern Ontario. These artists were actively pursuing their own practices in media art and digital filmmaking typically with their own equipment purchased either away from town or online. Some local community organizations that were supportive of media arts programming included Wawatay Communications, Washa Learning Centre and A-Frame gallery. A-Frame hosted a large-scale media arts installation in partnership with the Thunder Bay Art Gallery in 2012 titled *Setting: land*. The project was possible as a partnership with the Thunder Bay Art Gallery and touring grants from the Ontario Arts Council. Partnerships with Bay Street Film Festival in Thunder Bay provided some opportunities for community screenings of contemporary cinema as well as the Sioux Lookout Creative Circle's ongoing Film Night program organized by local artists Nadine Arpin and Hana Beitzl. The Sioux Lookout Public Library was also identified as a potential local resource for media arts activity. The library is actively seeking to expand their ability to provide digital media resources to their patrons.

## Consultation Findings

As a main contact, Donna Giles of the Sioux Creative Arts Circle and A-Frame Gallery put the Lab in touch with local artists and educators. The public roundtable discussion was held at the Sioux Lookout Public Library with a small but interested group in attendance. The community expressed a cautious openness to partnerships that expanded the arts offerings in town, particularly for youth. Some attendees were skeptical to the benefits of partnerships due to problematic partnerships with incoming groups in the past. Difficult experiences with culturally insensitive groups, particularly towards First Nations groups, and projects that yielded one-sided benefits were used as cautionary examples. Suggestions for successful partnering included ensuring projects had lasting impact and real community value and that any engagement towards First Nations groups was vetted through local first nations organizations. It was also suggested that if media arts programming was to take place, local artists who are already practicing locally be hired to help facilitate projects. Overall the group was eager for media arts programming. One participant stated

*"I came here to find out more about opportunities for media and this gave me a sense that there are some very creative possibilities to involve arts and media in Sioux Lookout."*

Meetings took place with individual artists Nadine Arpin and Tyler Angeconeb, both actively pursuing their own practices in media art and digital filmmaking. Arpin was working on completing a short documentary. She stated that although



organized media arts activity could be a possibility in the community, finding the resources to sustain such programming would be hard to maintain. Those active in the arts community are working to near burnout and municipal support for the arts is practically non-existent. She suggested that a media arts partnership would be beneficial, but real funding to maintain ongoing activity would be needed to see the community flourish. Particularly the resources to sustain something like an equipment rental program would be hard to facilitate with little support staff, funding or spaces available. Angecone is a young filmmaker and graduate of Confederation College's digital film program. His web film series *Melvin & Tyler* has seen success and he is now working towards creating feature format films on limited crew and budgets. His feelings were that the community by nature was less willing to support media arts and was typically more supportive of traditional art forms. He also noted that a lack of media arts opportunities in schools and lack of careers in arts and culture was driving youth to out migrate. Access to equipment was also a major roadblock for those interested in media arts. Also addressed was a need for culturally sensitive programming for First Nations members of the community. In particular, one community member was interested in engaging in digital storytelling with elders of his community. Like other communities in the consultations, a need for a dedicated community arts space was addressed. It was noted by one participant that the Centennial Centre had been renamed after construction and was formerly proposed as the 'Centre for Youth, Arts and Culture'. A renaming of the centre was introduced to allow for multi-use purpose of the building rather than dedicating it solely to arts and culture. The building currently houses a public art gallery on the main floor, with most offices in the building being rented out for government, commercial and medical use.

## Kenora



### Overview

230 km west of Sioux Lookout, is Kenora, Ontario. The community is a major cottage destination for residents living in nearby Winnipeg, Manitoba. This makes tourism a

top economic drive for the municipality, specifically in the summer when the population more than doubles.

## **Media Arts Resources**

Kenora is home to Northwestern Film & Video, a media arts collective run by local filmmaker Patrick Lessard. Lessard now sits on the board of the Media Arts Network of Ontario, helping to connect the community to the broader provincial scene. Because of its tourist base, Kenora has a somewhat established and organized arts and culture community. One major hurdle is the lack of dedicated arts spaces or a theatre. Typically, public spaces such as the Women's Place along with local schools and recreation centres provide space for local arts groups to present projects and workshops in. The tourism infrastructure also provides some opportunity for supporting arts initiatives such as the Lake of the Woods Discovery Centre situated on the western boarder of town. Additional cultural space potential exist in private businesses such as the Bijou (music venue) and the Lake of the Woods Brewing Company who are supportive of local arts activity. Some local groups providing artistic programming in the city include the Kenora Arts Project, Lake of the Woods Arts Community, Northwestern Film & Video, Harborfest and Sweet Grass Film Festival. Little support for media arts activity for youth exists in or outside of the school system. One notable organization actively striving to incorporate media arts into student's curriculum is the Seven Generations Education Institute that provides education and training needs for indigenous populations in the area. Kenora also includes some notable media arts and arts activists working in and around the community. Harmony Redsky is a writer, journalist, performer and multimedia producer from Wasauksing First Nation who also owns Roots & Rights media company based in Kenora and Toronto. Shelley Bujould is a local cinematographer and television producer interested in helping to build the media arts community in Kenora. Documentary filmmaker, producer and Gemini award winning actress Michelle St. John also attended as a special guest of the Sweet Grass Film Festival with ties to Kenora.

## **Consultations**

Public consultations included a diverse group of participants. A lengthy discussion took place which focused on the state of arts and culture community in Kenora and surrounding area. Support staff, equipment and space were three major obstacles identified as hindering the development of media arts in the region. Members representing the Kenora Arts Project lead a discussion on the importance of strategizing solutions for community spaces for art projects. A community theatre with performing arts and screening capacity was part of the overall vision of the group, as these disciplines currently do not have a venue. The group had initiated a scarf selling campaign to begin raising funds for a community art centre. Tourism was identified as a potential source of municipal interest and funding for any media arts activity. Introducing media arts education for youth in town and surrounding areas was also identified as a priority. One participant brought up the fact that being closer proximity to Manitoba than most



of Ontario made the community feel somewhat disconnected from the rest of the province. The suggestion of a northern Ontario media arts network would be beneficial to strengthening opportunities for artists and youth living in Kenora. Linking communities in the far west of the province became a leading topic of discussion. Vast distance and expensive travel costs to Southern Ontario makes it difficult to keep in touch with media arts activity in these major centres. Bringing media artists to major centres to participate in large scale events and workshops was also suggested as a method to ease the sense of isolation and disconnect.

## **Temiskaming Shores**



### **Overview**

Temiskaming Shores is city known as the 'tri-town' area approximately 150 kilometers north of North Bay on Highway 11. The community is the result of amalgamation in 2004 of the townships of

Haileybury, New Liskeard and Dymond. The overall population of the city sits at just over 10,000. The community is located on Lake Temiskaming across from the province of Quebec. The city is the economic and service hub to a population of approximately 32,500 from small communities in the surrounding region. Professional services and large retailers continue to act as a major economic source for the community.

### **Media Arts Resources**

Temiskaming Shores is home to the active TIFF film circuit group Temiskaming Screening Room and also home to a one professional production company. Drew Gauley of Good Gauley Productions is a board member of the Near North Mobile Media Lab so there has been some activity and partnership already established between the communities. March break youth camps in animation and video production have been taking place since 2012 with much success and

community interest. The circuit group presents the TSR Film Festival each spring to supportive audiences, mostly making use of community space such as local hotels and arenas. There is one main theatre situated in New Liskeard that houses two screens. Currently the cinema is functioning as a venue to show older blockbuster releases on a daily schedule. The nearby Classic Theatre in Cobalt acts as the local performing arts centre and has hosted media arts screenings and events in the past. In 2013, the theatre partnered with N2M2L and TSR to screen some youth created animated films before a larger screening of a Canadian feature. The current school system is underfunded in the community and focuses heavily on high skills development in agriculture, mining and forestry with little opportunity or emphasis on arts and culture offerings. Haileybury is home to Temiskaming Art Gallery, a newer centre playing the role of public art gallery for the region.

## **Consultations**

A public consultation took place in March 2014 and was co-facilitated by the Temiskaming Screening Room. In addition to the public discussion, meetings with various stakeholders including local educators and arts administrators took place over a three-day visit. The turnout for the public consultation was rather low with bad weather playing a role in accessibility. Nonetheless, the small group discussion yielded some important points including the need to address issues around film production company practices in the area. Particularly, a suggestion was made by one participant that a strategy be considered to ensure production companies filming in the area provided some level of professional development for participating community members. The need for more local grass-roots level film projects was also suggested as a means to develop more talent in the community through hands on training. A stronger connection between the communities of North Bay and Temiskaming Shores was also suggested, with the relative close distance being a main benefit of developing an ongoing relationship. Stakeholder meetings with local secondary school educators identified a need for media arts education and programming opportunities for youth. Poor youth retention was addressed as a community concern. A meeting with Maureen Steward of the Temiskaming Art Gallery yielded a discussion for media arts programming in the gallery as a positive step in providing opportunities to local youth. Walter Pape, local artist and board member of the gallery was also present and echoed support of youth based media arts initiatives. A lengthy meeting with Maija Inglis, a local high school teacher at Temiskaming Shores Secondary School explored the possibilities of media arts programming for marginalized youth in partnership with local social service organizations. As it is not being provided in the school system, opportunity for self-expression was identified as a means to assist at-risk youth in the area. High levels of drug abuse, violence and drop out rates was discussed and initiatives to bridge social service and health sectors with media arts programming was seen as a potential opportunity.

## Timmins



### **Overview**

Timmins is a mining hub for the Northeast, with a population of just over 43,000. The community is undergoing a moderate boom with the gold mining industry, with new mines reopening in and around the area. The community is located 360 kilometers north of North Bay off Highway 11. Other core industries

include outdoor tourism and forestry.

### **Media Arts Resources**

Timmins has a few media arts based businesses that have emerged in the last five to ten years largely due to opportunities afforded to young business owners through the Northern Ontario Heritage Fund Corporation. These smaller production companies such as AJM Films, have allowed for artists to work and practice their art in the community. The Timmins Museum and Exhibition Centre is a main hub for visual arts and touring exhibitions. The space is also used for some community arts projects. Karen Bachman, the Museum Director has been a main contact between the community and N2M2L and has expressed a keen interest in partnering to deliver media arts programming to Timmins. The museum was relocated in 2011 after the site it was originally situated on was scheduled to reopen as an active mining pit. The new museum was opened in 2012 with expanded space and resources. The public school system offers some levels of media arts education at the secondary school level, although resources are not equal between schools and school boards.

## Consultations

A public consultation took place in March 2014 at the Timmins Museum and Exhibition Centre. The largest group of community members who attended were connected to the Timmins Public Library, likely due to its close proximity and relationship with the museum. It was addressed that the community on a whole was experiencing consultation fatigue after recently undergoing months of arts and culture consultations as part of a local cultural plan. Due to communications media such as radio, television, newspapers and social media being a part of the plan, many crossover conversations took place. The implementation and publication of the arts & culture plan was seen as a potential catalyst for city partnership to develop media arts programming. One particular priority identified in the plan pointed to municipal support for strategic arts and culture partnerships in the city:

*“The need to identify planning and partnership strategies to provide more diverse cultural programming to target key groups such as youth and seniors.” (Sierra, 2014)*

This potential was also identified in the guiding principals under Integration and Collaboration.

*“The City of Timmins will explore and capitalize on available partnership opportunities, working with local, regional and provincial partners to ensure the efficient delivery, growth and development of cultural spaces, programs and opportunities.” (Sierra, 2014)*

Priority industry categories included Sound Recording, Audio-Visual & Interactive Media. Municipal investment in cultural opportunities such as media arts was seen as being vital to increasing participation and interest in media arts activity. Some participants felt the community emphasis on mining detracted from the city’s ability to invest in arts but also posed an opportunity for potential corporate investment into projects and festivals (as seen in Sudbury). Youth out migration was discussed as a major setback for cultural growth. Participants discussed the need for job opportunities in arts and culture as being a conduit for retaining youth in the community.



## Sault Ste. Marie

### Overview

Sault Ste. Marie is the third largest city in Northern Ontario with a population of just over 75,000 residents. The municipality sits between lake Huron

and Superior on the St. Mary's river and shares a border crossing with the U.S.A., to which Sault Ste. Marie, Michigan is accessible by bridge.

## **Media Arts Resources**

Sault Ste. Marie has a thriving film industry including an active community of film crew members and production companies. The arrival of the first feature in 2005 instigated the growth in this sector, followed by the establishment of local production companies, city investment and the NOHFC tax credit program. On average 20-30 local people are hired in various roles on most locally produced films. A 2-year Digital Film Production course at Sault College is also a major resource for film education in the community and a catalyst for industry development. The largest film production company in town is Edge Enterprises, offering full service production for feature film projects. Shadows of the Mind Film Festival also provides access to contemporary cinema from the TIFF circuit group. The Grand Theatre offers both cinema and performance experiences and often partners with local groups to show independent and contemporary cinema (including the film festival). In 2012, the Ontario Arts Council released a program under the Media Arts Section titled the *Regional Media Artists' Collectives* to encourage the development of independent media arts collectives in communities outside of those already serviced. The 360 Sault Media Arts Collective was developed in 2013 to help provide resources to independent filmmakers in the city. Housed in the 180 Projects Gallery space on Gore Street in downtown Sault Ste Marie, the group has a limited stock of equipment, which is available for rent by members in good standing. The group has yet to secure stable funding sources, but remains somewhat active in their current space.

## **Consultations**

In 2014, SMAC 360 and Andrea Pinhero of 180 Projects invited N2M2L to visit the community and consult with the membership on direction and potential collaboration between the two communities. Although the film and television industry is alive and well in Sault Ste Marie, the group felt somewhat isolated in their region from independent media arts activity. N2M2L held a consultation and information session with a sizable group of community members and collective members at the 180 Projects space. Similarities in growing pains between SMAC and N2M2L were shared and potential projects that could benefit the growth of the group were also identified. Youth and emerging artist skills development was identified as one priority of the group. Another essential step to creating an active resource was acquiring relevant equipment offerings for members and community. Networking artists with other communities was seen as a jumping off point for professional growth of artists. Youth out migration was also addressed with similar sentiments echoed from other communities. The lack of cultural employment opportunities for a large pool of local youth talent was identified as

an exasperating factor for this. Overall the group felt many resources existed in the community, including talent, industry, a theatre and media arts education programs but these assets were not being harnessed effectively and were not accessible to independent and emerging artists. Lack of funding for support staff and volunteer burnout was identified as a core struggle that threatened the future of the 360 SMAC collective. Opportunities like the NOHFC internship program to fund positions to support the ongoing activities of the group was seen as a necessary step to sustainability.

## **Summary of Findings**

The feedback from community consultations and stakeholder meetings indicated many common needs and shared experiences between communities. Some differences in attitude towards external community partnerships and varying degrees of community support for the arts was noted. Nonetheless, every community expressed similar levels of resource deficiencies concerning media arts sector development. The top reported challenges included a lack of dedicated arts spaces, poor youth retention, volunteer burnout, little or no presence of media arts education for youth, little or no access to affordable equipment, deficiencies in municipal support for the arts, and relative isolation between communities. Although some of these challenges such as the need for an arts centre, youth out migration, and lack of municipal support, cannot be directly addressed by media arts activity, participants felt that the media arts was an important element to a balanced cultural sector and activity of this nature could help to indirectly advance these goals.

## **Recommendations**

From the common shared experiences and challenges, the information gathered from these consultations can help lead to a recommended direction for N2M2L and partner organizations concerning regional outreach. These recommendations seek to benefit communities through meaningful partnerships that advance media arts activity in northern Ontario.

### **1. Media Arts Education for Youth**

- Provide opportunity for access to media arts education and exposure to youth in communities where infrastructure is lacking
- Hire and train local artists to mentor and train local youth
- Consult with other models of successful youth outreach programs
- Help facilitate partnerships between existing industry resources and emerging artists and youth

### **2. Access to Media Arts Equipment**

- Partner with local organizations to begin building an infrastructure to establish a low cost rental program for artists



- Create a shared resource for production equipment to be cycled between communities in need

### **3. Media Arts Sector Networking**

- Work with MANO (Media Arts Network of Ontario) to develop strategies for networking northern artists
- Develop a Northern Ontario Media Arts committee with community representatives
- Create opportunity for community partnerships through regional projects
- Develop an ongoing relationship between N2M2L and regional groups

### **4. Towards Building Infrastructure**

- Develop projects that help to establish community infrastructure for media arts programming
- Provide mentorship to emerging groups, collective and arts organizations seeking to develop their own media arts programming

## **Moving Forward**

As the Near North Mobile Media Lab begins to strategize the implementation of more regionally inclusive programming these recommendations will act as a blueprint for mutually beneficial partnerships and collaborations. As Northern Ontario continues to play catch up to the major cultural players in the province, we work to ensure media art practice plays an essential role in the cultural development of our region. As noted by many of our informants, geographic isolation is a reality in the periphery and it constantly challenges 'creative' enterprises (Hall & Donald, 2009). We envision a future where meeting regional challenges can help pave the road to a healthier, more inclusive creative sector in Ontario.

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