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**What if civic  
& cultural  
institutions  
were of, by,  
and for  
everyone?**

**Who would feel welcome?  
Whose voices would be heard?  
What could we accomplish together?**

## OF/BY/FOR ALL

OF/BY/FOR ALL is a global movement equipping civic & cultural organizations to become **OF**, **BY**, & **FOR** their communities so communities grow stronger and organizations do too.

## THE CHANGE NETWORK

The Change Network is OF/BY/FOR ALL's signature offering: an annually-renewable, 100% online program to support organizational teams on a change journey towards greater community inclusion, relevance, and sustainability.



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**Contact Us:**  
[info@ofbyforall.org](mailto:info@ofbyforall.org)

**Learn More:**  
[www.ofbyforall.org](http://www.ofbyforall.org)



## THE CHANGE NETWORK IS:

### **ACTION-ORIENTED**

to help teams take the leap from talking about inclusion to making real, lasting change.

### **GLOBAL, CROSS-SECTOR**

to accelerate learning across different skills, backgrounds, and contexts.

### **GROWING**

to eventually involve hundreds of organizations of diverse sizes, sectors, and locations.

### **LONG-TERM**

to support your change journey (and a global movement for inclusive change) for years to come.

## THE PROGRAM PROVIDES:

01

### **TOOLS**

to help site-based teams build meaningful relationships with underrepresented communities.

03

### **COMMUNITY**

to bring together global changemakers to support each other, have fun, and co-create knowledge.

02

### **COACHING**

to help teams overcome your obstacles.

04

### **ACCOUNTABILITY**

via monthly progress tracking and community feedback.

## WHO IS IT FOR?

The Change Network is a program for organizational teams who are:

- committed to inclusion
- excited to grow with their communities in new ways-and to reflect on that growth
- seeking structure, support, and tools to help them achieve full potential for community involvement





OF/BY/FOR ALL

# THE CHANGE NETWORK IS 85 MEMBERS STRONG AND GROWING.

In the Change Network, your team will join a global community of changemakers. The program is designed to offer you a healthy balance of action, reflection, guidance, and accountability. You'll start with structured support in a cohort of 25-50 organizations. Where you go is up to you and your community partners.

## CHANGE NETWORK MEMBERS GROW IN MANY WAYS.

We've seen members successfully use the program to:

- Explore new ways to approach community work
- Hone and deepen existing community practices
- Build systems to spread effective community involvement practices across departments
- Learn more about the assets, goals, and barriers faced in communities of interest that are far from staff members' own experience
- Build strategic alignment across staff, board, and stakeholders
- Empower unlikely change agents in their communities and across their organizations
- Grapple with power dynamics and issues of institutional oppression
- and much more...



“Before we thought of our community more broadly; it had never been a targeted audience. We hadn't reached out to specific groups. OF/BY/FOR ALL is more structured. It was like overlaying project management onto community engagement, and there are goals and tasks that keep you moving along.”

# EVERY ORGANIZATION'S JOURNEY LOOKS DIFFERENT.

Each Change Network team starts by listening and learning from their community of interest. Then, they make meaningful changes grounded in shared values, strengths, and goals.

**“It's time to quit checking the boxes of past practices. We need an experienced guide who can help us evolve again into a relevant and thriving organization. And we need the rigor and focus that this program will demand of us!”**



Jennifer Gibbins  
Executive Director  
Pratt Museum (Homer, AK)



## CASE STUDY

In South Bend Indiana, St. Joseph County public librarians built relationships with Latinx artists and service organizations on the West Side. Together, they transformed several library programs to be more relevant and accessible, created a new internship pathway focused on Latinx creatives, and co-created public art in branches. They were surprised to learn that an existing, underutilized library ID card program was in high demand for Latinx families—so the library started offering it at West Side community events. This led to many new library users and relationships. When the library faced a major proposed funding cut in 2019, diverse community members rallied to support the library and preserve all funding.



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## WHAT DOES IT COST

The Change Network is a fee-based program on a sliding scale based on your organizational budget.

The Change Network has an annual, renewable fee, paid by your organization. In your first year, your fee covers one team participating in the program. You can involve as many individual team members at your organization as you like. We typically suggest starting with a team of 2-10 people. Note: the fees listed below are for organizations in the global North with leaders who are not Black, Indigenous, or People of Color (BIPOC). If your organization is in the global South and/or has BIPOC leadership, the fee is reduced. Contact us to learn more.

If your organizational budget is...	The annual fee for your participation is...
Under \$100,000	\$1,000
\$100,000 - \$500,000	\$2,000
\$500,000 - \$2,000,000	\$4,000
\$2,000,000 - \$5,000,000	\$7,000
\$5,000,000 - \$10,000,000	\$10,000
\$10,000,000+	\$20,000

## HOW TO JOIN

Change Network membership is by application only. The application takes about 30 minutes to complete. We accept and review applications on a rolling basis throughout the year in the order they are received.

Ready to apply? Submit your application at [www.ofbyforall.org/change-network-apply](http://www.ofbyforall.org/change-network-apply).

Questions? Reach out to our team at [info@ofbyforall.org](mailto:info@ofbyforall.org).