Change Network Program Overview
OF/BY/FOR ALL equips civic & cultural organizations to become OF, BY, & FOR their communities.
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.
The OF/BY/FOR ALL Change Network provides:

**TOOLS** to help organizational teams build meaningful relationships with underrepresented communities.

**ACCOUNTABILITY** via monthly progress tracking.

**COACHING** to help teams overcome your obstacles.

**COMMUNITY** to bring together global changemakers to support each other, have fun, and co-create knowledge.
The OF/BY/FOR ALL Change Network does not provide:

**INDIVIDUALIZED DEI TRAININGS OR WORKSHOPS.** There are so many amazing ones out there already! We hope and encourage you to seek out trainers from within your community or region.

**EQUITY AND INCLUSION CONSULTATION.** Our coaching staff will aide you through the program and offer support using our core concepts and frameworks, but we are not consultants.
70 organizations
8 countries
15+ sectors
are making
inclusive change
with us right now.
The Change Network is 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 you pursue your goals

Teams that get the most value out of the program have:

- A committed team leader who has agency
- 2-10+ teammates who can participate
- Time to dedicate on a weekly basis to the work
- Strong strategic tie-in to other institutional goals
How it Works: Big Picture
board/staff/partners are representative
program are co-created
institution is welcoming

OF  +  BY  →  FOR

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- **Core Concepts**: Establish the foundational concepts necessary for change.
- **Create Your Vision**: Develop a clear, guiding vision for the change.
- **Select Your Community of Interest**: Identify the stakeholders and network for support.
- **Be Present, Listen, & Learn**: Engage actively, gather insights, and adapt.
- **Make Your Change Plan**: Formulate a strategic plan to implement change.
- **Make Change!**: Execute the plan and drive change across the network.
What Might Success Look Like?

Each organization selects one community to focus their efforts in year 1 of the program. The journey in year 1 depends on your starting point level of trust, investment, & connection with the selected community.
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- More community participation in activities “by” and “for” them
- Community partners collaborating when invited
- Community partners forming relationships with 1-2 staff
- New funding for partner projects
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- Co-producing projects at your org
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**HIGH TRUST**

Success looks like:
- More community participation and investment in org overall
- Community members joining board and staff
- Co-producing at your org and theirs
- Community leading projects
- New funding for partner projects
Member Experience
We deliver the Change Network program digitally in several ways:

- **A team dashboard**, for team-specific project management and progress tracking
- **Regular video call workshops**, for ongoing interactive activities
- **Change Network community platform**, for global conversation and peer support among the members
Each team has its own dashboard and suite of tools for community involvement.

- Teams move through the tools at their own pace, reporting progress as they go.
- The first four stages are standardized, with each team using the same tools to develop their Change Plan.
- The fifth stage is customized, where you’ll receive tools related to each team’s Change Plan. For example, if your team wants to build a community advisory board, you’ll receive a tool to help you develop an effective structure for the group.
Write down your vision

In this exercise, you will imagine your organization 5-10 years in the future. You will write a detailed story about the future you want to create - from the perspective of having already done it.

- Download this handout, which provides guided prompts for this exercise.
- You can type your responses directly into the PDF, or you might choose to write your thoughts in a notebook or another note-taking device.

We're asking you to dream big. Imagine it's 5-10 years from now. Your efforts to grow more inclusive, equitable, and relevant have been wildly successful. Imagine a day in the life at your organization - AFTER you have implemented many changes to matter more to more people.

Imagine that day...

- People who weren't participating in the past are involved and energized.
- Their skills and talents have helped transform your institution.
- Together, you've built the joyful, equitable organization of your dreams.

What does that look like? What's different about your organization and your work? That's the vision you will write.

To write your vision

- Make sure you are comfortable and ready to write for 20 minutes. Radical imagining can be a bit
Map your Visions Together
Secure commitment from senior leadership to hire 25% of new hires from **Community of Interest (COI)** once hiring freeze is lifted.

Prioritize hiring bilingual frontline staff candidates over the winter of 2020.

Add 4 more co-created programs per year at organizations where **COI** families are already comfortable.

Work with our **COI** to identify overlapping interest areas and implement at least one suggestion/idea from our COI.

Begin to collect demographic data respectfully (using the OF/BY/FOR ALL tool) in order to better track our progress.

Change the title and uniform of our Public Safety Officer.
The Community site is a private social network.
Hi change makers. Here down in Palmerston North New Zealand we’re grappling with the notion of authentically engaging with young people. As part of the first wave we did 3 surveys to try to find out what young people want. We did these in places where young people are (ie not in our museum) - the local youth space and polytechnic. We came away from that feeling as if we really hadn’t nailed it. Here’s what we do know from what we found out:

Young people don’t need us ... no surprises there.

If we want to engage with young people it better be GOOD! If it’s dull forget it.

If we’ve got something good to talk to them about we need to be in their face about it - otherwise they won’t notice, and they won’t come looking for it either.

Strangely though, we didn’t find out much about what they wanted - code for ‘wrong questions babies’! So yes, we’re going back to have another go, and see what implies them to get out of bed, what’s on their bucket list, what makes them laugh, and what they care about. It’s true we’re suckers for this kind of punishment! But 3000 teenagers going through a careers expo is just too good to miss! Does anyone have any advice or pearls of wisdom that would help us make the best of this opportunity? Maybe some different types of questions?

Posted May 7, 2019
In the Change Network Community, members all over the world share successes, struggles, and support.

- Individuals can post questions, stories, or comments at any time in a Facebook-like private network.

- Members and staff host monthly webinars on topics of high interest to many members. Recent topics included **Inclusive Hiring Practices**, **Grappling with Internal Resistance to Change**, and **Centering Equity in a Time of Crisis**.

- Members can send direct messages to anyone in the network, building relationships and learning from each other.
Everything public is archived.
Dates and Pricing
When is the right time to join?

- Rolling applications are open now!
- We’re launching 3 cohorts in 2023, one per quarter in Q1-Q3.
- Each cohort includes teams from 10-20 organizations around the world.
- Spots will be filled on a first-come, first-served basis.

The application process is simple. All applicants should demonstrate:

- Financial capability to participate
- Ability to assemble an institutional team, led by a team champion
- Support from the team champion’s supervisor and executive team
- Compelling reason and capacity to participate
The annual fee for the Change Network is on a sliding scale based on organizational budget size.

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There is an additional discount for organizations in the Global South and/or led by Black, Indigenous, or people of color.
Questions?
Clarifications?
Curiosities?