Change Network Program Overview
WHO & WHAT IS OF/BY/FOR ALL?
182 organizations
20 countries
28 sectors
are working to make inclusive change with us.
What makes the Change Network different?
How Can the Change Network Be Valuable For Your Organization?

● Our process emphasizes embodiment and practice so that you are living out your commitments to equity on a daily basis.

● Engaging fully with our process enables change in several forms:
  ○ As individuals
  ○ As a team
  ○ Organizational culture shifts
  ○ Transformation in community relationships
  ○ Systemic changes to policies and operations
“I wouldn't understand the relationship a play would have with my community unless I was out there, engaged with them,” said Joe. “Now I’m at the point in my career where I fully understand the power of how I can make other people feel, the power that I have for positive change, and the responsibility I have to promote that change and provide a space for that change.”

- Joe Wilson, Jr., Trinity Repertory Theater’s Coordinator of Activism Through Performance
“OF/BY/FOR ALL is an amazing scaffold. We now look at everything through those OF/BY/FOR ALL lenses. An organization like ours is wholly dependent on trust. We won’t survive without that.”

- Susan Shifrin, ARTZ Philadelphia’s founder and executive director.
The Change Network process is an **embodied practice** of equity and inclusion that focuses on **care-based relationship building**.

These practices enable your team to transform how they work, how they see the world, and how they build bridges with communities toward sustainable change in representation, operations, programmatic offerings, and more.
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 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
programs are co-created
institution is welcoming

OF + BY → FOR

our community
our community
our community
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<tr>
<th>STAGE 0</th>
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It depends on your baseline of **trust, investment, & connection.**

**LOW**

Success may look like:

*OF:* New partners willing to share job/board opportunities with their communities

*BY:* New community partners building relationships with 1-2 trusted staff

*FOR:* High participation in activities programmed “by” and “for” this community

**MODERATE**

Success may look like:

*OF:* Community members joining staff and board

*BY:* Community partners forming relationships with many different staff members

*FOR:* More community participation beyond activities programmed “by” and “for” them

**HIGH**

Success may look like:

*OF:* Community members on staff and board in non-token roles with high retention

*BY:* Partners leading projects at your organization & inviting you into their own outside projects

*FOR:* High community participation in many activities across the organization

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We deliver the Change Network program digitally in several ways:
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.
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 tell 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 baby!’. So yes, we’re going back to have another go, and see what inspires 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
When is the right time to join?

- **Rolling applications are open now!**
- We launch 3 cohorts annually, 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. (Talk to us about payment arrangements.)
- 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
2024 Application Deadlines

Feb 16th, 11:59 p.m. PST
April 19th, 11:59 p.m. PST
July 19th, 11:59 p.m. PST
Now it’s Time for The Q&A!
Let’s Talk!

So what do you think? Curious? Have more questions?

Schedule a 30-minute meeting with the OF/BY/FOR ALL team:

bit.ly/change-network-questions
Join The Network
www.ofbyforall.org/change-network-apply
Building a better future requires imagining that future, today. How do we know where to begin? **Courtney Harge, CEO of OF/BY/FOR ALL,** will present a pathway to both imagining and realizing a beautiful, revolutionary future. Join her to learn how to begin building that future in your jobs, organizations, and communities.

The presentation will be followed by a Q&A and open discussion.

**The Beautiful Revolutionary Future**

Wednesday, January 17, 2024 | 2:00 - 3:30 PM EST | Live on Zoom