

ReVision Relevance

and build a more
inclusive, sustainable
future.

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WWW.OFBYFORALL.ORG



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.

FREE TOOLS FROM THE CHANGE NETWORK

We have produced more than 40 different tools and frameworks for the [Change Network](#) program to help member organizations build more equitable relationships with their local communities. Here are a few we've also turned into public blog posts for you to use.



Five Steps to Reimagine Your Organization

Jun 12, 2020



A Framework for Action in Response to Moments of Outrage & Crisis

Jun 2, 2020



3 Things You Can Do to Build Community in a Time of Coronavirus

Mar 17, 2020



Partner Power: A Technique for Building More Authentic Community Partnerships Right from the Start

Dec 10, 2018



75 organizations in 11 countries are making inclusive change with us right now.





Phoebe A. Hearst Museum of Anthropology

DAKOTA COUNTY LIBRARY

ONTARIO SCIENCE CENTRE

PORTLAND LESBIAN CHOIR

Philadelphia "The Sesame & Muppet"

STREETWISE OPERAAA

WOBURN PUBLIC LIBRARY

Zavod Tri

ACADEMY MUSEUM

public media network

COLORADO SPRINGS Fine Arts Center at COLORADO COLLEGE

Quilts & Textiles

HORIZON THEATRE COMPANY

SCURRY COUNTY MUSEUM SNYDER, TEXAS

MARSHALL M. FREDERICKS SCULPTURE MUSEUM

BICA

THE Bikins PROJECT

NATIONAL JUSTICE MUSEUM

VIZCAYA MUSEUM & GARDENS

COUNTY PARK FRIENDS SANTA CRUZ

THE PASEO PROJECT

HistoryMiami Museum

B I M A

St. Joseph County Public Library

Kennedy Heights Arts Center

New Jersey Theatre Alliance

ONE VOICE

San Mateo County Libraries

SMC SEATTLE MEN'S CHORUS

SWC SEATTLE WOMEN'S CHORUS

TCM THEATRE CERCLE MOULIERE

MUSEOS DELLAS ARTES PLAC

BAINBRIDGE ISLAND MUSEUM OF ART

PINK PALACE Family of Museums LIVELY LEARNING FOR ALL!

PRATT museum KACHEMAK BAY, ALASKA

SCIENCE ATL engineers of ATLANTA SCIENCE FESTIVAL

SLOAN LONGWAY LONGWAY PLANETARIUM

San Mateo County Libraries

MetroEast

LGCSF

INSIDE OUT THEATRE

TULLIE HOUSE MUSEUM AND ART GALLERY CARLISLE

Te Manawa

GEORGESON BOTANICAL GARDEN

EST. 2006

MoH CLAREMONT MUSEUM OF HISTORY

KNOXVILLE OPERA

SJCA SOUTH JERSEY CULTURAL ALLIANCE

Te Anau MUSEUM 1840-1982

MEM

GARFIELD PARK CONSERVATORY ALLIANCE

FREIGHT & SALVAGE

de blthk

AARDVARK ARTS INTERNATIONAL

Mt CUBA CENTER INC

MINNESOTA CHORALE

quest SCIENCE CENTER 2.0

de Bibliotheek Hoogeveen

City of LAUNCESTON QUEEN VICTORIA MUSEUM & ART GALLERY

NEVADA COUNTY arts COUNCIL

MQG MODERN QUILT GUILD

LSU Museum of Art

HERITAGE CENTER 'IKE'I'KE 'O MANOA HERITAGE

ROM ROYAL ONTARIO MUSEUM

LGCSF

ANVA

ONE VOICE
MINNESOTA'S LGSTA
MIXED CHORUS



SEATTLE MEN'S CHORUS



SEATTLE WOMEN'S CHORUS

ReVision Relevance

CHOOSE
WHO
WHAT
HOW



ReVision Relevance

CHOOSE
WHO
WHAT
HOW



need to
change



need to / want to
change / change



need to / want to
change / change

choose to change







your **museum.** *tu* **museo.**



OF OUR COMMUNITY



BY OUR COMMUNITY



FOR OUR COMMUNITY



FOR OUR COMMUNITY

2011

\$700,000 budget

7 staff members

17,000 visitors

2011

\$700,000 budget

7 staff members

17,000 visitors

2018

\$3,000,000 budget

40 staff members

148,000 visitors

How we did it

Board & staff
are representative

Programs
are co-created

Organization
is welcoming

OF + BY → FOR

our community

our community

our community



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ART WORKS NOW

MARYLAND HUMANITIES

POUM POP

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NEVADA COUNTY arts COUNCIL

MOG MODERN QUILT GUILD

LSU Museum of Art



Artz Philly, USA



St. Joseph Public Library, IN



Immigration Museum, AUS

What might you choose to change?

What wasn't working?

What was unjust?

What do you never want to do again?

**Unlearning: the deliberate work
of letting go of that which no
longer serves you.**

Unlearning: the deliberate work of letting go of that which no longer serves you.

**THE
GREAT
UNLEARN**
curated by Rachel E. Cargle



What might you work to unlearn?

What wasn't working?

What was unjust?

What do you never want to do again?

What might you work to unlearn?

Our biggest breakthrough has been consensus around how and who our museum is failing, and our acknowledgement of some institutional practices which condition community mis-engagement or non-engagement to persist.

What might you work to unlearn?

**I've been complicit in a system that I disagree with long enough.
If I remain silent until I amass *enough* power, maybe I'll lose my will to fight along the way.**

What might you work to unlearn?

**We're not ceding
anything, we're not
donating anything.**

**How can we give
something we actually
didn't own?**

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Our biggest breakthrough has been consensus around how and who our museum is failing, and our acknowledgement of some institutional practices which condition community mis-engagement or non-engagement to persist.

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We're not ceding anything, we're not donating anything.

How can we give something we actually didn't own?

OF/BY/FOR ALL member

<https://link.medium.com/50XZSXnrgab>

<https://www.artsy.net/article/artsy-editorial-historic-land-transfer-made-way-indigenous-led-art-space-portland>

What might you work to unlearn?

If we can unlearn _____, our organization will be stronger for it. It might not be easy, but the change would be worth it.

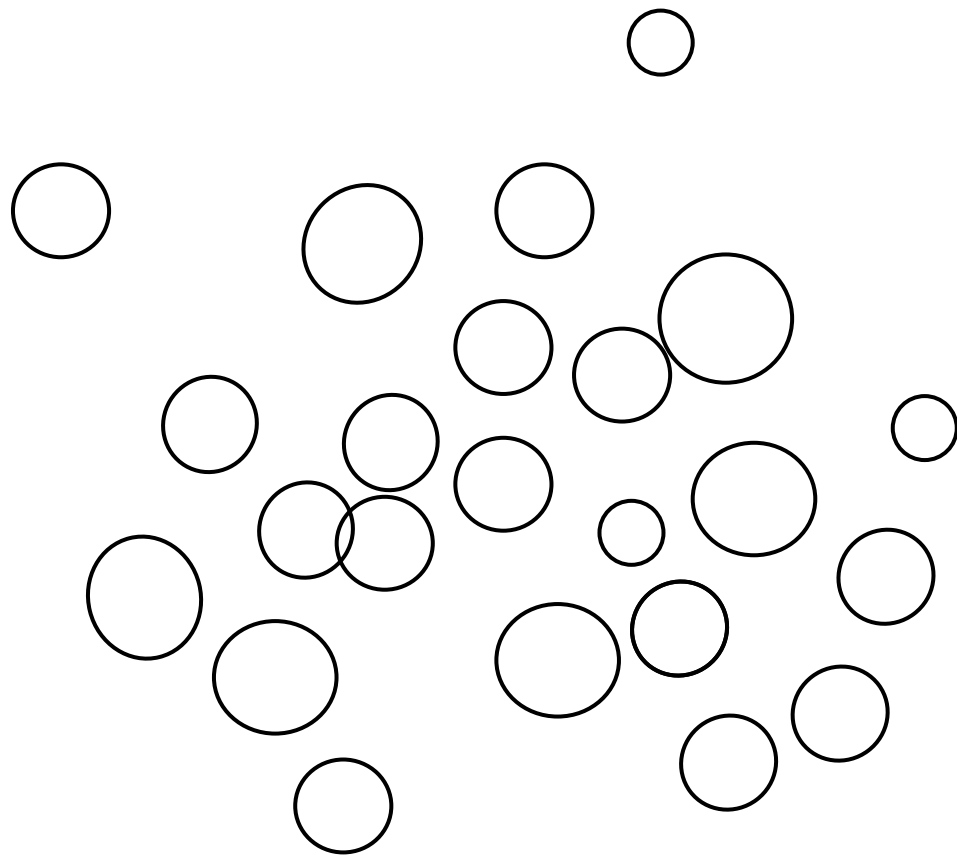
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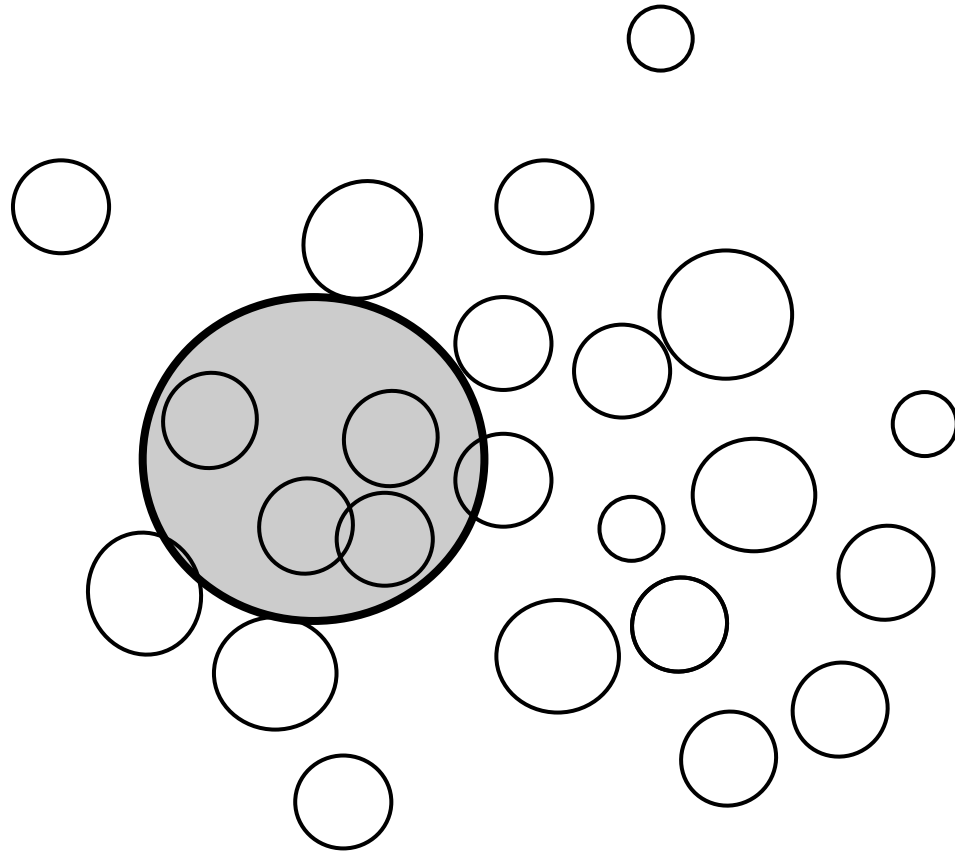
CHOOSE
WHO
WHAT
HOW

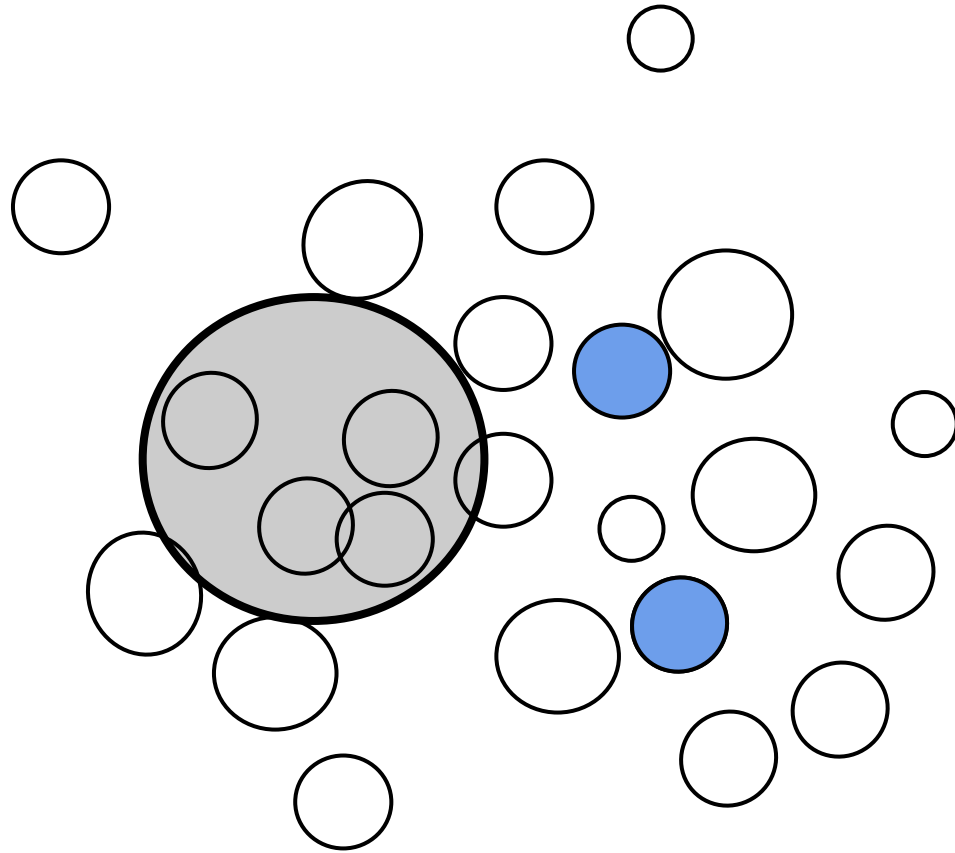


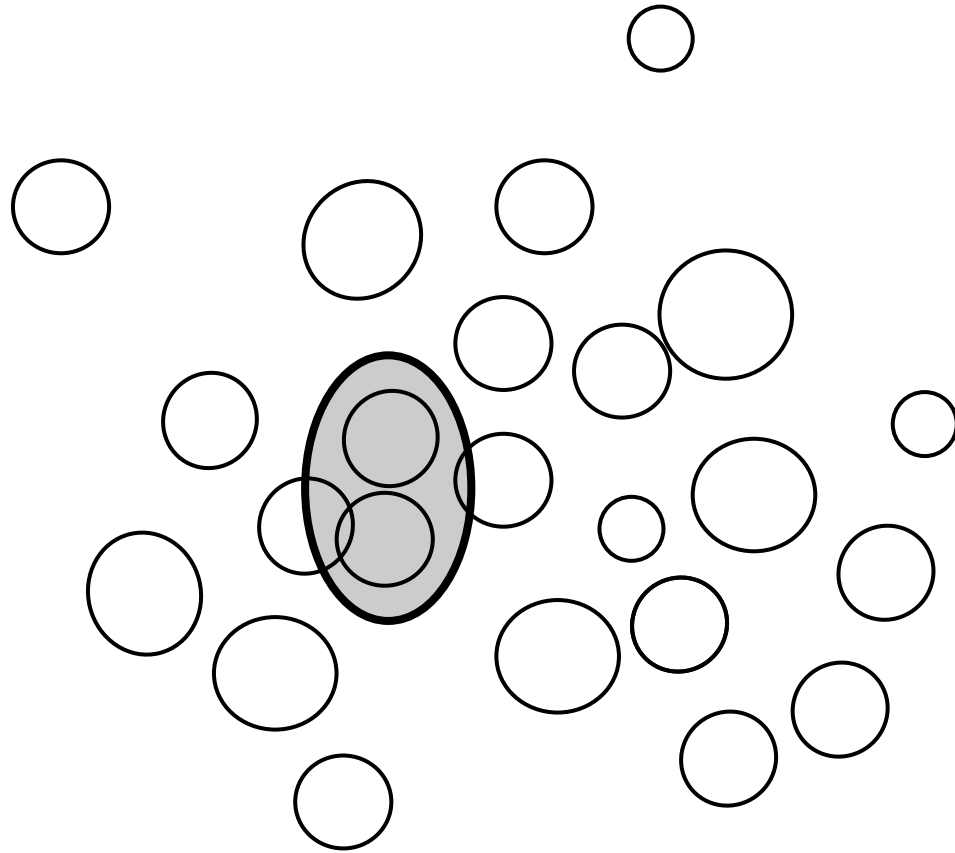
**Who is critical to
the future of your
organization?**

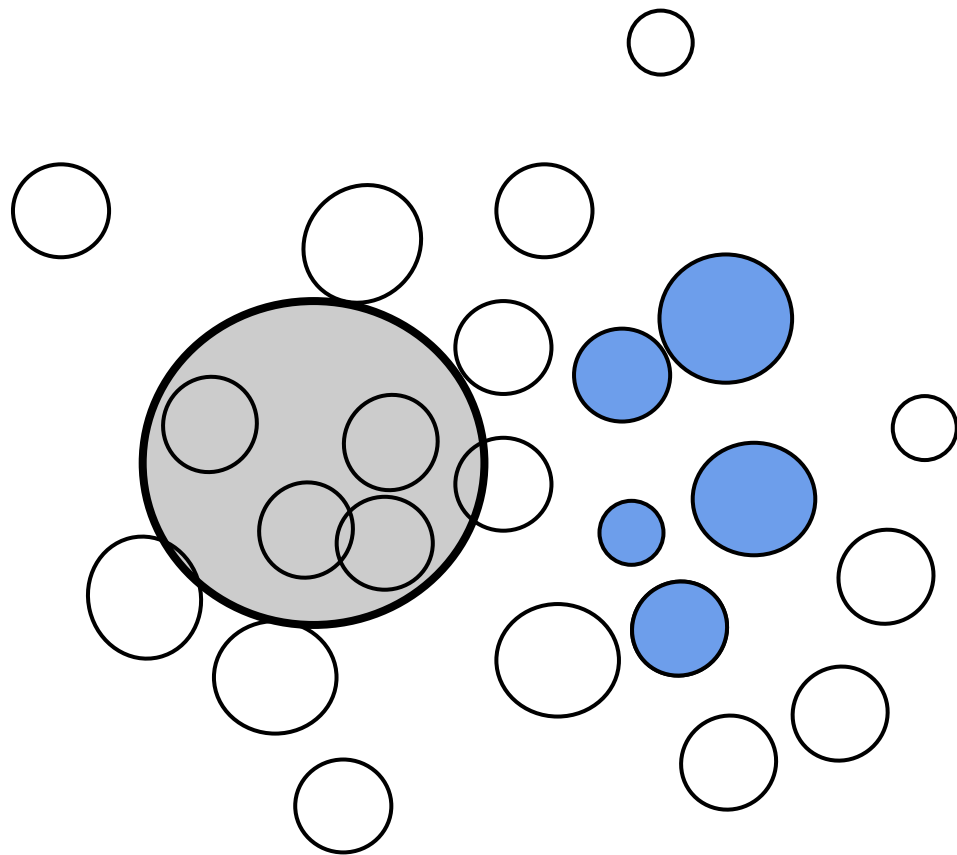


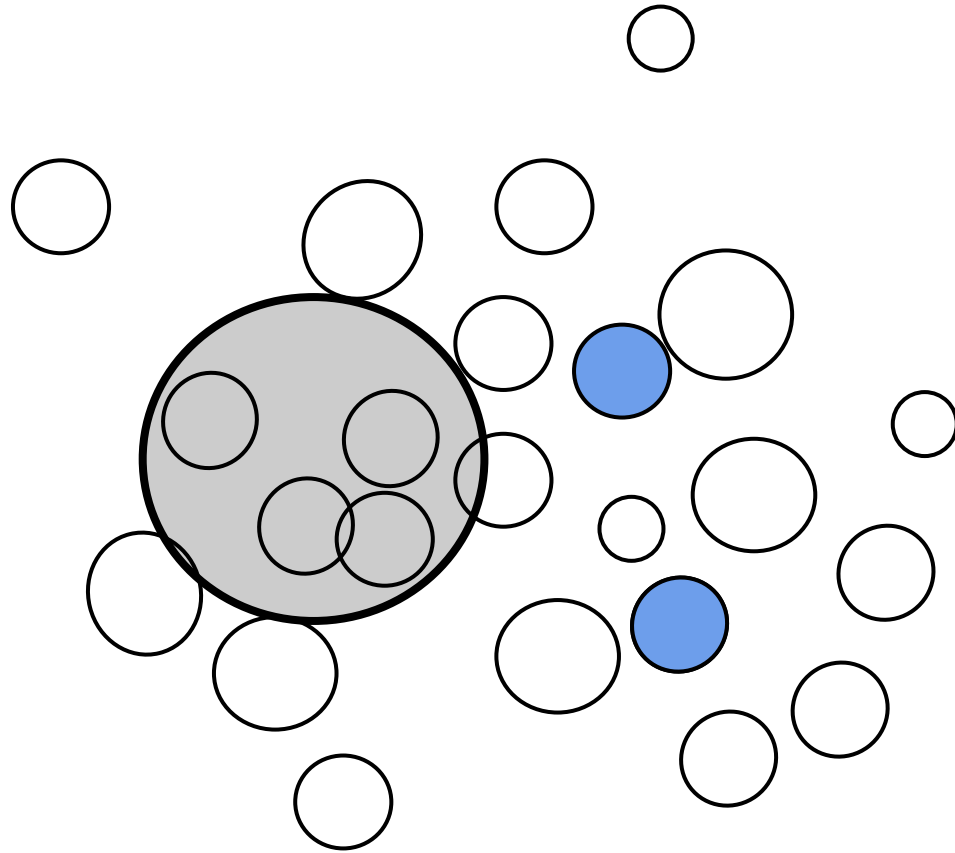


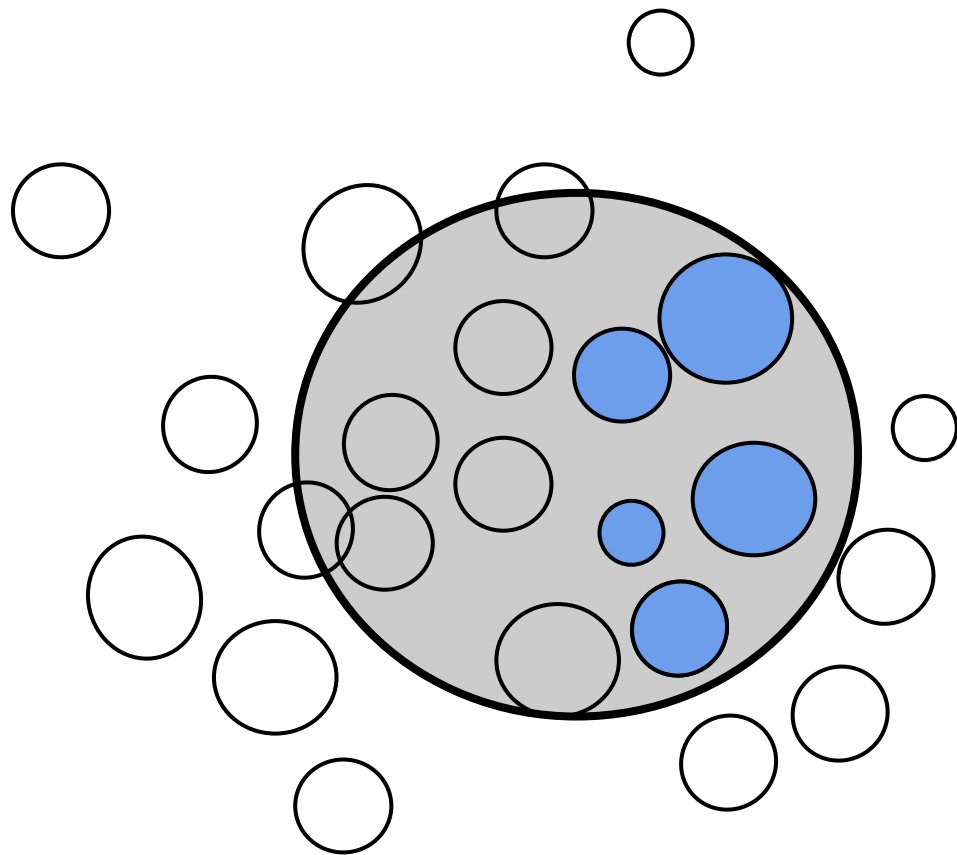






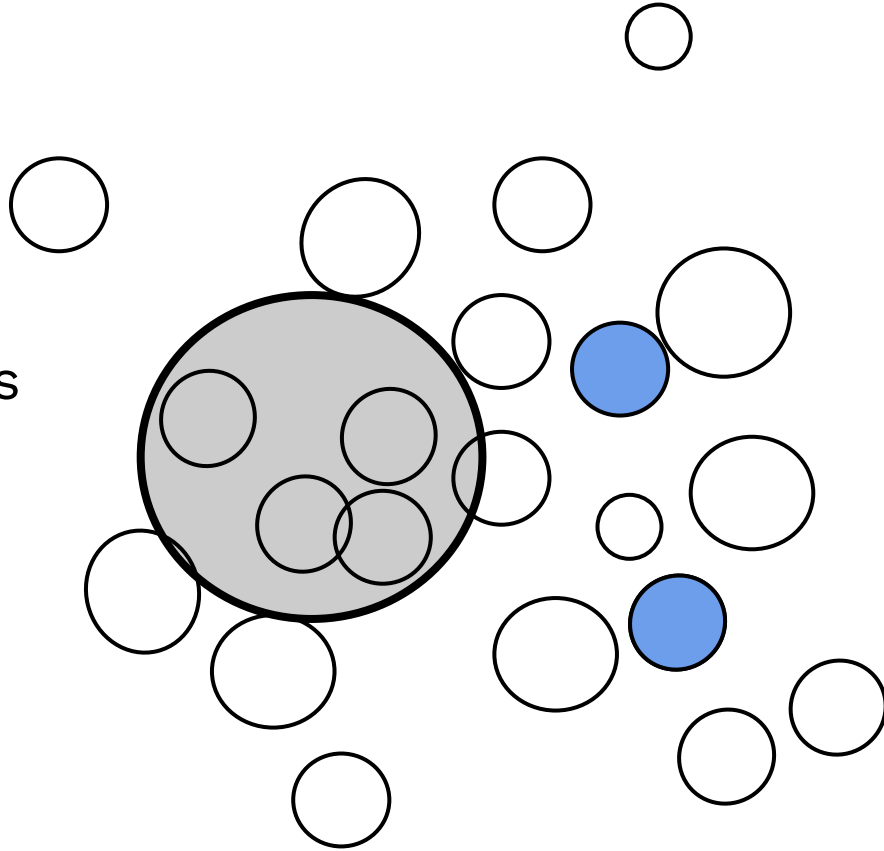






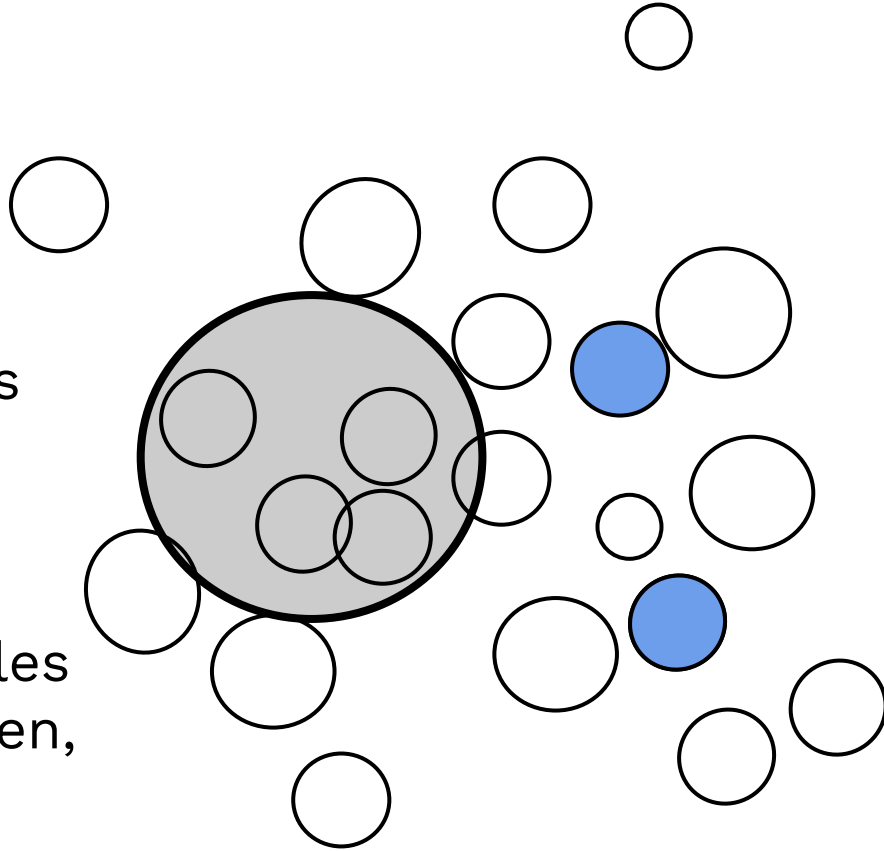
Traditional communities:

- Dog walkers
- Fishermen
- Birders



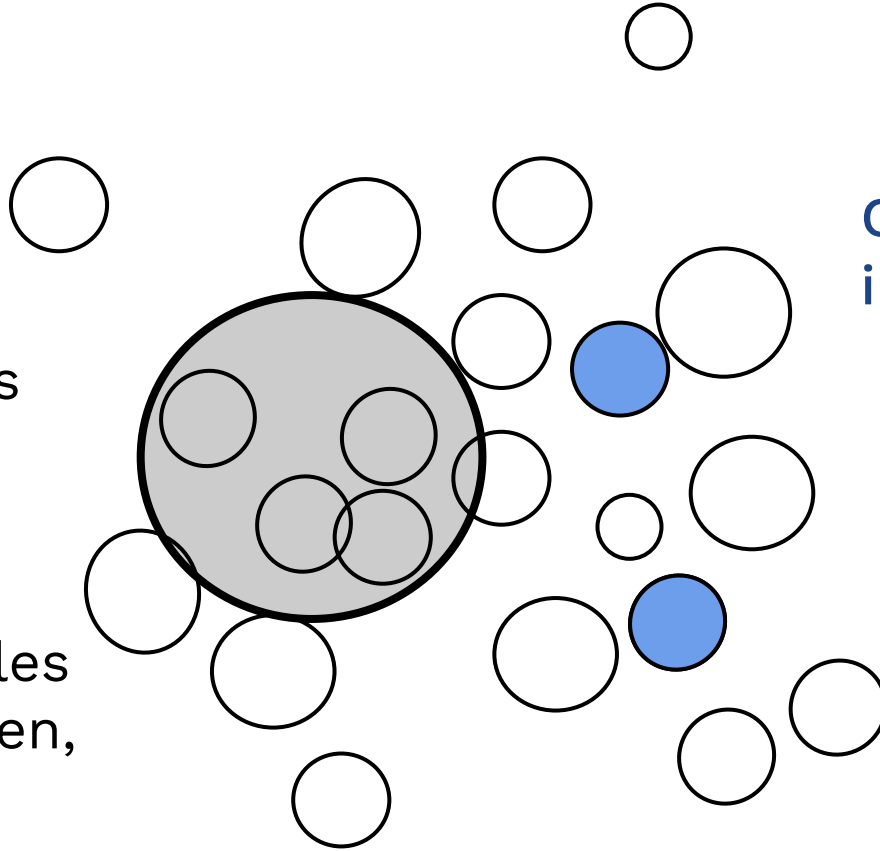
Traditional communities:

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- Fishermen
- Birders
- Older couples or single men, white, middle-class



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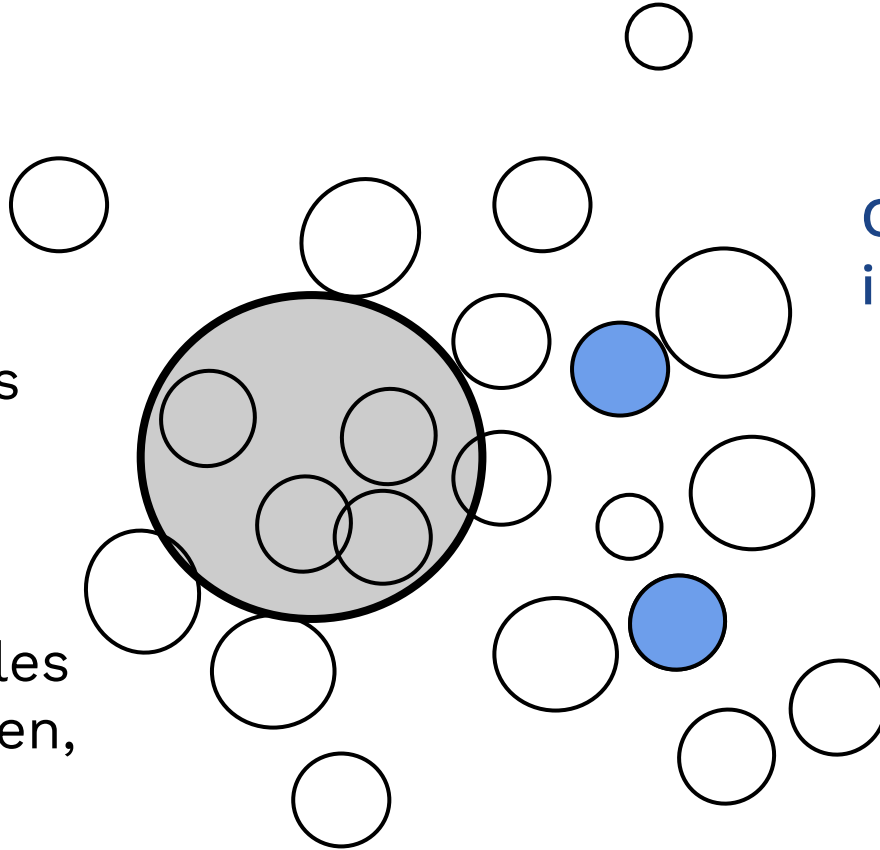


Communities of interest:

- Families
- Immigrants

Traditional communities:

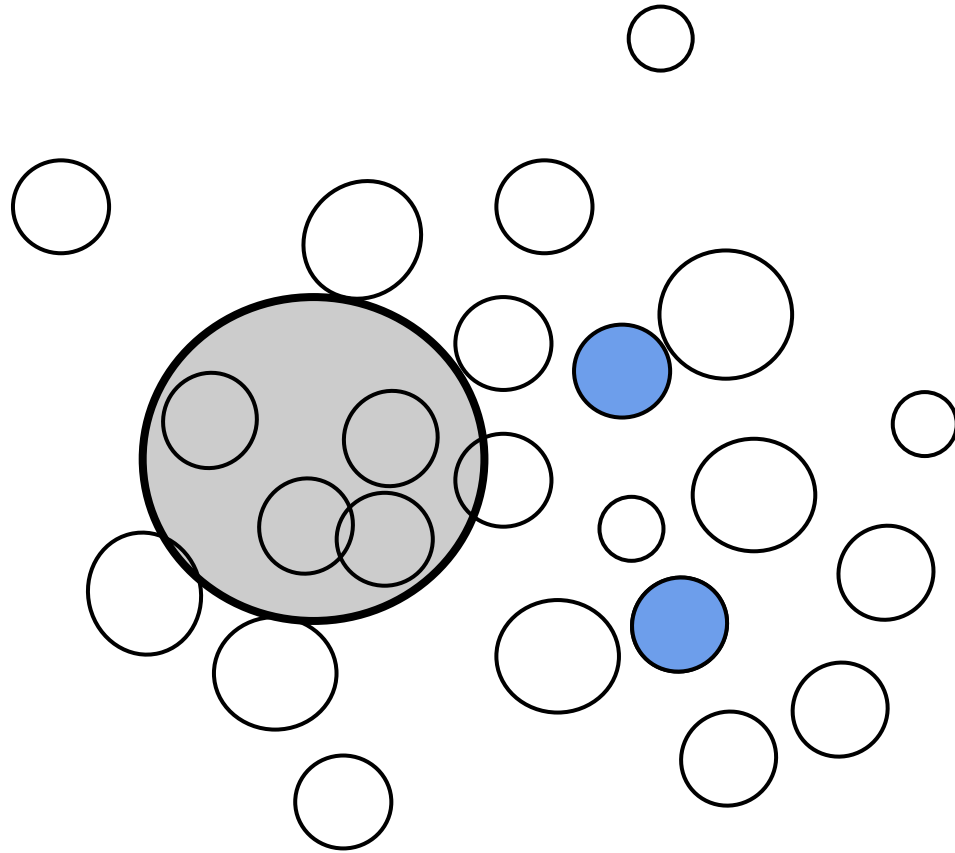
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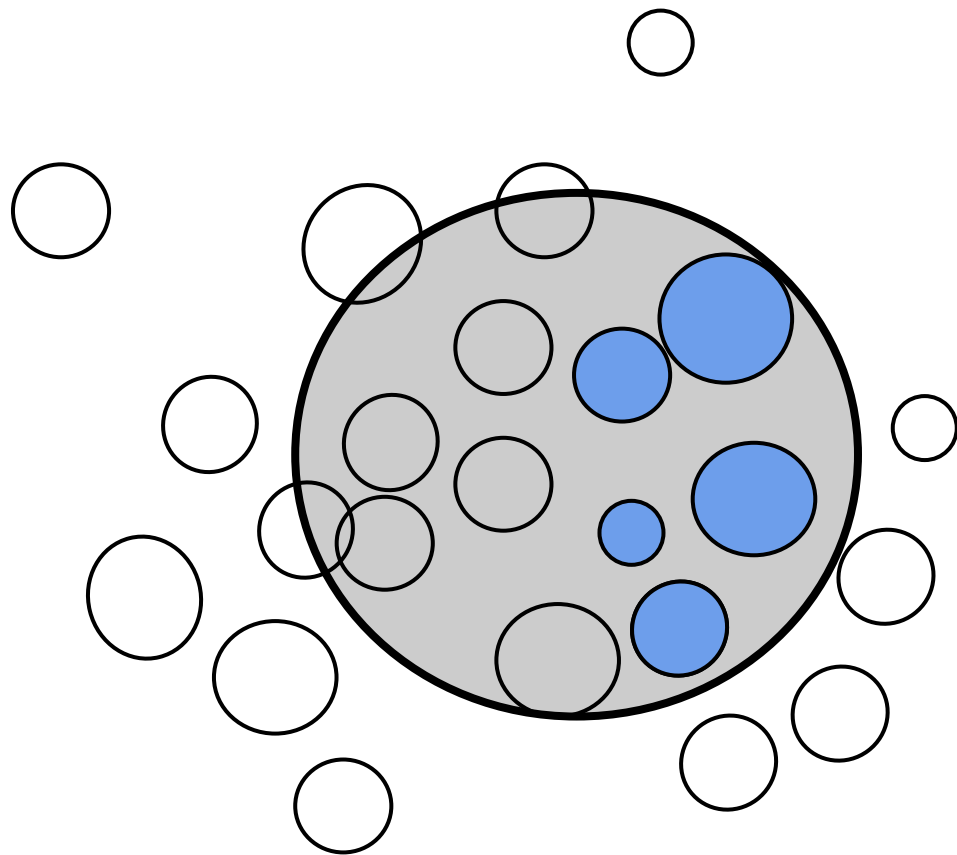


Communities of interest:

- Hmong immigrant families with a pre-existing connection to nature







**Who is critical to
the future of your
organization?**



ReVision Relevance

CHOOSE
WHO
WHAT
HOW



What assets can you share?



NEEDS

Things you lack

Focusing here
can make people
feel deficient or
demeaned.

ASSETS

Strengths you have

Focusing here
can make people
feel supported and
powerful.



A Framework for Action in Response to Moments of Outrage & Crisis

JUNE 2, 2020



Framework available here:

<https://www.ofbyforall.org/updates-feed/2020/6/2/taking-action-or-not-in-moments-of-national-outrage>



External Action

Share your assets to advance change

Internal Action

Center & make space for affected staff

Immediate:

Immediate:

Longer Term:

Longer Term:


External Action Share your assets to advance change	Internal Action Center & make space for affected staff
Immediate: <ul style="list-style-type: none">- Public statements- Pivot programming- Offer direct support to affected community	Immediate: <ul style="list-style-type: none">- Support for rest and healing for staff of color- Reflection on whiteness
Longer Term:	Longer Term:

External Action Share your assets to advance change	Internal Action Center & make space for affected staff
Immediate: <ul style="list-style-type: none">- Public statements- Pivot programming- Offer direct support to affected community	Immediate: <ul style="list-style-type: none">- Support for rest and healing for staff of color- Reflection on whiteness
Longer Term: <ul style="list-style-type: none">- Deepen partnerships in Black communities- Change security policies	Longer Term: <ul style="list-style-type: none">- Change hiring priorities and processes- Change board priorities and processes







A person in a blue suit is standing on a signpost, holding a small flag. The signpost is white and has a black silhouette of a person in a blue suit. The background shows a large stadium with a glass roof, surrounded by greenery and hills under a cloudy sky.

**“What are we FOR?
We’re not for selling
tickets. We’re not for
selling beer.**

**We tell big stories
and then make them
true in the world.”**

Read Alan’s post here:

<https://peopleunited.org.uk/2020/05/navigating-with-kindness-series-a-response-from-alane-lane-slung-low/>

ReVision Relevance

CHOOSE
WHO
WHAT
HOW



ReVision Relevance

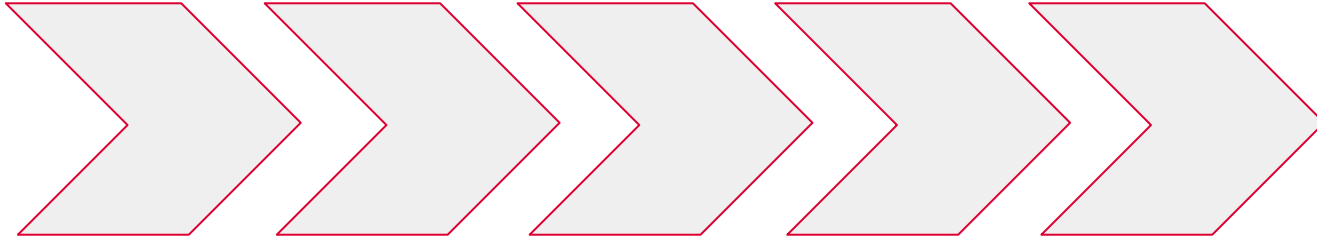
What do you choose to change?
Who do you commit to involve?
What assets can you share?

HOW





**FORM A
DIAGONAL
TEAM**

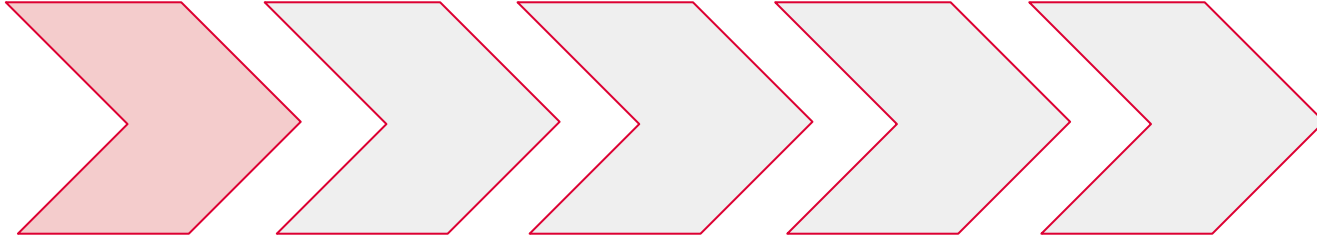


www.ofbyforall.org/change-network

**FORM A
DIAGONAL
TEAM**



**CREATE
VISION**



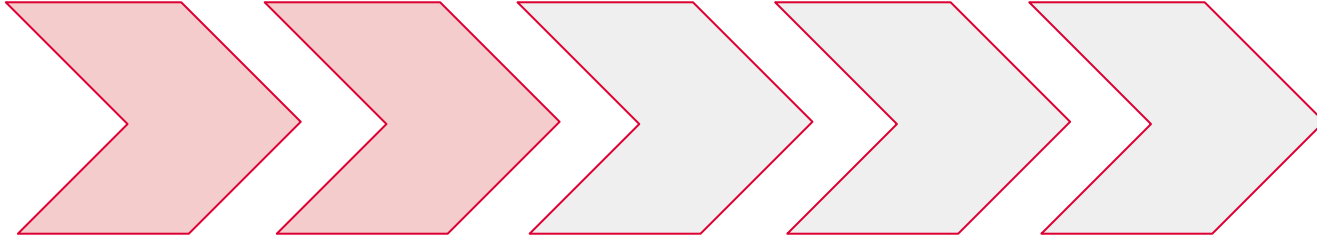
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**FORM A
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**CREATE
VISION**

**SELECT
COMMUNITY
OF INTEREST**



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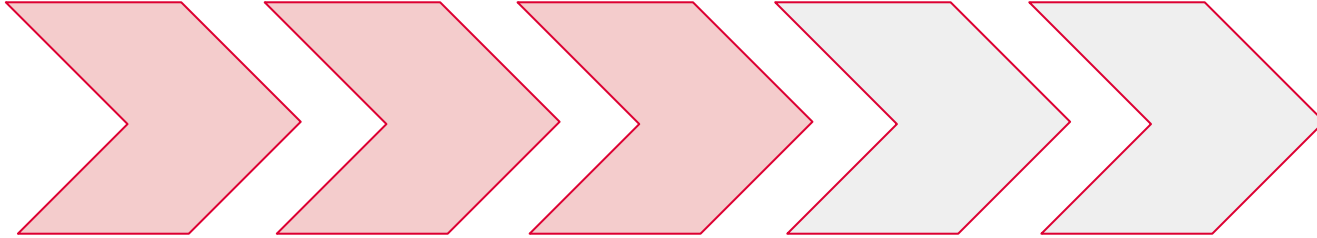
**FORM A
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TEAM**



**CREATE
VISION**

**SELECT
COMMUNITY
OF INTEREST**

**BE PRESENT,
LISTEN, &
LEARN**



www.ofbyforall.org/change-network

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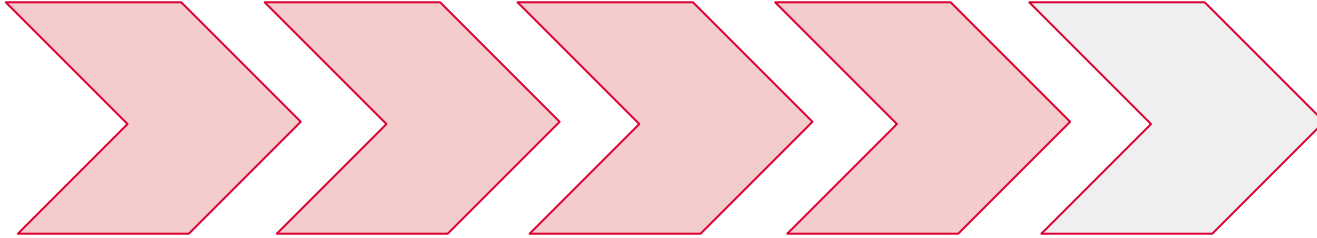


**CREATE
VISION**

**SELECT
COMMUNITY
OF INTEREST**

**BE PRESENT,
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**MAKE
CHANGE
PLAN**



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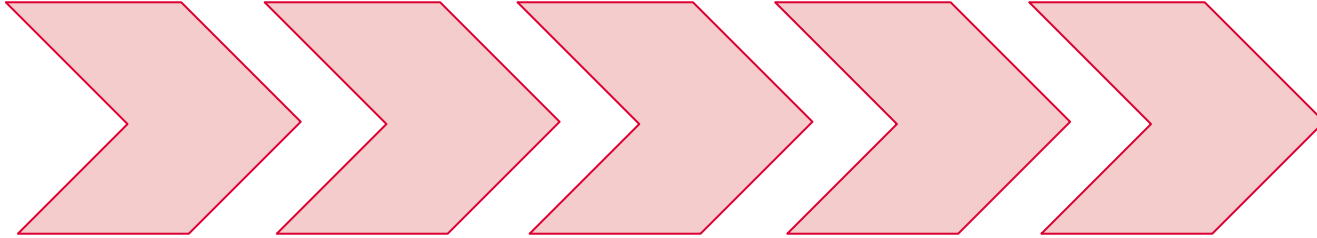
**CREATE
VISION**

**SELECT
COMMUNITY
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**BE PRESENT,
LISTEN, &
LEARN**

**MAKE
CHANGE
PLAN**

**USE TOOLS,
GET SUPPORT,
MAKE CHANGE!**



www.ofbyforall.org/change-network

**Now we focus on
HOW we can do it,
not WHY we can't.**



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