ReVision Relevance

and build a more inclusive, sustainable future.

Nina Simon
@ninaksimon
nina@ofbyforall.org

need to
change

need to change / want to change

need to change / want to change

choose to change

what happens
in that building?
$

How can we get new people into the museum?

How can we get more girls into engineering?

How can we get new people into the museum?

Maybe girls aren’t cut out for it.

What are we willing to change to welcome new people?

What are we willing to change to help new people belong?

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

OF OUR COMMUNITY

BY OUR COMMUNITY

BY OUR COMMUNITY

FOR OUR COMMUNITY

FOR OUR COMMUNITY

2011

$700,000 budget
7 staff members
17,000 visitors

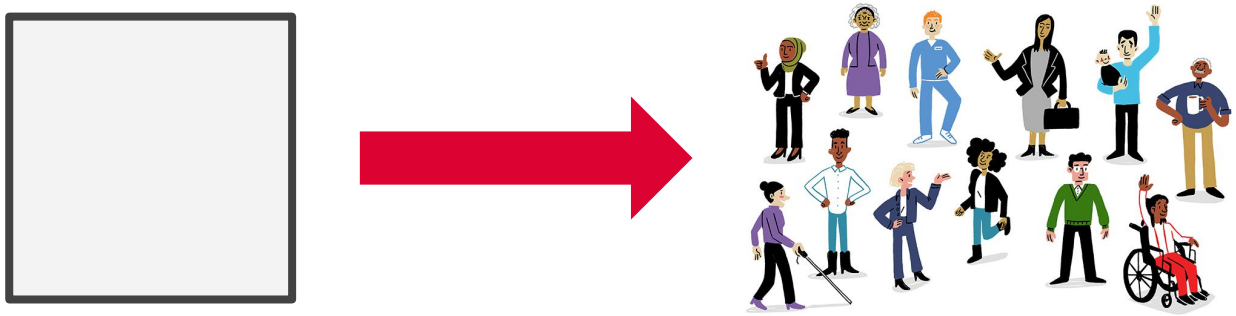
2011

$700,000 budget
7 staff members
17,000 visitors

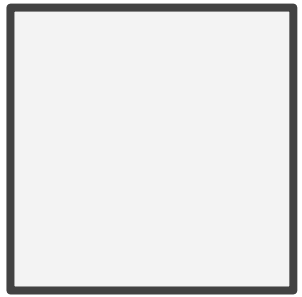
2018

$3,000,000 budget
40 staff members
148,000 visitors

Institution-First Design



Community-First Design



How we did it

OF / BY / FOR

Board & staff
are representative

OF / BY / FOR

our community

Board & staff
are representative

Programs
are co-created

OF / BY / FOR

our community

our community

Board & staff
are representative

Programs
are co-created

Organization
is welcoming

OF / BY / FOR

our community

our community

our community

WWW.OFBYFORALL.ORG

- Board
- Staff
- Partners
- Content

are representative OF the community

- Programs
- Events
- Projects
- Strategy

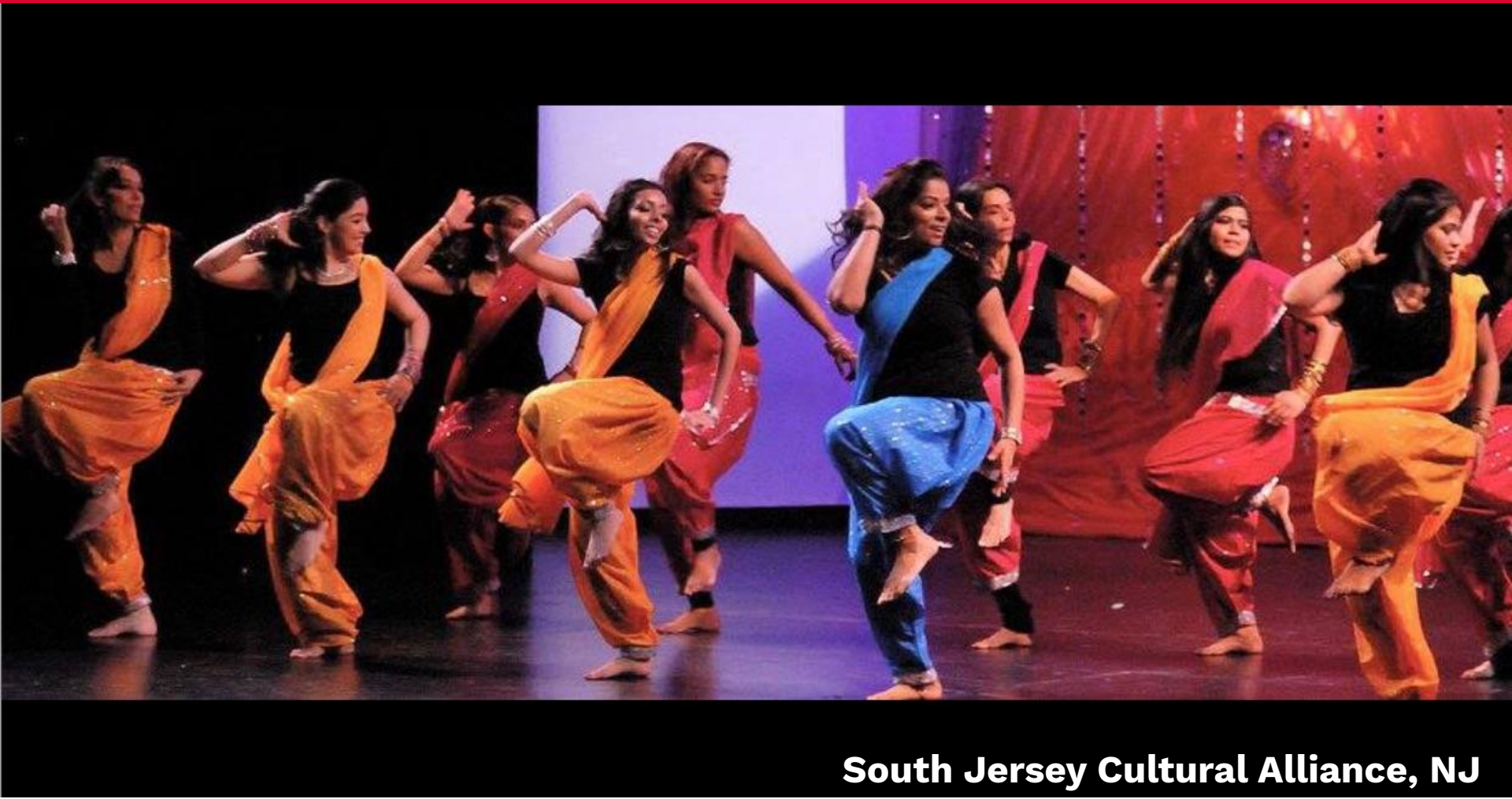
are co-created BY the community

- Programs
- Events
- Projects
- Spaces

are welcoming FOR the community

85 organizations in 12 countries are making inclusive change with us right now.

Phoebe A. Hearst Museum of Anthropology
ANNA
Zavod Tri
ACADEMY MUSEUM
public media network
DAKOTA COUNTY LIBRARY
STREETWISE OPERA
WOBURN PUBLIC LIBRARY
COLORADO SPRINGS Fine Arts Center at COLORADO COLLEGE
ONTARIO SCIENCE CENTRE
PORTLAND LESBIAN CHOIR
Philadelphia
POUM POUM POP
San Jose Museum of Quilts & Textiles
HORIZON THEATRE COMPANY
MARYLAND HUMANITIES
ART WORKS NOW
THE PASEO PROJECT
SCURRY COUNTY MUSEUM
SNYDER, TEXAS
MARSHALL M. FREDERICKS SCULPTURE MUSEUM
BICA
The Bicknell PROJECT
HistoryMiami Museum
NATIONAL JUSTICE MUSEUM
VIZCAYA MUSEUM & GARDENS
COUNTY PARK FRIENDS SANTA CRUZ
New Jersey Theatre Alliance
Kennedy Heights Arts Center
San Mateo County Libraries
SMC SEATTLE MEN'S CHORUS
SWC SEATTLE WOMEN'S CHORUS
MUSEOS BELLAS ARTES MMAC
BIMA BAINBRIDGE ISLAND MUSEUM OF ART
SJCPL St. Joseph County Public Library
*Stedelijk Museum Schiedam
ONE VOICE
TCM THÉÂTRE CERCLE MOLIÈRE
MetroEast
PRATT museum KACHEMAK BAY, ALASKA
SCIENCE ATL engineers of ATLANTA SCIENCE FESTIVAL
SLOAN LONGWAY PLANETARIUM
LGCSF
TULLIE HOUSE MUSEUM AND ART GALLERY CARLISLE
PINK PALACE Family of Museums LIVELY LEARNING FOR ALL!
Te Manawa
INDY HALL EST. 2006
Knoxville Opera
INSIDE OUT THEATRE
GEORGESON BOTANICAL GARDEN
SJCA SOUTH JERSEY CULTURAL ALLIANCE
GARFIELD PARK CONSERVATORY ALLIANCE
de bblthk
MoH CLAREMORE MUSEUM OF HISTORY
Te Awamutu MUSEUM
MEM
FREIGHT & SALVAGE
M.T. CUBA CENTER INC.
quest SCIENCE CENTER 3.0
MINNESOTA CHORALE
de Bibliotheek Hoogeveen
MQG MODERN QUILT GUILD
AARDVARK ARTS INTERNATIONAL
HERITAGE CENTER
City of LAUNCESTON QUEEN VICTORIA MUSEUM & ART GALLERY
NEVADA COUNTY arts COUNCIL
NONCLASSICAL
ROYAL ONTARIO MUSEUM
LSU Museum of Art



South Jersey Cultural Alliance, NJ

Techniquest, UK

Stedelijk Schiedam, NL

OF + BY → FOR

OF + BY → FOR

"What became very clear was that we thought we'd been doing things that were OF and BY our community but, like most non-profits, we were doing things FOR them rather than asking our community if these were serving them in the best way."

Let’s see an example from the Change Network

OF / BY / FOR

"How can we ensure everyone in our community feels like this library is for them?"

OF / BY / FOR

Latinx youth and families in South Bend, IN.

FOR

BY

South Bend
INDIANA
COMMUNITY RESIDENT CARD
SBID 0934-02-2016
LAST NAME
DOE
FIRST NAME
JUAN
746 S MEADE ST
SOUTH BEND, IN 46619
ISS: 11/12/2019
EXP: 11/12/2021
HGT: 6' 0"
EYE: Brown
DOB: 10/17/1973
SUEÑO
LA CASA

BY

OF

OF / BY / FOR

Latinx & bilingual jobs and internships.

South Bend ID registration partnership.

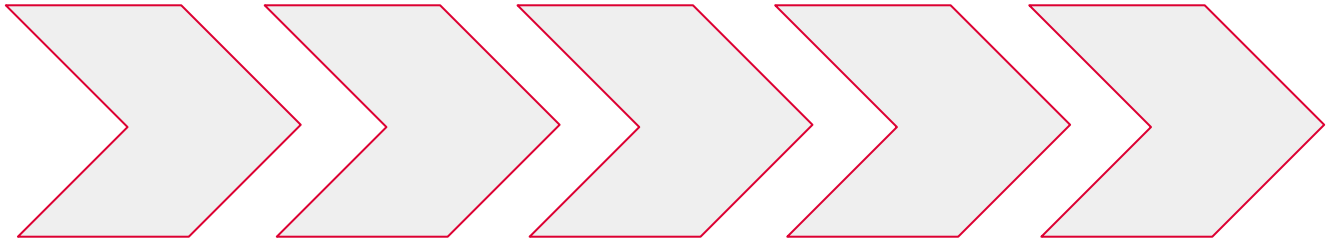
Spanish signage and public facing text.

Let’s experiment with what OF, BY, & FOR might mean for you

OF + BY → FOR

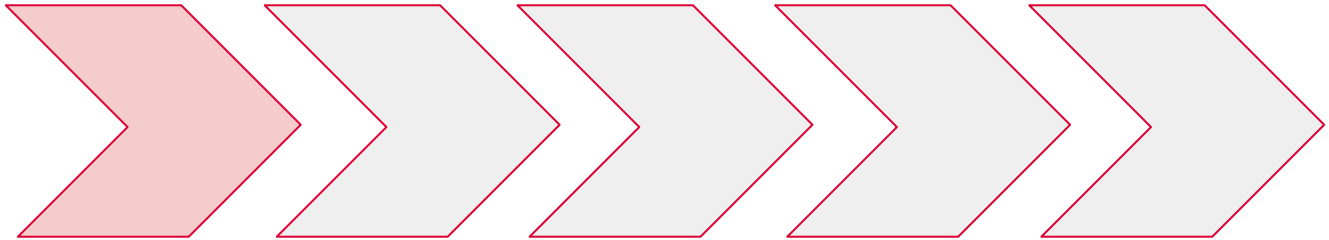
how how how how how how
how how how how how how
how how how how how how
how how how how how how
how how how how how how

FORM A DIAGONAL TEAM



FORM A DIAGONAL TEAM

CREATE VISION



www.ofbyforall.org/change-network

FORM A DIAGONAL TEAM

CREATE VISION

SELECT COMMUNITY OF INTEREST

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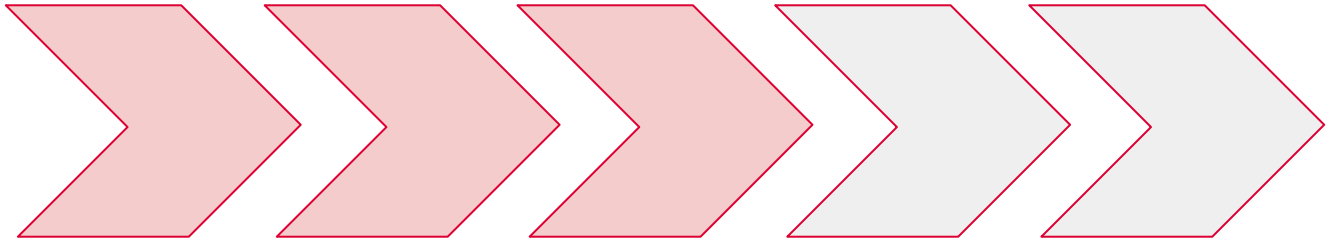
SELECT COMMUNITY OF INTEREST

BE PRESENT, LISTEN, & LEARN



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MAKE CHANGE PLAN

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USE TOOLS, GET SUPPORT, MAKE CHANGE!

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Don’t rush to start here!

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Imagine walking into your organization in 2025. Who's there? What's happening? How is it different?

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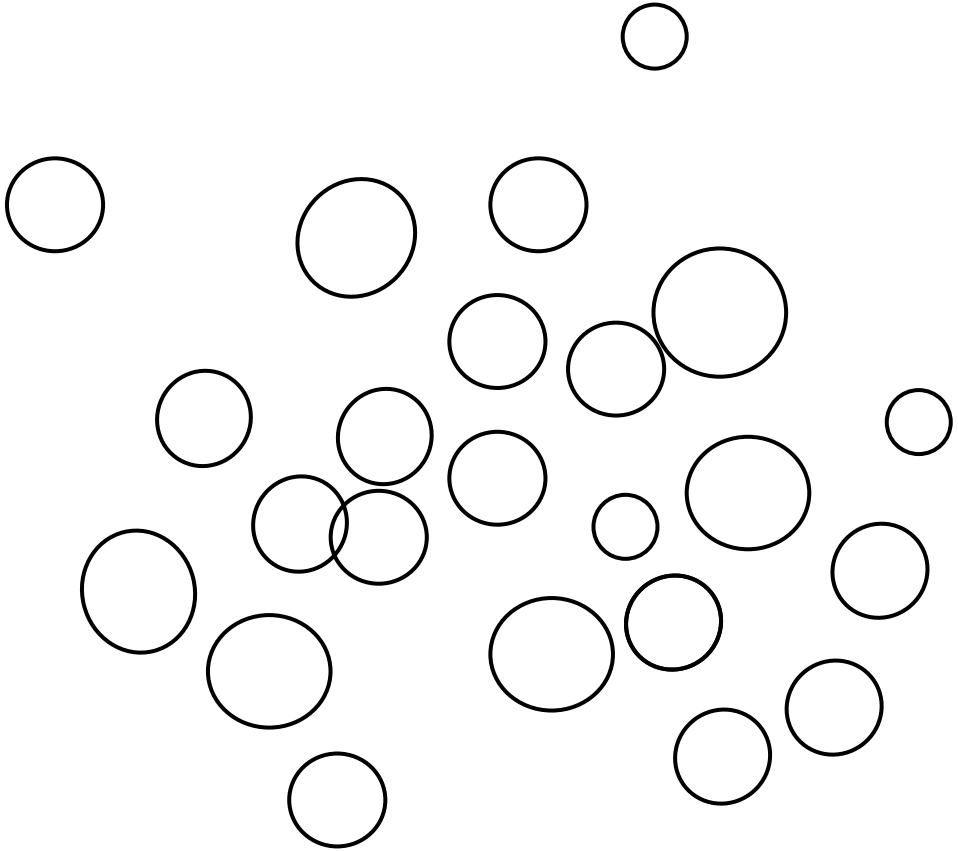
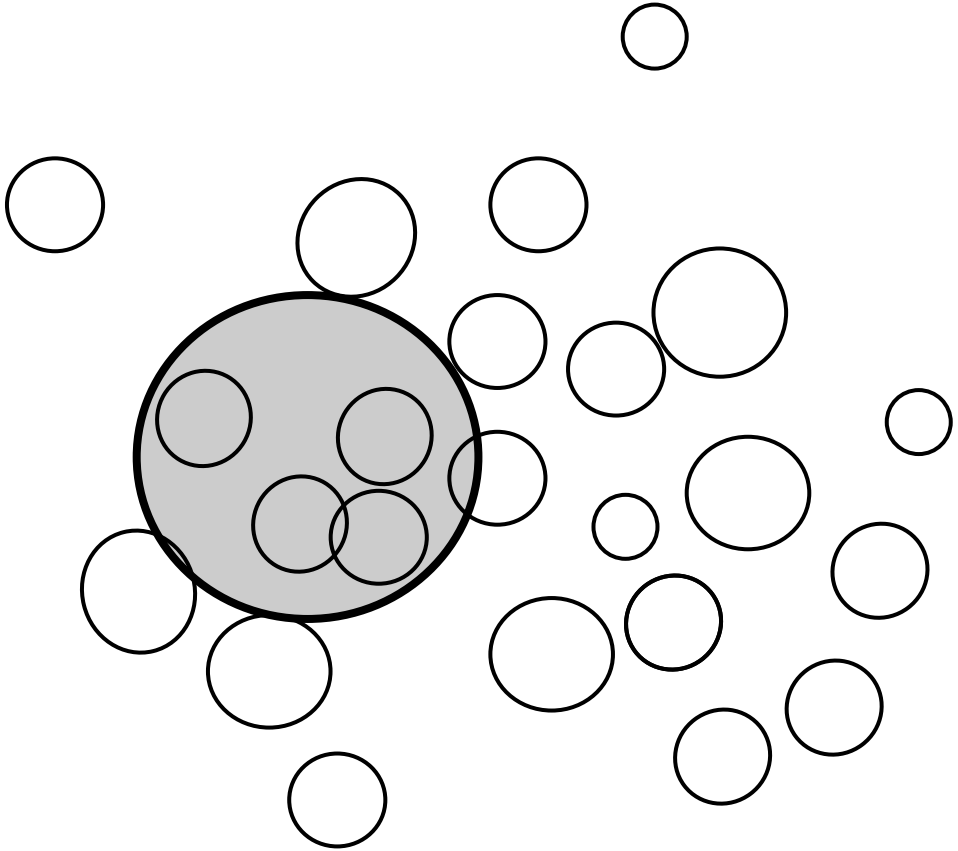
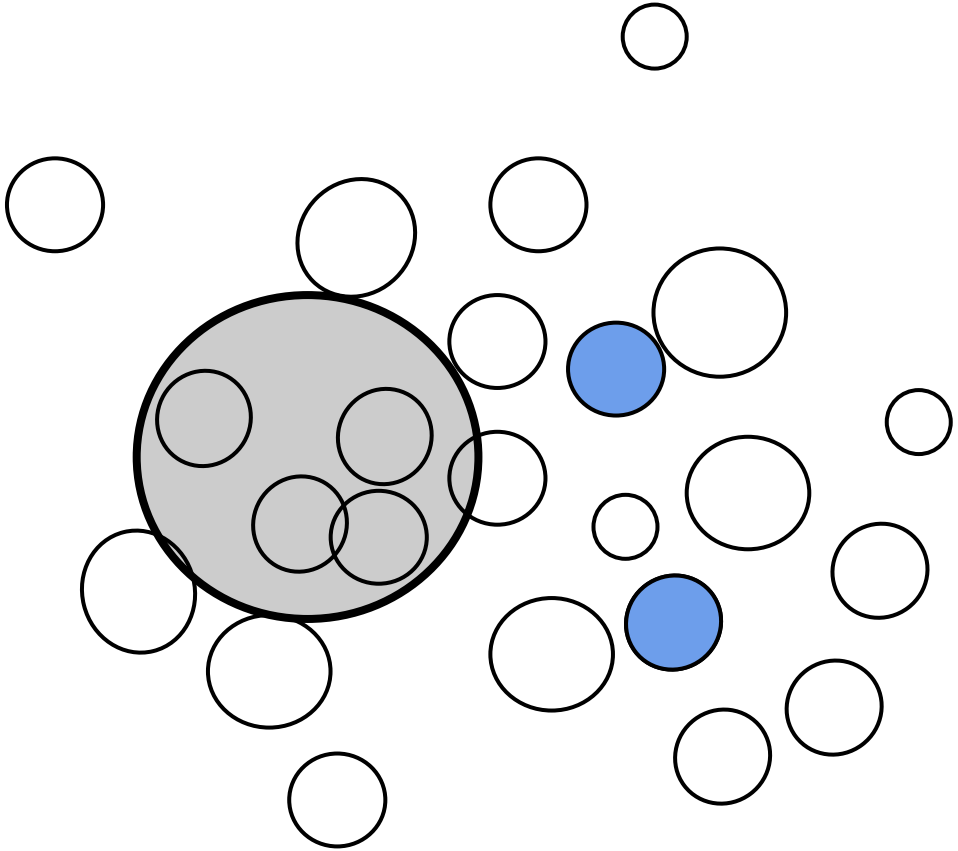
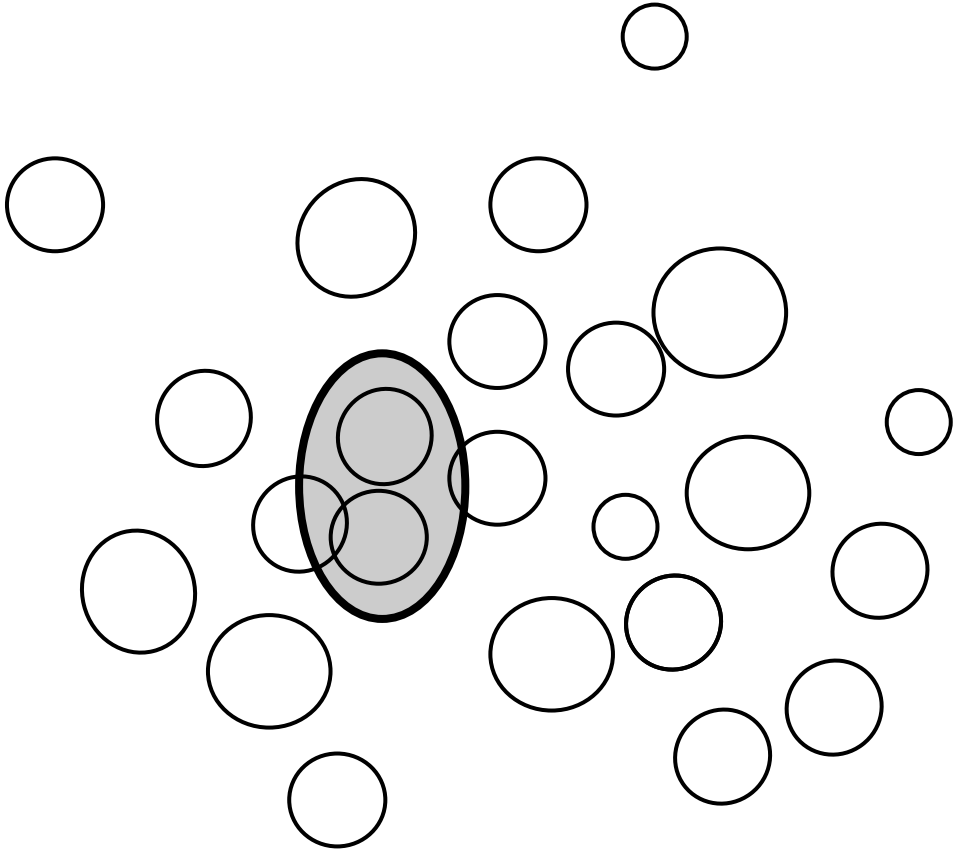
Who is critical to the future of your organization?

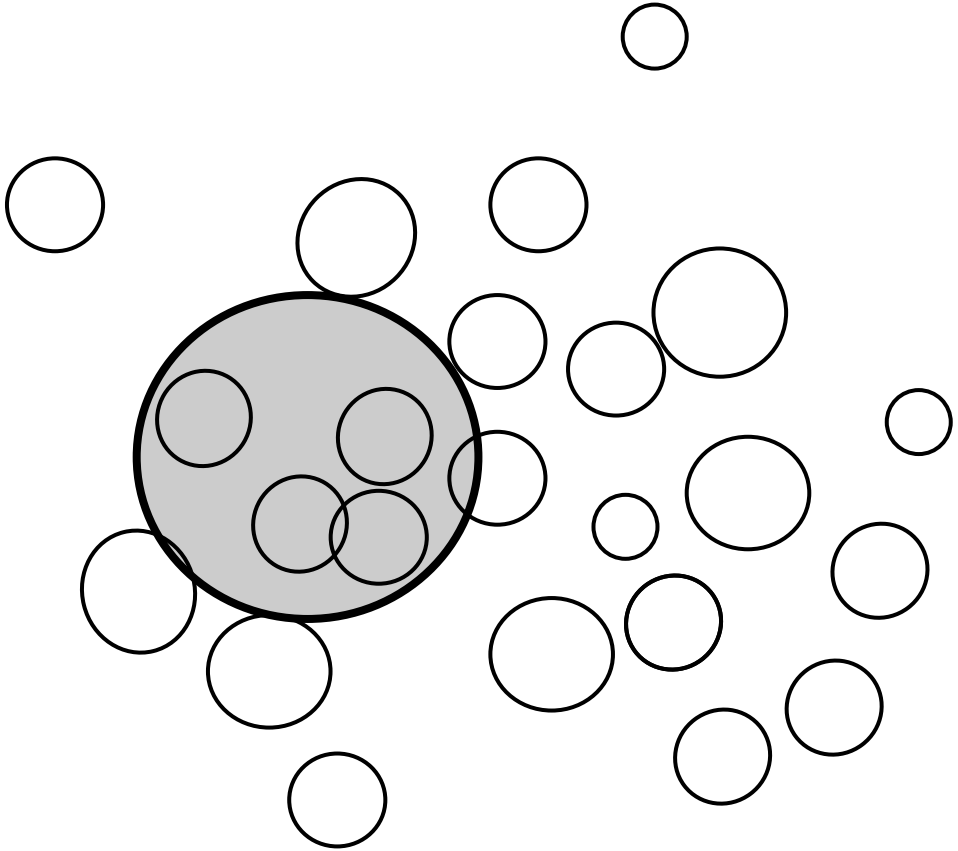


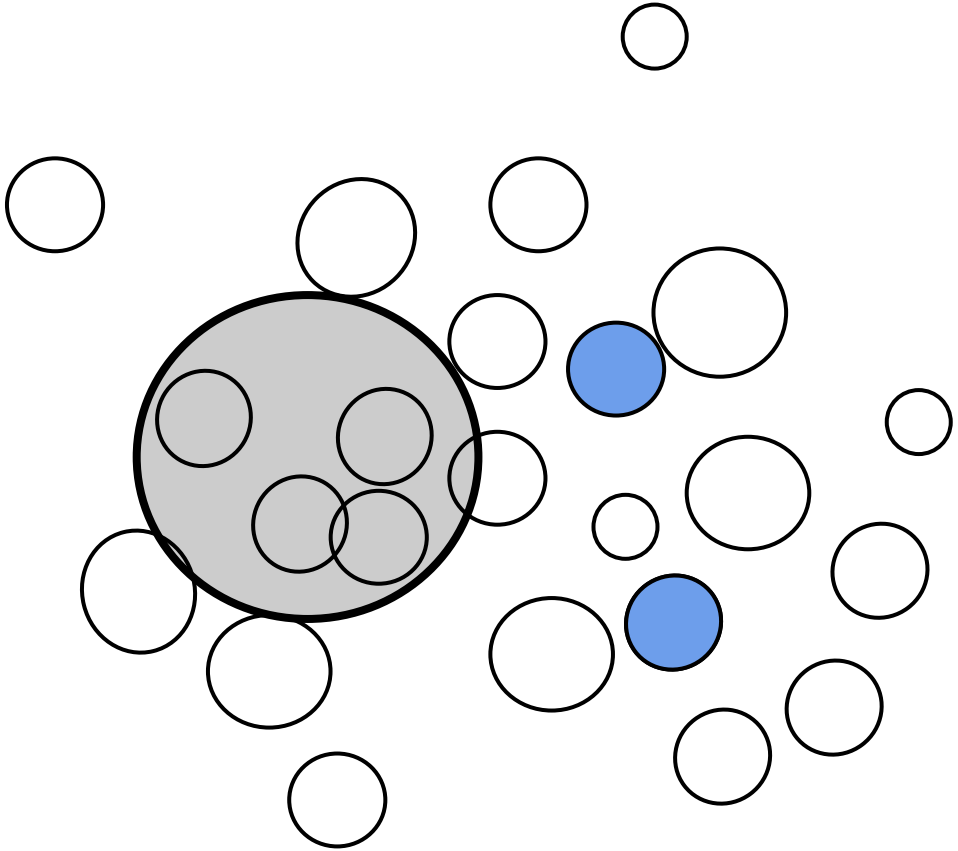


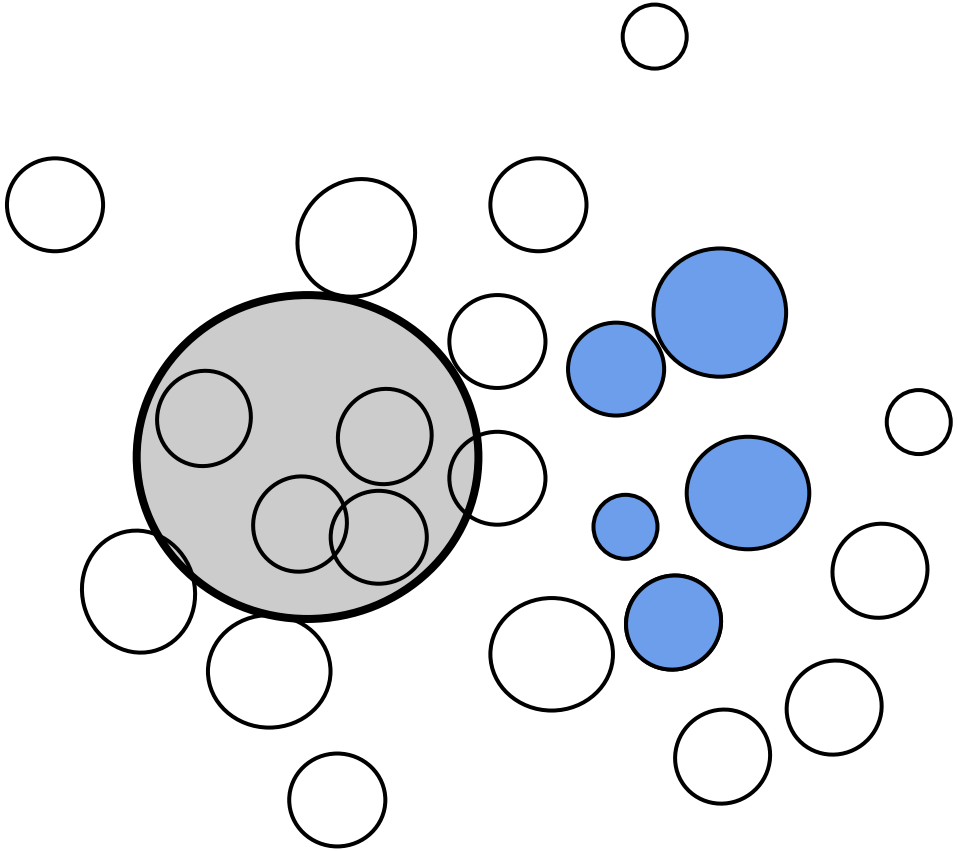


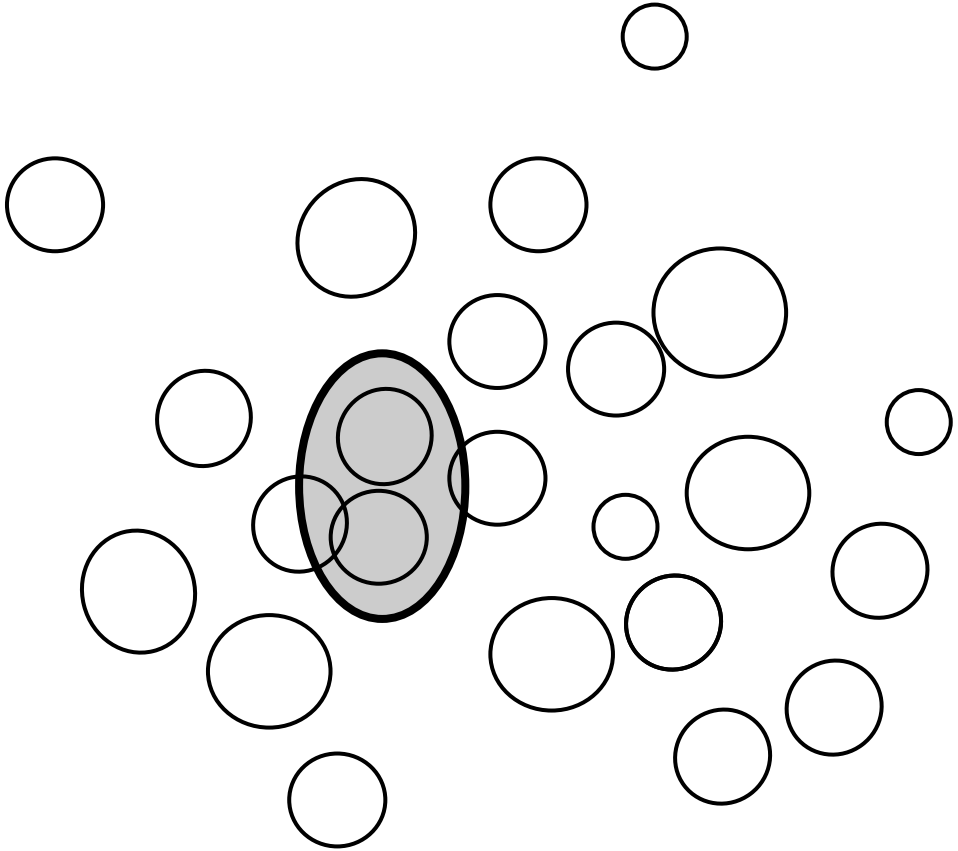


OF/BY/FOR ALL
OF/BY/FOR ALL









OF/BY/FOR ALL
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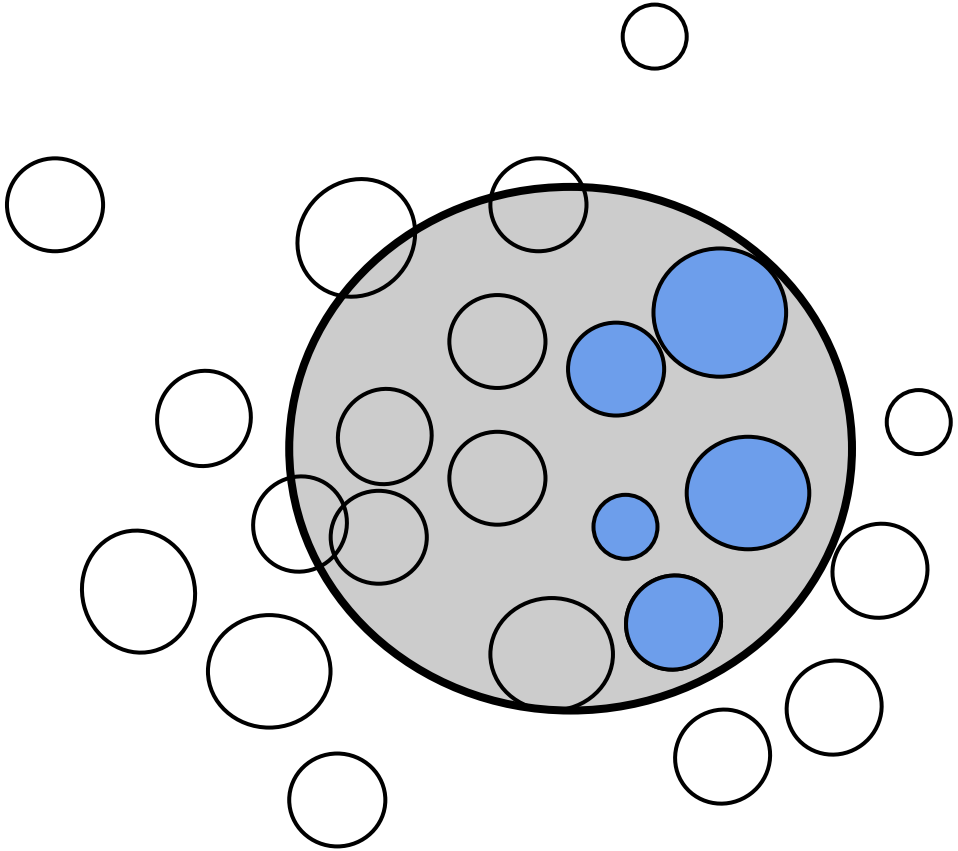
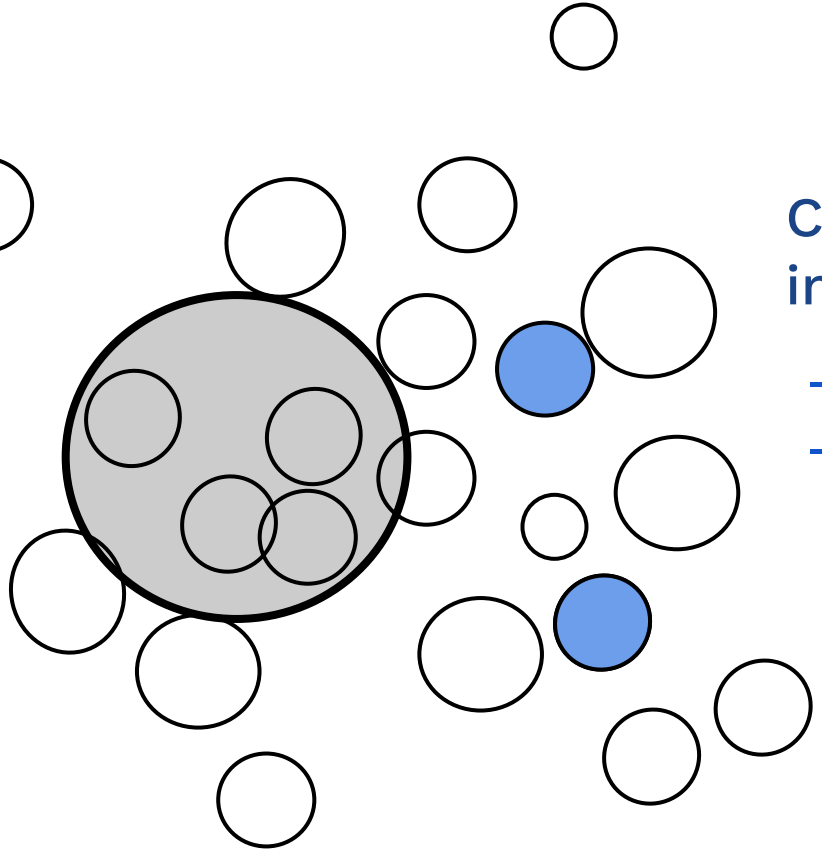


CASA
SANTA
ANA

DULCERIA
DULCERAMA
LA CASA DE CUMPLEAÑOS
BODAS, FIESTA Y QUINCEAÑOS
BAJOS DEL
HOTEL
IDEAL
400482

Traditional communities:

- International contemporary artists
- Local art lovers

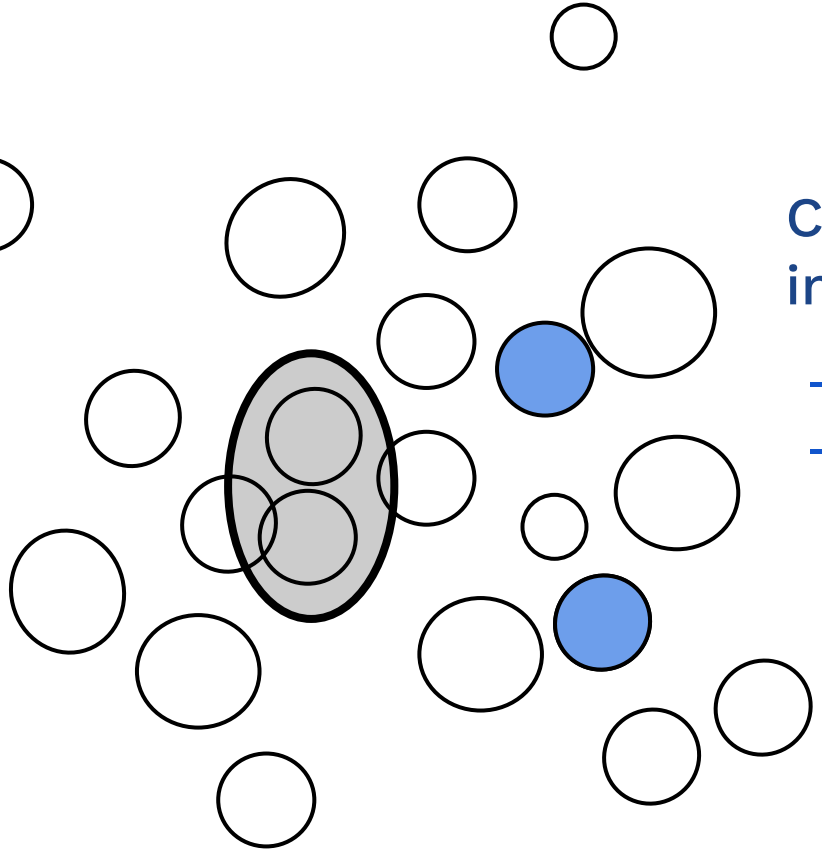


Communities of interest:

- Local artists
- Families in the neighborhood

Traditional communities:

- International contemporary artists
- Local art lovers



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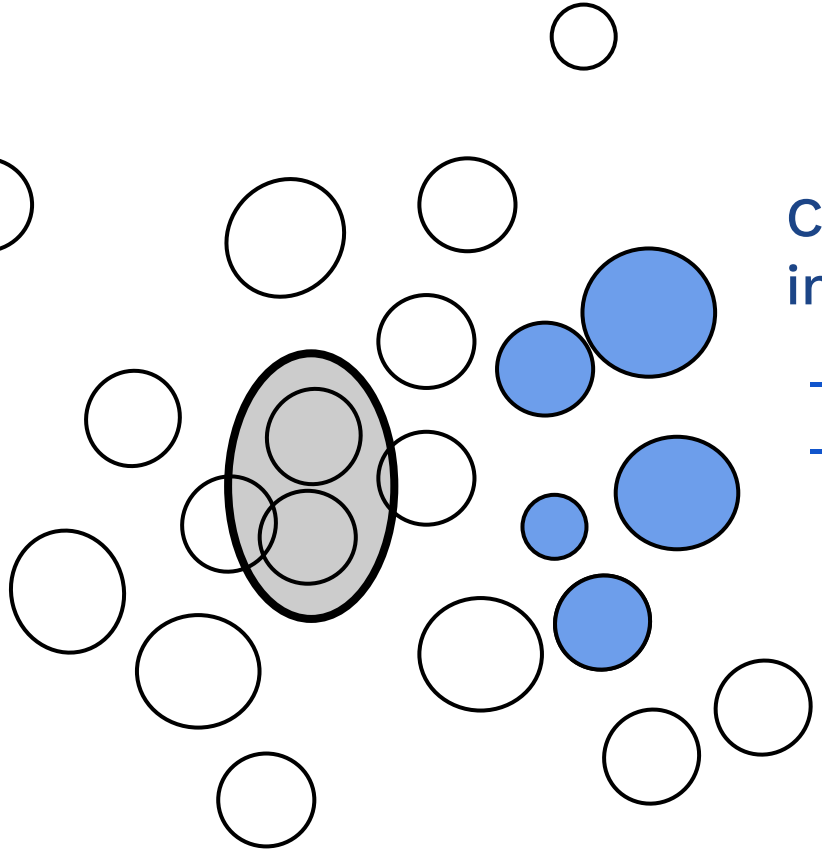

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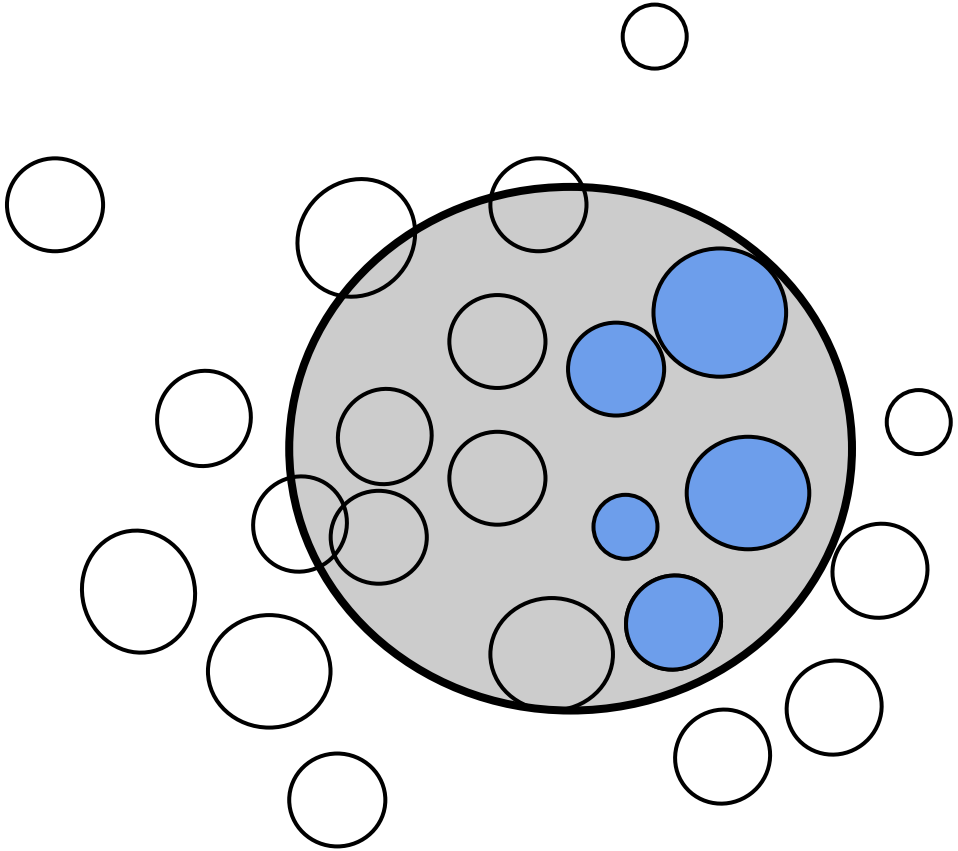
2020



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What assets can you share?

NEEDS

Things you lack

Focusing here can make people feel deficient or demeaned.

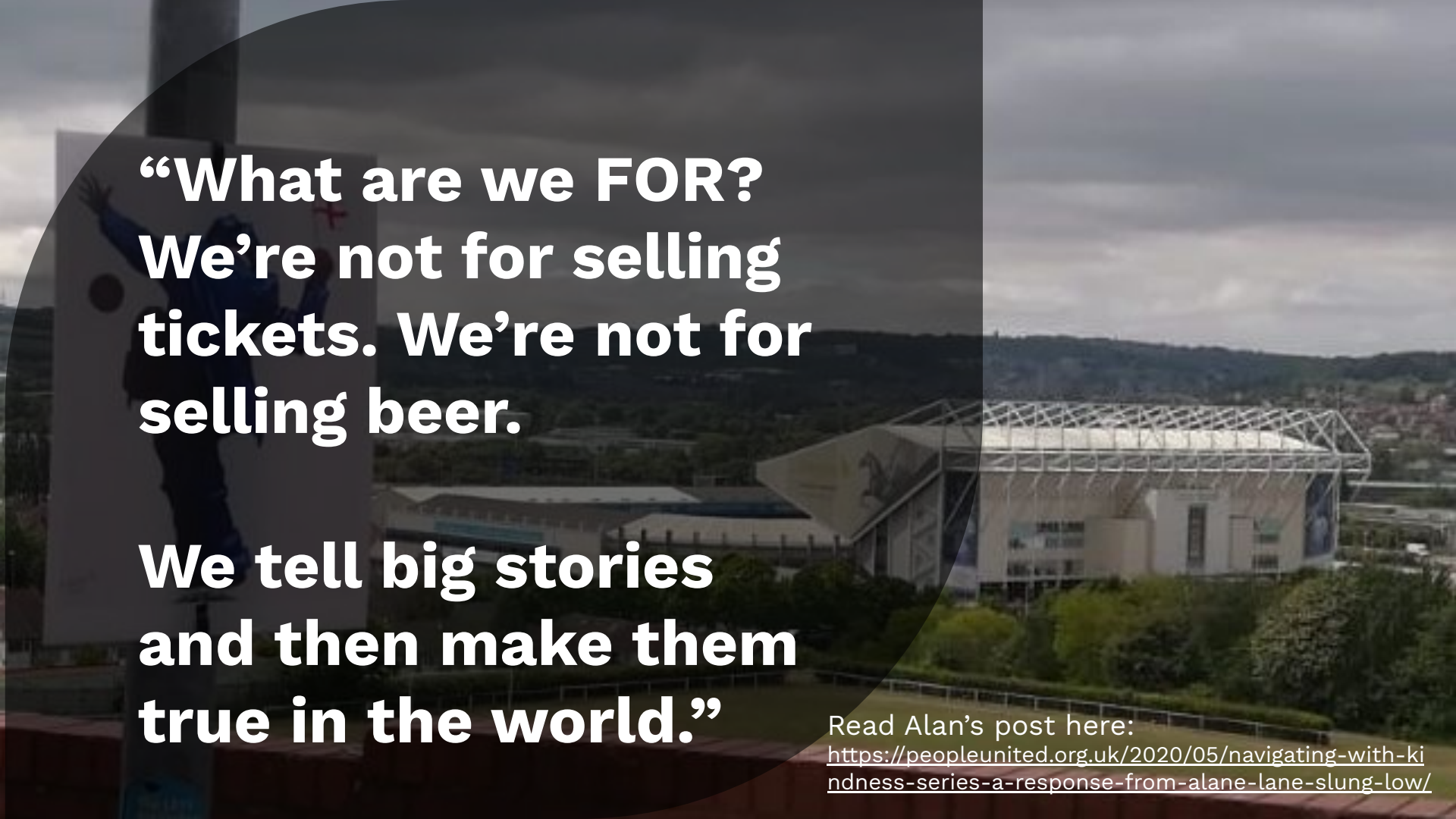
ASSETS

Strengths you have

Focusing here can make people feel supported and powerful.

MIKRON THEATRE Co
MARSDEN
www.mikron.org.uk
slung low

slung low
THE
HOLBECK
EST. 1877


“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

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

ReVision Relevance

and build a more inclusive, sustainable future.

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