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

@ninaksimon

#ofbyforall

SALLY
NASA

@ninaksimon

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what happens
in that building?
$

How can we get new people into the museum?

How can we get more girls into engineering?

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How can we get new people into the museum?

Maybe girls aren't cut out for it.

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What are we willing to change to welcome new people?

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

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

MOL MIX
SOUP

2011

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

2018

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

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OF

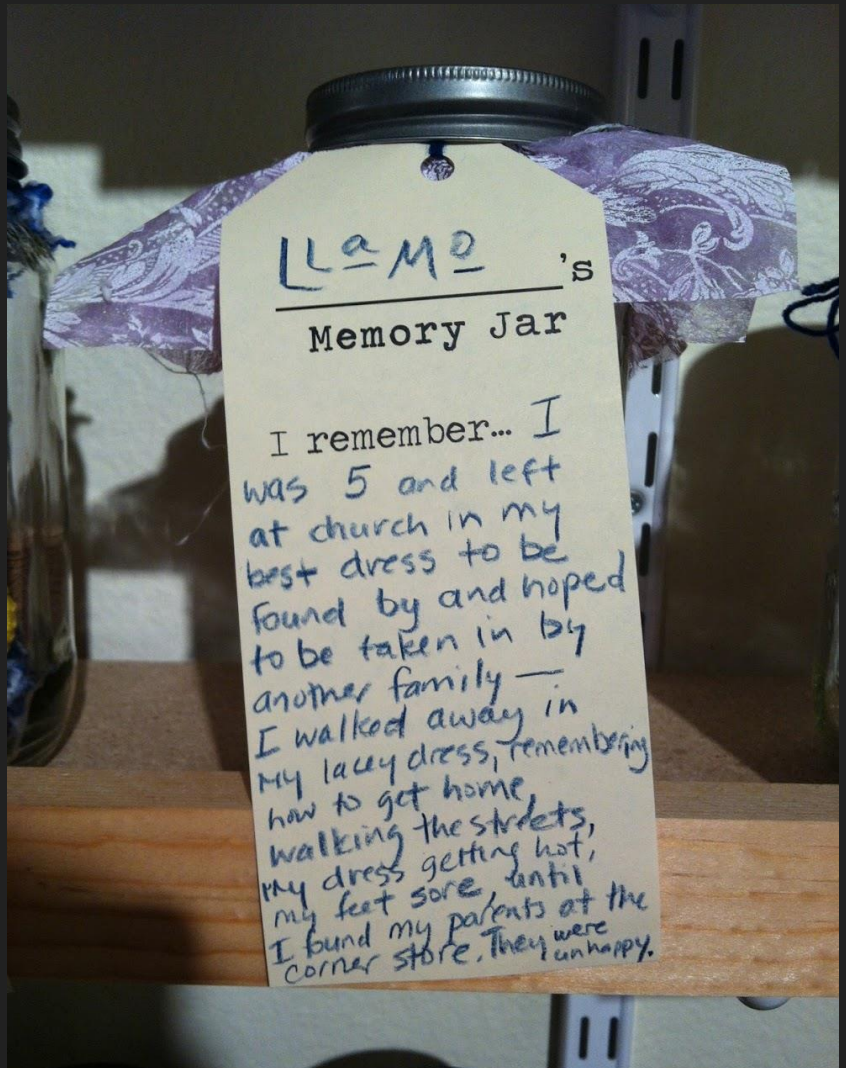
Staff, board, and content representative OF our community

OF BY

Programs co-created BY our community

OF BY FOR

Emily's memory Jar
I remember that after spending a month apart in different countries, my boyfriend and I spent our union sitting in a boba and he taught me how chess. Nothing goes better than boba
Antonio & Tonary 's
Memory Jar
I remember...
When we fell in Love + our first kiss
&
Are first dance
Now we are almost Married. In four months
Sept 1, 12
Clare 's
Memory Jar
I remember...
Wearing a red dress on my wedding day in MT.
July 2004
Hannah 's
Memory Jar
I remember...
my dad teaching me how to golf.


LLaMa's
Memory Jar
I remember... I was 5 and left at church in my best dress to be found by and hoped to be taken in by another family — I walked away in my lacey dress, remembering how to get home, walking the streets, my dress getting hot, my feet sore, until I found my parents at the corner store. They were unhappy.

OF

Memories OF our community

BY

Shared BY diverse community members

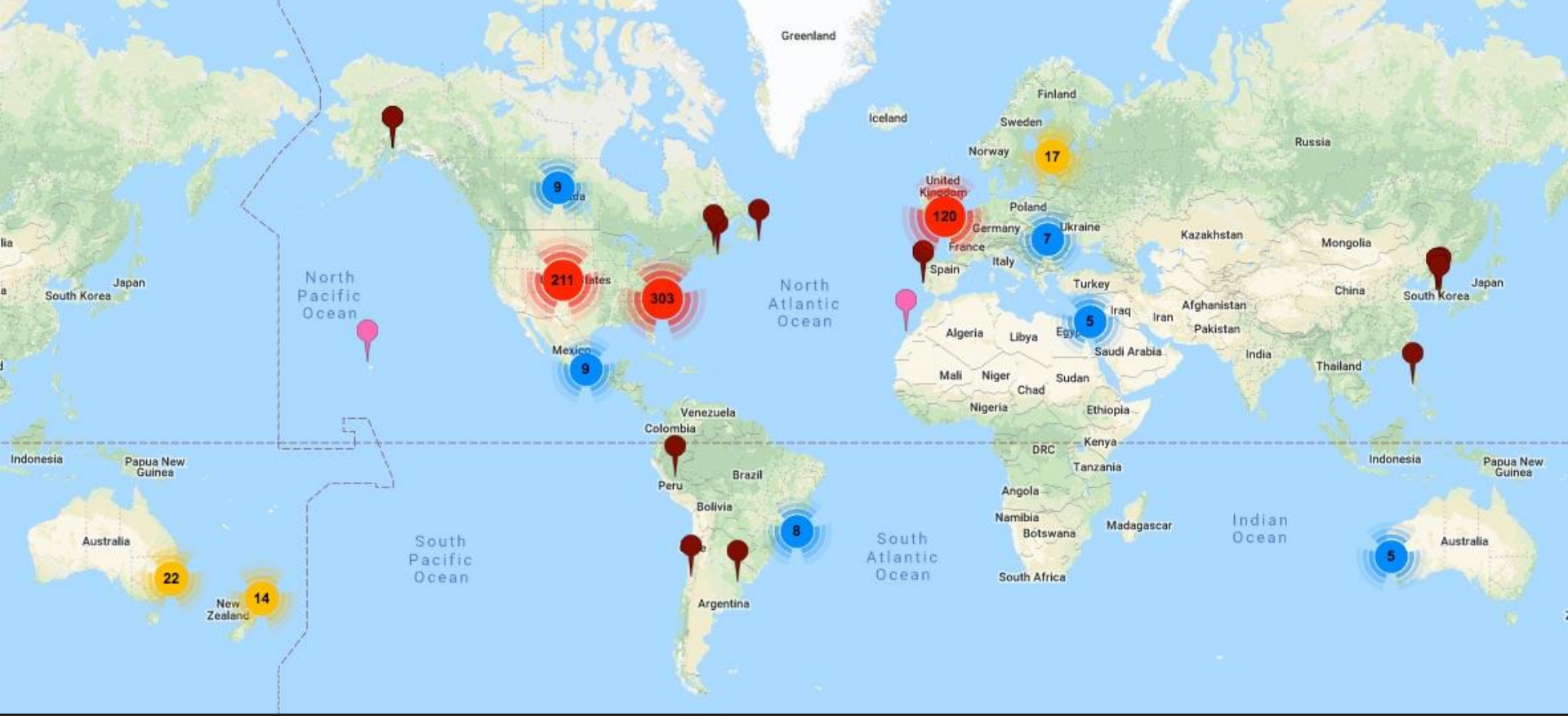
FOR

FOR the enjoyment of all visitors

WWW.OFBYFORALL.ORG

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

OF/BY/FOR ALL
CHANGE NETWORK



ofbyforall.org/assess-now

On a scale of 1 to 5, how much do you agree with this statement?

Our institution welcomes people of all ages, backgrounds and abilities.

#ofbyforall

On a scale of 1 to 5, how much do you agree with this statement?

5

Our organization welcomes people of all ages, backgrounds and abilities.

#ofbyforall

On a scale of 1 to 5, how much do you agree with this statement?

2

Our participants reflect the diversity of our community.

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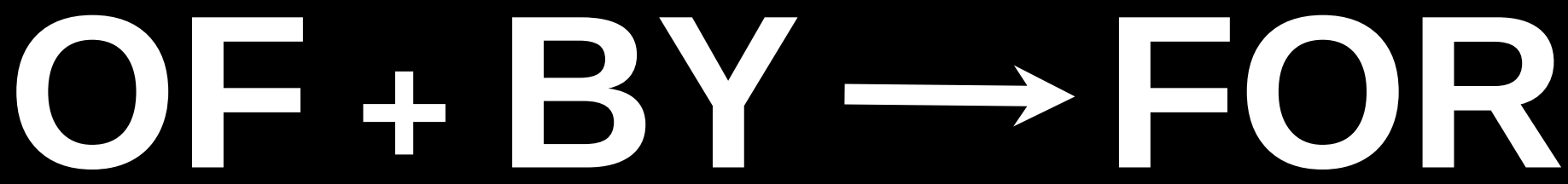

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board/staff/partners
are representative

programs are
co-created

institution is
welcoming

OF + BY → FOR

our community

our community

our community

#ofbyforall

NO
COURTESY @MICHAELJAMES_TV

OF + BY → FOR

?

OF + BY → FOR

Community advisory group OF aboriginal people

Program & facility ideas offered BY aboriginal people

?

AON

OF + BY → FOR

Library staff representative OF aboriginal people

Many programs created & led BY aboriginal people

Welcoming institution FOR aboriginal people

OF + BY → FOR

OF + BY → FOR

50 partners

17,000 visitors

2,000 partners

148,000 visitors

40x

8.7x

Hawaiian
HAWAIIAN

MAH
Museum of Art & History
101

Roughly what percentage of your public programs are co-created by community partners?

90% at MAH

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Roughly what percentage of your public programs are co-created by community partners?

0-10%

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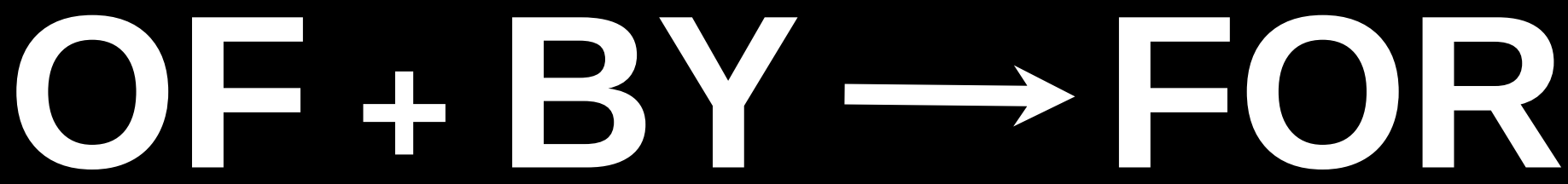

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oakland symphony
Independence Eve Celebration

GHOST SHIP MEMORIAL
BRAHMS' REQUIEM
Michael Morgan Conductor
Oakland Symphony Chorus
Oakland Gay Men's Chorus
TONIGHT · 8PM
TICKETS START AT $25
PARAMOUNT THEATRE, OAKLAND
INFO & TICKETS
oakland symphony

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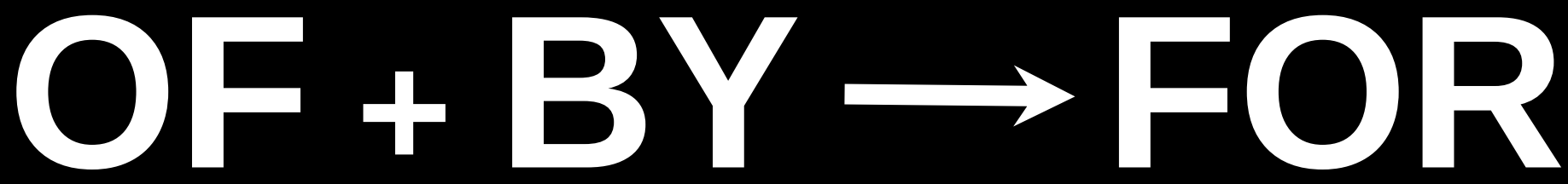
“What became very clear was that **we thought we’d been doing things that were OF and BY our community but, like most non-profits, we were doing things FOR them** rather than asking our community if these were serving them in the best way.”



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LATINX

all-gender term for people of Latin American heritage

Ofrenda

EXIT
EXIT

WELCOME
MUSEUM HOURS
Tuesday–Sunday / 11am–5pm
EXIT

OF + BY → FOR

No event staff OF Latinx descent

Event co-created BY 5 partners (mostly white)

One-off festival FOR 380 people (mostly white)

MAH

SENDEROS

EVERGREEN CEMETERY
CAUTION! SLIPPERY SURFACE
¡CUIDADO! PISO RESBALOSO
CAUTION! SLIPPERY SURFACE

DIA DE

Helen Aldana

OF + BY → FOR

Event staff OF Latinx community

Event co-created BY 50 Latinx artists

Signature festival FOR 1,340 people (mostly Latinx)

There is a significant difference between “all are welcome here,” and “**this was created with you in mind**.”

– Dr. Crystal Jones

There is a significant difference between “all are welcome here,” and “this was co-created with you. ~~in mind.~~”
- OF/BY/FOR ALL

three ways to get started →

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1/ try the self-assessment

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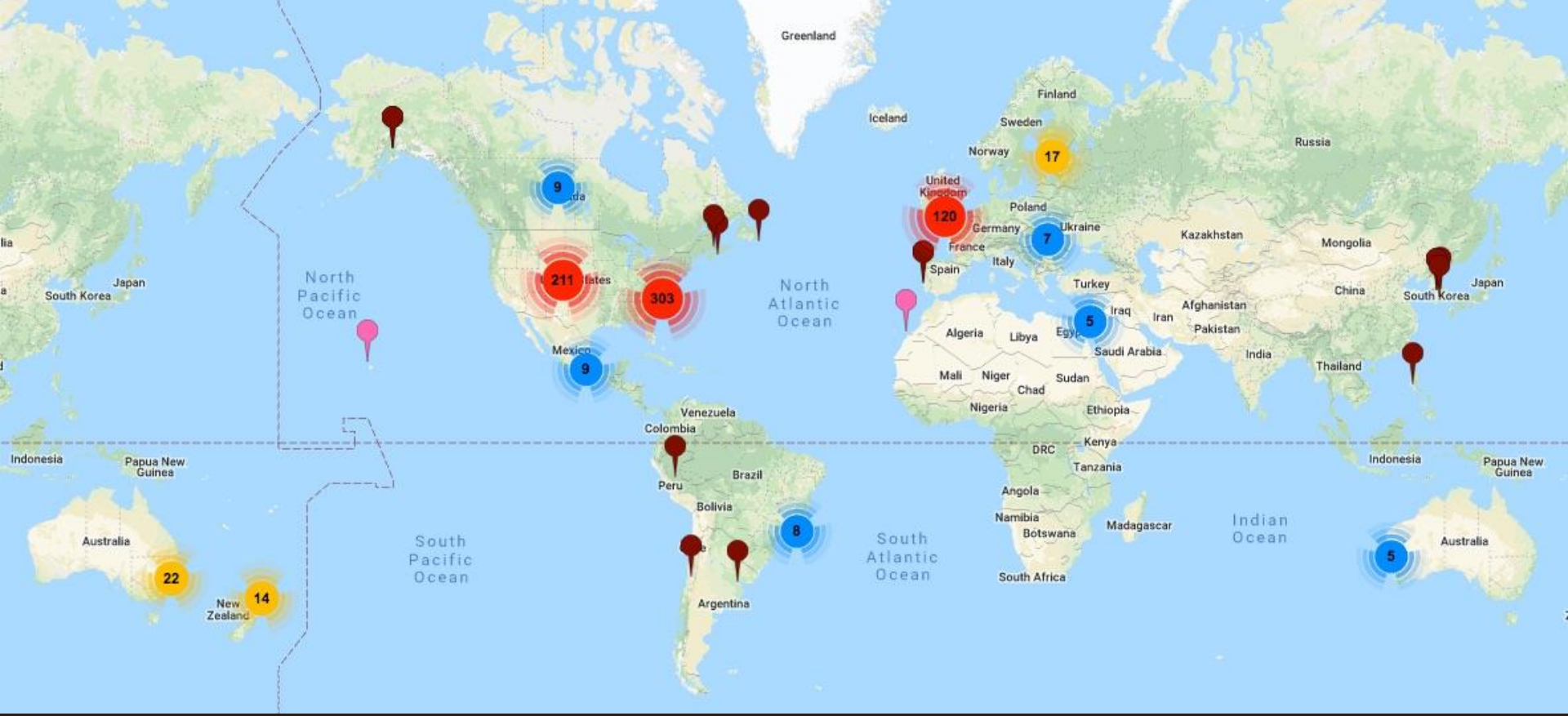

ofbyforall.org/assess-now

OF/BY/FOR ALL
CHANGE NETWORK

38 organizations in 9 countries are making meaningful change with us right now.

Royal Ontario Museum
Epping Forest District
Bella Artes y MAC
Claremore Museum of History
Filament Theater
National Justice Museum
Jackson Hole Historical Society
Tullie House Art Gallery
Corning Museum of Glass
Rotorua Arts Village Trust
Nevada County Arts Council
Friends of Santa Cruz County Parks

Minnesota Transgender Health Coalition
National Hispanic Cultural Center
Dakota County Library
Oakland Public Library
Divis and Black Mountain
Movement BE
ARTZ Philadelphia
Genesis Centre
St. Joseph County Public Library
Centre of Democracy
Museum of Work and Culture
Vizcaya Museum and Gardens

Trinity Repertory Theater Company
Los Angeles River State Park Partners
Techniquest
HistoryMiami Museum
Immigration Museum
Te Manawa
Oakland Symphony
Laundromat Project
Stedelijk Museum Schiedam
Santa Cruz Museum of Art & History
Minnesota Children's Museum
Niagara Falls Underground Railroad Center

We’re just 9 months in - and it’s working.

OF/BY/FOR ALL was building on something that was already happening, but made it happen faster and more deliberately. **Without it we could still just be sitting here talking.**

We are adjusting processes at our museum, opening up more to communities in various ways, which may seem small but are meaningful when they all add up. **We’ve also seen huge attendance increases** because of this work.

We’ve made many tangible changes to involve our Latinx community at the library (paid internship for Latinx youth, shifting hiring policies, bilingual marketing materials).

Now, we focus on how we can do it, not why we can’t.

Our community liaisons are increasingly taking ownership of the projects in their communities, which is tremendously heartening for us to see and feels like **SUCH a leap forward.**

2/ define your communities of interest

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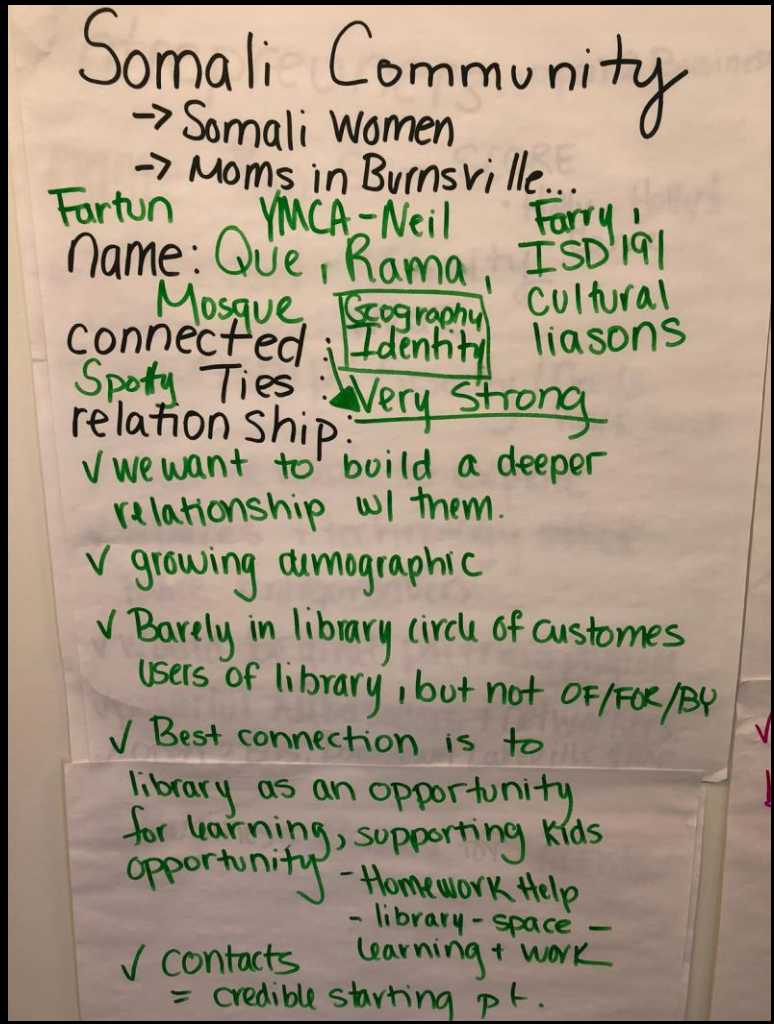
Example Communities of Interest:

- Somali moms in the Burnsville neighborhood
- Community college students who are formerly incarcerated
- Peruvian traditional artists
- Seniors who get free lunch at the downtown nutrition center



3/ make space

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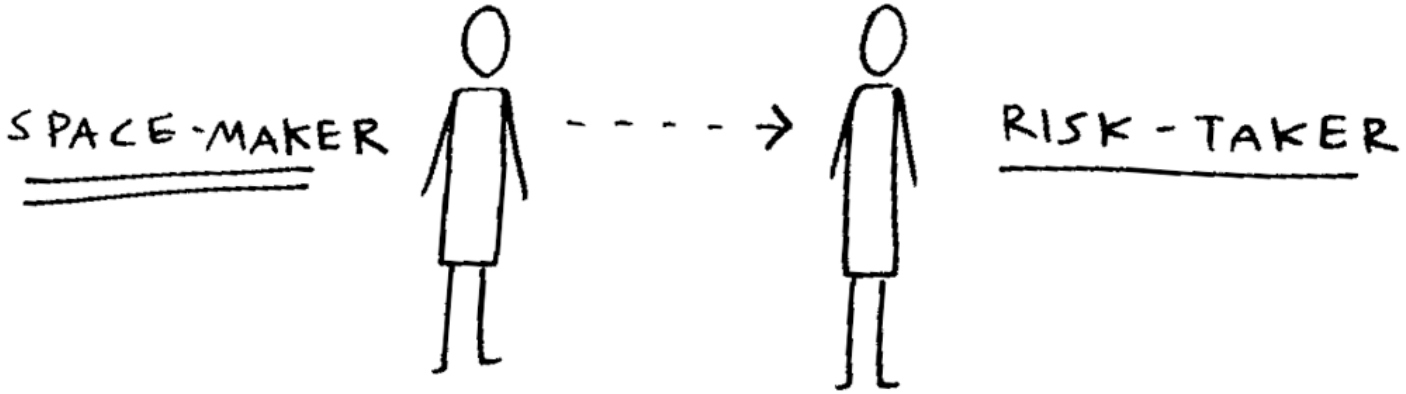
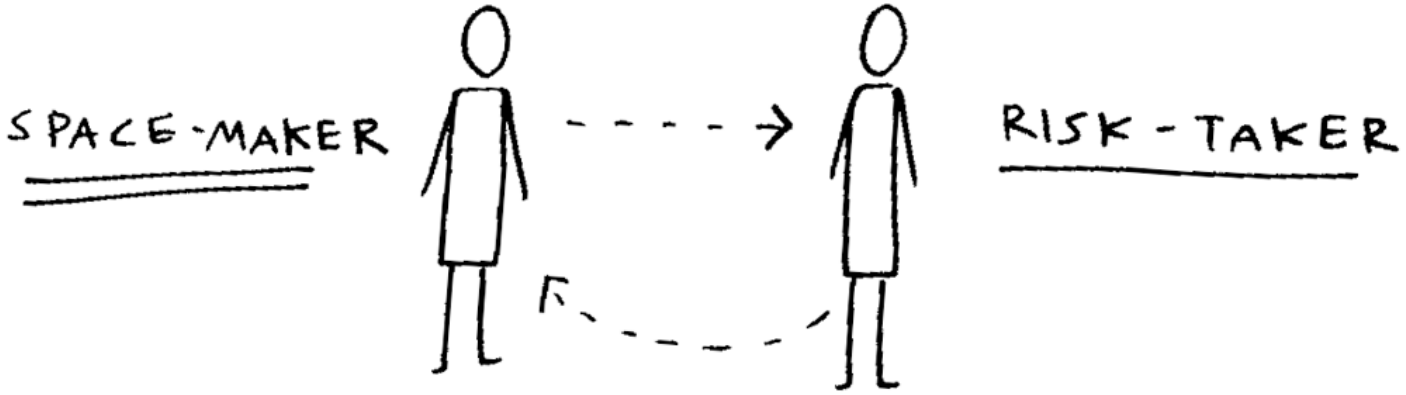
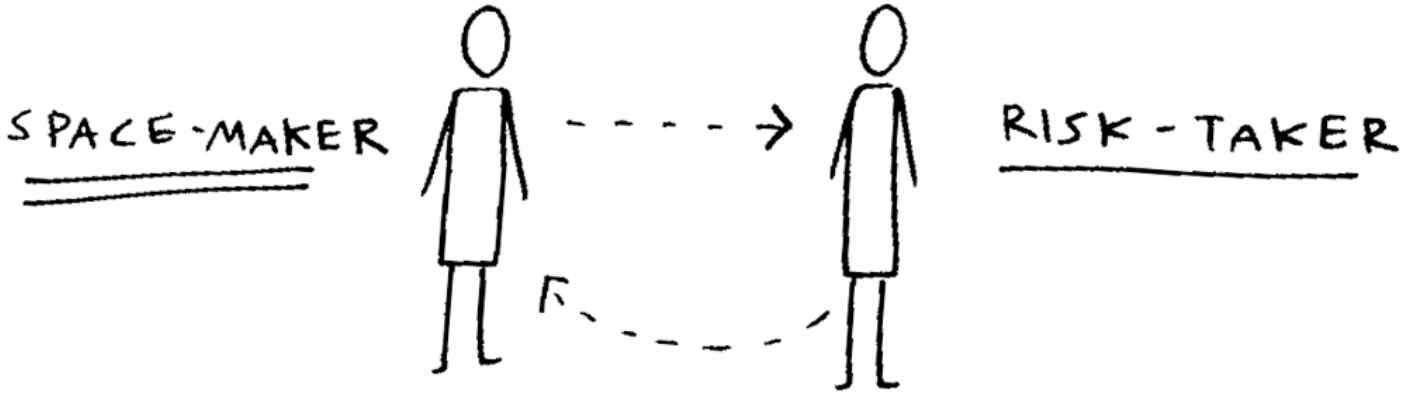
RISK-TAKER

SPACE-MAKER

RISK-TAKER


SPACE-MAKER
RISK-TAKER


SPACE-MAKER
RISK-TAKER


SPACE-MAKER
RISK-TAKER

Let’s make orchestras OF/BY/FOR ALL.

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