

HOW TO FOSTER CHANGEMAKING CULTURE TOOLKIT

A **changemaker** is someone who **imagines a better reality**, **takes action**, and **collaborates with others** to bring that **new reality into being for the good of others**.

The purpose of this toolkit is to support you in understanding **what a changemaking culture is** and **what it could look like**. With the written and video examples, we try to provide examples for ways that you and your team can foster a changemaking culture within your school, district, or organization.

DEFINING CHANGEMAKING CULTURE

Changemaking culture in organizations is all about **creating a space** where everyone—young people, staff and the whole community—feels encouraged to notice problems, dream up ideas, and take action to make things better for everyone. It's rooted in the belief that **anyone can be a changemaker**, no matter their age or background. In this kind of culture, young people are supported to lead with empathy, work together, think creatively, and tackle real-world challenges.

Teachers help spark curiosity, encourage initiative, and create opportunities for **young people to make a difference**—both inside and outside the organization. In a fast-changing world, a changemaking culture helps young people **not just keep up, but step up**—to lead, adapt, and shape the future in positive ways.

TIPS

Establish **clear expectations** & **goals** for changemaking.

Celebrate **all efforts** of changemaking, no matter how small!

INTEGRATING CHANGEMAKING

Integrating changemaking into your school, district, or organization shouldn't be another responsibility to add to your plate, but something that you can **integrate naturally** into the work that you already do with young people. **Consider ways you can tie changemaking into existing work.**

ORGANIZATION LEVEL

IDEAS FOR ORGANIZATIONS

- **Create a culture of bottom-up innovation.** Encourage employees to create change, and experiment within your organization by establishing the time and space for them to innovate and share what works or what doesn't.
- **Implement opportunities throughout the year for employees to engage in community service.** Being civic minded is a great way to build empathy, develop interest in local issues, and create change.
- **Create a shared definition of what changemaking means for your organization—and why it matters.** Make sure the definition includes values like empathy and incorporate that vision in your organization's strategy, programs, and trainings. Set clear goals and track progress with KPIs.
- **Build systems where input from employees and young people aren't just invited—it's expected.** This could look like creating a youth leadership council, hosting a monthly all-staff meeting, or establishing another system where feedback is given regularly and implemented.
- **Give young people the opportunity to lead authentically in your organization.** Avoid tokenism by ensuring that young people hold the same power, voice, and responsibility as adult allies.
- **Learn from other organizations and what is working for them.** Look for ways you could create collaborations and partnerships with these organizations in your work.

EXAMPLES

- An organization puts young people in power by implementing a **youth leadership council** that meets monthly to decide and execute the organization's yearly strategy.
- Another organization sets aside funding (\$25k) a year for their **annual hackathon**. The focus of the hackathon changes every year and employees can submit their idea as a team to tackle the issue that is presented. The winning team receives the funding to implement the idea **within the organization** over the next fiscal year.
- A bi-yearly organizational-wide failure festival is created, where employees can join to **hear about and share a "failure"** that they have experienced the last few months. This "festival" builds empathy within the organization and amongst employees.
- A local library help interested youth organize **storytime sessions** for younger children or technology sessions at the library where they provide **technology training** to older individuals.