



PATHWAYS - AN INVITATION

What if meaningful change didn't require doing everything at once?

Are you curious about what a more accessible and equitable future could look like for your community?

- Do the same challenges resurface, even after effort and good intentions?
- Are your conversations about equity and accessibility feeling too complex or difficult to move forward?
- Is there a tension between the urgency to act and the fear of doing it well?
- Are there gaps between your organizational values and day-to-day practices?
- Are your staff, board, artists, or community members asking for change?

You are not alone in this. Many organizations are working hard to respond to change while navigating limited capacity, competing priorities, and systems that don't easily shift.

Pathways is an invitation into learning, action, and reflection alongside peers from across BC's arts, culture, and heritage sector. Rather than prescribing a single approach, Pathways meets organizations where they are and supports them in identifying meaningful next steps.

Pathways might be a good fit if you are curious about:

- Exploring equity and accessibility in deeper ways
- Being in conversation with others, navigating similar questions
- Reflecting on organizational practices, systems, and relationships
- Moving beyond quick fixes toward sustainable change
- Learning in community

Pathways is best suited for organizations that:

- Will support their participants in their journey of learning and action
- Are willing to take meaningful action now and over time
- Are curious about how change happens within systems, not just individuals
- Value relationship-building and community practice

If you're curious about approaching change in a more intentional, supported way, we invite you to visit our website for program information and how to apply.



Pathways

Learn | Reflect | Integrate

www.manypathways.ca

Join a Community of Peers Who Support and Learn from Each Other as We Collectively Co-create a More Equitable Arts, Culture, and Heritage Sector

What is Pathways?

Pathways is a **free**, online program that supports BC-based non-profit arts, culture, and heritage organizations and collectives in embedding equity and access into their work. It's tailored, flexible, and designed to meet each organization where they are at in their ongoing learning journey.

Who is it for?

Pathways supports a wide range of organizations, whether you're just beginning to explore equity or already leading in this work. The program is designed to reflect your unique context and community. Pathways is a place to work out what implementing equity looks like in your specific and unique situation.

What You'll Receive

- **One-on-One Support:** Your organization is matched with a Guide who meets monthly with two designated/consenting/engaged individuals from your organization, offering personalized support and accountability.
- **Peer Learning & Community:** Join optional monthly cohort sessions and affinity groups to build relationships with others across the province, share knowledge, and discuss emerging equity topics in our sector.
- **Tailored Learning Resources:** This program helps identify resources relevant to your organization and can help cover costs to access workshops, conferences, books, and more.

What's Required

- Two participants from your organization and a minimum 5 hrs each month.
- Support from organizational leadership.
- Willingness to engage in honest reflection and action toward sustainable change.

**Ready to make sustainable change
in yourself and your organization?**

Visit our website to find out more!

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