



**Call for Graphic Designer**  
**Deadline: February 28, 2026**

**About Us:**

APANO Communities United Fund (CUF), a 501(c)(3) tax exempt organization, invests in community organizing with Oregon's Asian communities for social justice.

APANO Action Fund, a 501(c)(4) non-profit organization, unites Asians to build power, develop leaders, and advance equity through organizing, advocacy, community development, and cultural work.

APANO CUF is affiliated with APANO AF, a 501(c)(4) tax exempt organization, to promote a broader range of work towards our goal of uniting Asians achieve social justice.

**Description of Work:**

APANO and APANO AF have recently developed a new Theory of Change to guide our organizations' work. To accompany the launch of our new Theory of Change, our organizations are seeking to hire a graphic designer to create a brief visual aid that simplifies and clearly conveys the core elements of the Theory of Change while maintaining consistent branding.

**Deliverables include:**

1. (1) Infographic explaining the Theory of Change
2. Set of smaller graphics that can be shared on social media to break down the larger graphic
3. All RAW files and project files

**Budget:**

- \$1,500

**APANO and APANO AF will:**

- Use the design in digital communications and printed communications and for promotion the Theory of Change
- Provide consultation and feedback throughout the creation process
- Provide reference materials

**Timeline (some flexibility may be needed in deadlines)**

- Proposals Due February 28, 2026
- Applicants Notified March 3, 2026
- Be available for virtual meeting for Concept Discussion sometime between March 4-8, 2026
- Concept draft April 1, 2026
- Receive feedback and make edits April 15, 2026
- Final project complete May 1, 2026

**Who should apply?**

We welcome submissions from new artists/companies, as well as those with more experience. Please email [jeanette@apano.org](mailto:jeanette@apano.org) with questions.

**How do I apply?**

In an email to Jeanette at [jeanette@apano.org](mailto:jeanette@apano.org), include:

- Your contact information (email, phone number),
- Acknowledgment of ability to adhere to the project timeline listed above,
- Link to a portfolio that you feel best represents your ability to: 1) visualize our project; 2) demonstrate your ability to create an engaging and accessible infographic