



SIMS - FAYOLA FOUNDATION

POLICY & ADVOCACY INSTITUTE

My Brother's Keeper Denver

Strategic Focus Areas: Youth Justice Reform | Education & Workforce Equity |
Community-Led Systems Change

Overview

My Brother's Keeper Denver (MBK Denver) is the flagship systems-change initiative of the Sims-Fayola Foundation's Policy & Advocacy Institute. It serves as both a local action strategy and a statewide demonstration model for improving outcomes for boys and young men of color.

Rooted in Collective Impact, community-driven design, and youth leadership, the MBK Denver Local Action Plan emerged from six months of structured Action Table engagement with more than 100 cross-sector stakeholders. MBK Denver is designed to move beyond programs toward durable systems alignment.

The Challenge

Boys and young men of color in Denver face persistent racialized opportunity gaps across early childhood readiness, literacy and academic success, workforce access and economic mobility, mental health access, and justice involvement. These gaps are systemic. MBK Denver exists to coordinate cross-sector solutions that address root causes rather than symptoms.

Theory of Change

If we:

- Implement a milestone-driven Local Action Plan aligned with national MBK priorities
- Convene and coordinate cross-sector partners across government, philanthropy, nonprofits, and community
- Provide capacity-building support to youth-serving organizations

- Center youth voice and lived experience in decision-making

Then we will:

- Reduce disparities for boys and young men of color
- Build a more cohesive and accountable ecosystem of support
- Sustain funding and momentum for long-term systems reform
- Establish Denver as a national model for community-driven youth systems transformation

Structural Placement Within the Foundation

MBK Denver operates within the Policy & Advocacy Institute and serves as the Foundation's primary systems-change and policy platform. It maintains intentional alignment with the Student Success Division, drawing data, insight, and lived experience from direct service programs including Empowered Ambition Youth Development (EAYD), Empowerment Zone (SFEZ), and the Fayola Man Career Academy (FMCA).

This structure creates a continuous feedback loop: program outcomes inform policy strategy, and policy influence strengthens program sustainability. This integrated model operationalizes the Foundation's core principle that durable systems change must be grounded in lived experience and measurable youth outcomes.

Phased Implementation Strategy (2025–2028)

Phase I Launch Milestones:

- Milestone 1 – Healthy Start
- Milestone 2 – Early Literacy
- Milestone 6 – Second Chances
- Milestone 4 – Workforce Entry

Later-phase milestones will address high school graduation and postsecondary completion. This phased design allows for disciplined implementation, shared measurement, and continuous evaluation.

Key Strategic Features

- Milestone-driven design tailored to boys and young men of color in the Denver metro area
- Community Action Tables using structured, data-informed dialogue
- Shared measurement and evaluation systems
- Alignment between practice, policy, and funding strategy
- Youth leadership integrated throughout engagement and advocacy efforts

Strengthening the Nonprofit Ecosystem

MBK Denver invests in strengthening the broader ecosystem serving boys and young men of color through:

- Organizational Capacity Support including technical assistance and evaluation planning
- Convening for Practice & Policy through the Annual MBK Summit and milestone-specific Action Tables
- Targeted Technical Assistance Funding aligned to milestone goals
- Professional Learning including leadership development and peer learning networks

Youth Leadership Continuum

MBK Denver creates structured pathways for youth leadership and policy engagement through a continuum: Direct Service Programs → Fayola Advisory Council (FAC) → MBK Youth Fellows. This ensures youth voice shapes systems change and policy strategy.

Why MBK Denver Matters

Vision 2030 calls for predictable opportunity, not isolated success stories. MBK Denver aligns policy, practice, partnerships, and data so that boys and young men of color experience measurable and sustained improvement across education, workforce, and justice systems. It is not a program. It is infrastructure for coordinated systems transformation.