



Organizational Overview

Who We Are

The Sims-Fayola Foundation (SFF) stands at the forefront of a statewide and national movement to redesign systems so that belonging and opportunity for boys and young men of color are predictable, not exceptional.

Founded by Dr. Dedrick J. Sims, SFF has evolved from a local initiative serving Denver schools into a catalyst for equity, reshaping how communities, educators, and institutions support boys and young men of color in realizing their full potential.

Grounded in the Sims Framework, which is built on belief, structure, and practice, the Foundation works to ensure that belonging is intentionally designed into every system that touches a young person's life. For more than a decade, SFF has built a trusted record of impact rooted in cultural identity, agency, and opportunity.

Through Vision 2030, SFF is deepening that work by building an integrated ecosystem that connects evidence from the field to the policies and systems that shape youth outcomes.

Our Theory of Design

At the center of SFF's approach is the Sims Framework, a culturally grounded and research-informed model for advancing equity through system design. The Framework rests on the principle that belief shapes structure, structure drives practice, and practice determines the predictability of belonging.

This theory guides how the Foundation develops programs, partnerships, and policies, ensuring that identity, agency, and cultural affirmation are built into the design of every system serving boys and young men of color.

Our Structure

SFF operates through two interdependent divisions that form a continuous feedback loop between practice and policy, each supported by a shared evaluation and learning infrastructure connecting lived experience, data, and design for equity.

The Sims-Fayola Policy & Advocacy Institute (SFPIA)

SFPIA drives systems change through research, advocacy, and cross-sector collaboration. Signature initiatives such as My Brother's Keeper Denver, the Male Educators of Color Fellowship, and the Fayola Advisory Council amplify youth and educator voice, influence statewide policy agendas, and build public will for equity-centered reform.

The Sims-Fayola Student Success Division (SSD)

The SSD delivers high-impact, culturally responsive programs that nurture identity, healing, and purpose. Flagship models such as Empowered Ambition Youth Development (EAYD), Fayola Man Career Academy (FMCA), and the Sims-Fayola Empowerment Zone (SFEZ) equip boys and young men of color with the social-emotional, academic, and leadership skills needed to thrive in school, career, and life.

The Mental Health Department

As a cornerstone of Vision 2030's focus on healing as justice, the Mental Health Division provides culturally responsive, trauma-informed care that affirms identity, builds resilience, and restores hope. Licensed clinicians and empowerment coaches work alongside program staff to create safe spaces for processing trauma, strengthening self-worth, and practicing emotional regulation.

Insights from this clinical practice inform statewide policy recommendations on mental health access, diversion alternatives, and school-based wellness strategies, ensuring that healing is not an afterthought but a structural element of opportunity equity across Colorado's education and justice systems.

Together, these divisions operationalize SFF's field-to-policy model, ensuring that direct service insights drive systems transformation and that policy reforms strengthen youth outcomes in real time. Continuous evaluation by Brigham & Associates and ALH Consulting connects data, storytelling, and lived experience to translate impact into influence.

The Office of the CEO

The Office of the CEO provides strategic direction, alignment, and public leadership for the Foundation. It ensures coherence across all divisions, oversees Vision 2030 implementation, and anchors the initiatives that extend SFF's reach beyond programming into systems change.

Strategic Alignment and Oversight

The CEO's office stewards Vision 2030 across every function of the organization, monitoring key performance indicators, cultivating collaboration among teams, and ensuring accountability to the Foundation's mission and roadmap.

Cross-Divisional Innovation

Through the Office of the CEO, SFF leads initiatives that embody the intersection of practice, policy, and narrative power.

- The Fayola Ambassador Program engages civic, business, and cultural leaders as public champions who amplify awareness, mobilize resources, and elevate the visibility of boys and young men of color.
- The All Things Boys Podcast uplifts youth and educator voices, reshapes public understanding, and advances statewide conversations about identity, manhood, and belonging.
- Vision 2030 Oversight and Implementation ensures that all strategies, programs, and partnerships remain aligned with long-term goals through structured accountability and evaluation.
- Strategic Partnerships and Institutional Advancement cultivates relationships with funders, universities, policymakers, and community organizations to sustain and expand SFF's systems-change agenda.

Thought Leadership and Narrative Power

The CEO's office functions as a hub for thought leadership and storytelling, using op-eds, media, and public speaking to shape national dialogue on equity and opportunity. This narrative work builds public will and positions SFF as a trusted voice on the future of educational and social equity.

Governance and Culture Stewardship

The Office of the CEO leads board relations, equity and culture stewardship, and the Foundation's commitment to governance excellence, modeling inclusive leadership and psychological safety across the organization.

Expansion and National Readiness

Looking ahead, SFF is preparing for replication and regional expansion in new markets such as Detroit and San Diego. This growth aligns with the Foundation's national impact goal: helping the United States fulfill its promise of equity for all by designing systems of belonging for boys and young men of color nationwide.

Our Vision 2030 Commitment

Vision 2030 charts a five-year roadmap positioning the Sims-Fayola Foundation as a national model for educational equity and systems transformation.

Guided by three pillars, Building Power, Shaping Systems, and Elevating Narratives, the plan connects practice to policy and public will through four levers of change.

1. Expanding identity-affirming direct service that builds belonging, resilience, and agency.
2. Developing equity-centered educator pathways that diversify and strengthen the workforce.
3. Driving policy and advocacy aligned with the lived experiences and aspirations of boys and young men of color.
4. Elevating narratives through storytelling, thought leadership, and ambassador engagement.

Each lever is supported by a rigorous evaluation and learning agenda that links local practice to statewide and national policy outcomes. Through the integration of data, design, and lived experience, SFF is transforming how systems understand, value, and serve boys and young men of color.

Our Belief

Rooted in lived experience, informed by research, and shaped by youth voice, the Sims-Fayola Foundation is building an ecosystem where healing, identity, and opportunity are accessible to every boy of color in Colorado and beyond.

Through the Sims Framework, we demonstrate that systems can be intentionally designed to make belonging predictable and that when belief, structure, and practice are aligned, equity is not an aspiration but a design choice.