

Division 1: Sims-Fayola Policy & Advocacy Institute (SFPIA)

Strategic Focus: Policy Advocacy | Systems Change | Collective Impact

The Sims-Fayola Policy & Advocacy Institute (SFPIA) transforms lived experience and direct-service insights into bold, community-rooted systems change across Colorado.

Strategic Purpose

SFPIA is committed to reshaping public policies, institutional practices, and collective mindsets to improve outcomes for boys and young men of color across education, workforce, justice, and mental health systems. As the strategic engine of Vision 2030, SFPIA blends policy research, advocacy, and grassroots voice to build a future where equity is systemic, not situational.

Leadership Structure & Strategic Positioning

The Sims-Fayola Policy & Advocacy Institute (SFPIA) is led by the Managing Director of Policy, Advocacy, & Collective Impact & Systems Change and the MBK Program Manager, in collaboration with the Director of the Male Educators of Color Fellowship (MECF). This leadership team bridges internal divisions and external partnerships to drive systems-level strategies that inform statewide policy and public discourse.

To enhance agility, attract diversified funding, and mitigate organizational risk, SFPIA operates as a semi-autonomous division within the Sims-Fayola Foundation. This structure enables SFPIA to pursue bold advocacy initiatives and dedicated funding streams with greater flexibility, while remaining under the full governance of the Foundation's Board of Directors and CEO. It allows SFPIA to respond quickly to legislative opportunities, partner with systems-change funders, and pilot innovative strategies without overextending the Foundation's direct service infrastructure. Internal protocols ensure alignment across communications, finances, and shared infrastructure—positioning SFPIA as a distinct but mission-integrated engine for statewide impact and long-term resilience.

Core Functions of the Sims-Fayola Policy & Advocacy Institute (SFPIA)

- **Advance the MBK Denver Local Action Plan**
Coordinate and implement high-impact milestones to drive equity across education, justice, and workforce systems.
- **Lead and scale the Male Educators of Color Fellowship (MECF)**
Operate a statewide pipeline that recruits, develops, and retains male educators of color as classroom and policy leaders.
- **Produce policy briefs, public testimony, and advocacy tools**
Translate field insights into actionable recommendations that shape legislation and public discourse.
- **Convene equity-centered summits and Action Tables**
Facilitate stakeholder collaboration through events like the MBK Denver Summit and milestone roundtables.
- **Manage shared measurement and impact evaluation**
Use data systems and evaluation partners to drive continuous learning, accountability, and credibility.

- **Strengthen cross-sector partnerships and nonprofit alignment**
Build a coordinated ecosystem of public, private, and community organizations focused on systems change.
- **Leverage Brigham & Associates for evaluation and learning strategy**
Ensure all initiatives are grounded in rigorous evidence, real-time feedback, and strategic learning cycles.

SFPIA Theory of Change

Problem Statement: Existing policies and institutional practices perpetuate inequities for boys of color, and there is a lack of informed advocacy driven by community-rooted organizations.

If we:

- Use our direct programming as proof points
- Launch a Policy Council guided by youth, families, and community stakeholders
- Partner with legislators and system leaders to push targeted reforms aligned with the Sims Framework and Vision 2030
- Produce research, briefs, and campaigns that influence public will and policy

Then we will:

- Advance systemic reforms that improve education, justice, and health outcomes
- Elevate the voices and experiences of young men of color
- Build a policy ecosystem that reflects the lived realities and aspirations of the communities most impacted

Messaging Considerations for SFPIA

To broaden political will and sustain cross-sector support, SFPIA will frame its advocacy efforts using strategic language that emphasizes shared outcomes and inclusive values.

This includes:

- “Equity” framed as “opportunity equity,” “inclusive excellence,” or “systemic fairness”
- “Systems-change” framed as “institutional innovation” or “educational transformation”
- “Racial justice” framed as “community-driven solutions for boys and young men”
- “Advocacy” framed as “evidence-informed public engagement”

This approach ensures alignment with Vision 2030 while enhancing bipartisan support and public receptivity.

SFPIA Strategic Alignment Map

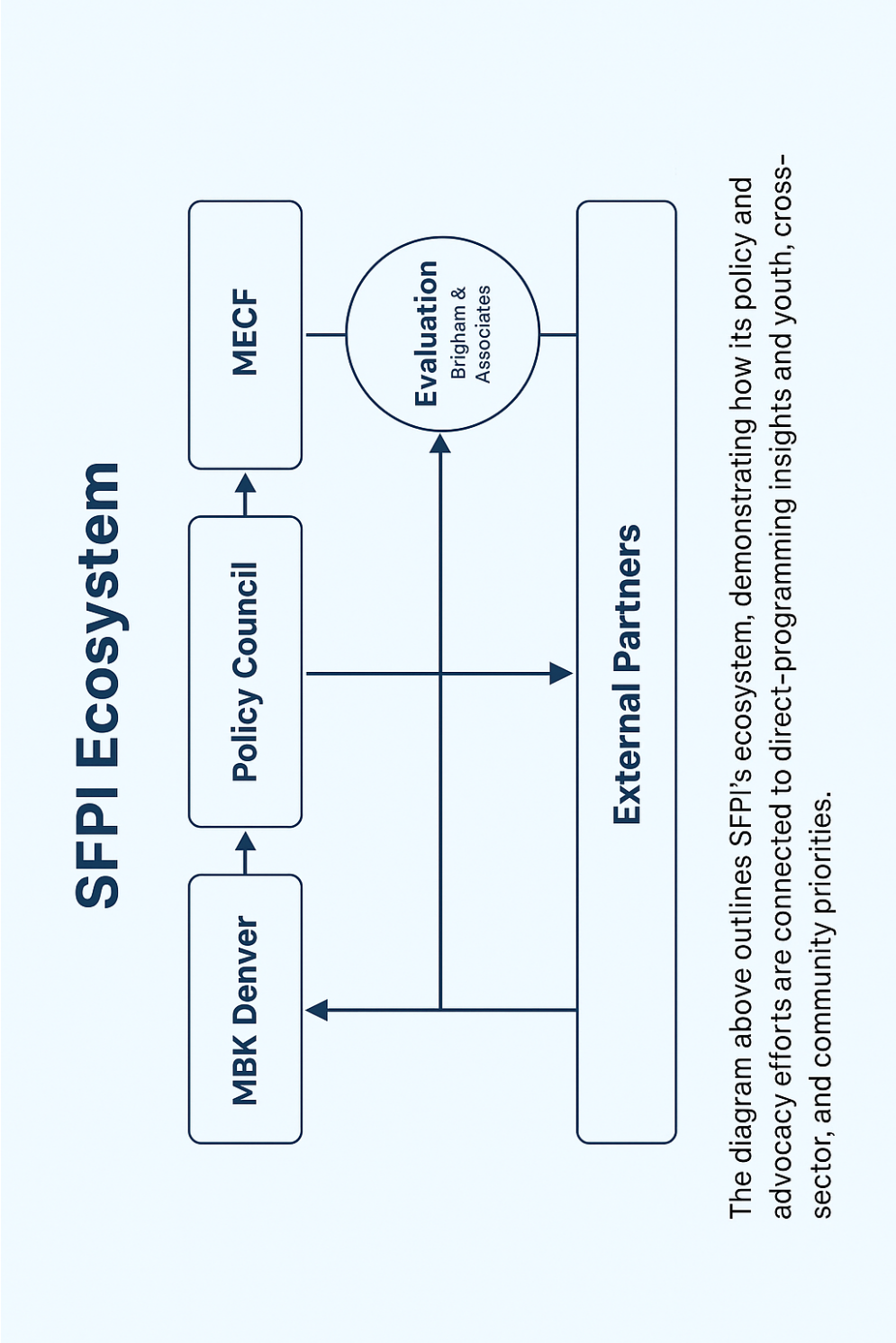
SFPIA Component	Primary Function	Strategic Outcome
MBK Denver	Community-led systems change, Local Action Plan implementation	Ecosystem coordination, reduced opportunity gaps, aligned cross-sector infrastructure
MECF	Educator workforce equity, leadership development	Diversified teacher pipeline, culturally responsive pedagogy, policy-informed fellows
Policy Council	Governance and strategy body guided by youth and community	Community-rooted policy priorities, public narrative change, legislative alignment
Brigham & Associates	Evaluation, shared measurement, and learning partner	Rigorous impact analysis, real-time data use, field-level credibility

SFPIA Ecosystem Overview

To clarify how SFPIA operates as a systems-change engine, the following visual (to be designed) will map its core components and how they interact:

Component	Role in the Ecosystem
Direct Service Proof Points	MECF and MBK Denver generate field-level data and insights that inform advocacy
Policy Council	Community-rooted body translating grassroots needs into policy priorities
Legislative Engagement	Ties policy agenda to public systems, lawmaking, and advocacy strategy
Evaluation (Brigham & Associates)	Provides data to inform decisions, measure progress, and refine systems change efforts
Community Voice Loops	Youth, families, and partners co-create and vet all major strategies

SFPIA Ecosystem Flow Diagram & Ecosystem Narrative



The Sims-Fayola Policy & Advocacy Institute (SFPIA) functions as an integrated ecosystem, transforming lived experience and direct programming into statewide policy influence. This ecosystem is built on a continuous feedback loop that ensures programs, policy, advocacy, and evaluation remain connected, community-informed, and strategically aligned with Vision 2030. Here are the components of SFPAI

1. Direct Programming (MECF + MBK Denver)

SFPIA's policy work is rooted in the real-world experiences, challenges, and insights that emerge from the Foundation's two signature direct-service programs: My Brother's Keeper Denver (MBK) and the Male Educators of Color Fellowship (MECF).

- **MBK Denver** operationalizes the Local Action Plan across key milestones, advancing equity in education, justice, workforce, and mental health. Through summits, Action Tables, and partner convenings, MBK Denver generates field-level knowledge about systemic barriers and actionable solutions.
- **MECF** is a statewide fellowship that supports male educators of color to grow as classroom leaders, equity advocates, and policy influencers. Fellows engage in monthly development sessions, co-author policy briefs, and participate in legislative engagement activities. Their lived experiences and instructional innovations are used as “proof points” to inform statewide advocacy strategies.

This direct programming layer functions as an “evidence engine” for SFPIA—producing the insights, narratives, and community realities that guide all other SFPIA components.

2. Policy Council

The SFPIA Policy Council is a structured, community-rooted body that will be launched to help govern the policy agenda and advocacy direction of the Institute. The Council will include 10–12 representatives from SFPIA's stakeholder ecosystem: youth, fellows, parents, and systems leaders.

Meeting every other month, the Council will:

- Review program insights and evaluation data,
- Set annual legislative priorities,
- Co-author briefs and memos, and
- Lead community engagement efforts like roundtables and public forums.

The Council plays a critical translation role, converting what's happening on the ground into focused policy strategies. It also ensures that SFPIA remains accountable to the communities most impacted by inequity and that public-facing advocacy is not disconnected from lived experience.

3. Legislative & Public Advocacy

This component is where SFPIA’s ideas and insights are activated in the public sphere. It includes strategic engagement with lawmakers, education coalitions, agencies, and the general public to build will for policy change.

Key activities in this area include:

- Hosting annual Legislative Roundtables to align state leaders around shared policy goals,
- Producing briefing memos and coaching youth and fellows to offer compelling testimony,
- Tracking bills, public messaging trends, and advocacy windows throughout the year,
- Using message framing strategies that appeal across political and community lines (e.g., talking about “systemic fairness” instead of “equity” when appropriate).

This part of the ecosystem is where SFPIA takes what it knows and believes—and turns it into collective action and public impact. It is also where the risk of pushback or political tension is highest, making strategic framing and timing essential.

4. Evaluation & Shared Measurement (Brigham & Associates)

Brigham & Associates serves as SFPIA’s third-party evaluation and learning partner, helping ensure that all programs and strategies are grounded in credible data, continuous learning, and measurable impact.

Their role includes:

- Designing evaluation frameworks aligned with Vision 2030 goals and milestones.
- Collecting and analyzing data from MECF, MBK Denver, and other SFPIA initiatives.
- Generating real-time feedback reports for program improvement.
- Synthesizing findings from youth, fellows, and community engagement to inform policy strategy.
- Producing external reports that demonstrate credibility to funders, partners, and policymakers.

Brigham’s evaluation work supports a shared measurement approach, ensuring that all SFPIA components operate from a common set of metrics and learning goals. This builds accountability across the ecosystem, supports adaptive strategy shifts, and strengthens SFPIA’s influence with external stakeholders. Their learning reports also fuel quarterly strategy discussions across leadership and the Policy Council.

5. SFPIA Leadership & Strategic Planning

This component ties the entire SFPIA ecosystem together. Leadership, composed of the Managing Director of Policy, Advocacy, & Collective Impact & Systems Change, the MBK Manager, the MECF Director, and the CEO, acts as the strategic brain of the Institute.

Leadership responsibilities include:

- Synthesizing all ecosystem inputs (program feedback, evaluation data, legislative activity, and Policy Council recommendations);
- Aligning SFPIA activities to the broader Vision 2030 strategic plan.
- Managing budgets, resources, and staffing across all SFPIA initiatives.
- Setting annual priorities, themes, and key deliverables for the division.
- Engaging in cross-sector and cross-division collaboration to advance shared goals.

This team ensures that SFPIA remains agile, mission-aligned, and responsive to both internal learning and external opportunities. Strategic planning isn't just about setting goals; it's about orchestrating ecosystem alignment so that each part of SFPIA supports the others. It is also where risks are managed, partnerships are brokered, and major directional shifts are made when necessary.

Conclusion:

This ecosystem approach ensures that SFPIA's work is not transactional but transformational, fueled by direct experience, accountable to the community, and capable of influencing systems at scale.

Policy Council Structure and Launch Plan

To anchor SFPIA's policy priorities in community voice and lived experience, Sims-Fayola will launch a formal Policy Council in FY26. This advisory group will:

- Include 10–12 members from youth, fellows, parents, and systems leaders
- Meet bi-monthly with one annual public policy roundtable
- Advise on legislative goals, brief development, and community campaigns
- Co-create the annual SFPIA Policy Agenda and support youth advocacy

Policy Council Launch Plan (FY26)

To ensure strategic alignment and readiness, the Policy Council launch will follow this timeline:

Timeline	Milestone
Q1 (July–Sept)	Recruit council members; host onboarding retreat
Q2 (Oct–Dec)	Begin bi-monthly meetings; align on legislative focus and community needs
Q3 (Jan–March)	Co-author SFPIA Policy Agenda; support policy brief development
Q4 (April–June)	Host public roundtable; evaluate impact; inform FY27 advocacy strategy

Primary staff leads:

- Managing Director of Policy, Advocacy, & Collective Impact & Systems Change (Lead)
- MBK Program Manager (Youth and Family Engagement)
- Director of MECF (Educator Pipeline Alignment)

Legislative Engagement Strategy

SFPIA will advance annual legislative priorities aligned to Vision 2030 through:

- Annual Legislator Roundtables in partnership with equity coalitions
- Quarterly briefing memos and testimony coaching for youth and fellows
- A policy tracker managed in collaboration with Brigham & Associates
- Year-round relationship-building with legislative champions and education stakeholders

Field-to-Policy Feedback Loops

SFPIA's policy advocacy is directly informed by the lived experience and insights generated through its two core programs: MBK Denver and MECF. These programs serve as active feedback engines in the following ways:

Program	Feedback Mechanism	How It Informs Policy Work
MECF	Monthly sessions, policy brief co-authorship, fellow surveys	Identifies real-time challenges in recruitment, retention, and culturally responsive teaching
MBK Denver	Action Table recommendations, Table-Talk data, mini-grant evaluations	Elevates systemic barriers across education, justice, and workforce systems

Brigham & Associates supports the collection and synthesis of this feedback into real-time learning reports. These insights are reviewed quarterly by SFPIA leadership and the Policy Council to guide legislative priorities, coalition strategies, and public engagement campaigns.

Note: The timeline for launching the Sims-Fayola Policy & Advocacy Institute, including the Policy Council and legislative engagement infrastructure, follows a phased approach detailed in the internal Policy Institute Launch Plan. Key milestones (e.g., Council recruitment in Q1 FY26 and policy agenda co-creation in Q3 FY26) are embedded within the Vision 2030 Master Timeline and align with MBK Denver implementation.

Male Educators of Color Fellowship (MECF)

Strategic Focus: Workforce Development | Systems Change | Racial Equity in Education

The Male Educators of Color Fellowship (MECF) is a flagship, statewide initiative of the Sims-Fayola Policy & Advocacy Institute (SFPIA) that advances educator equity and transforms the conditions that affect boys and young men of color in Colorado's schools. MECF exists to recruit, support, and retain male educators of color across the career continuum, including student teachers, early-career educators, and aspiring administrators, positioning them as culturally responsive classroom leaders and policy-influencing change agents.

The Fellowship is rooted in the belief that representation matters, and that teacher diversity is a powerful systems-change lever that enhances identity affirmation, student engagement, and academic outcomes for boys of color. In partnership with higher education institutions, K–12 districts, and state agencies like the Colorado Opportunity Scholarship Initiative (COSI), MECF is designed to change who teaches, how they teach, and how the system supports them.

Why This Fellowship Matters

Across the nation, research has consistently shown that teacher diversity, especially the presence of Black and Brown male educators, has a profound impact on student success, school climate, and educational equity. Yet despite the growing body of evidence, these educators remain significantly underrepresented in classrooms, particularly in leadership roles or policy-shaping spaces.

Studies like *The Long-Run Impacts of Same-Race Teachers* (Gershenson et al., 2018) reveal that students of color, especially Black boys, perform better academically and have higher long-term outcomes when taught by educators who reflect their racial identity. Reports by The Education Trust (Ingersoll et al., 2019; Griffin, 2018) document both the transformative power and systemic challenges faced by educators of color, including racial isolation, lack of support, and institutional bias. And thought leaders like José Luis Vilson (2015) have called for bold, new narratives that center the experiences, strengths, and leadership of teachers of color as agents of change.

The Male Educators of Color Fellowship (MECF) is Colorado's response to that call. It is not simply a program to retain teachers, it is a statewide, equity-centered initiative designed to affirm identity, develop leadership, and catalyze systemic change through the lived expertise of male educators of color. This fellowship exists because the research is clear: representation matters, wellness matters, and empowering educators as policy partners is essential to building an education system that truly works for all.

Fellowship Structure

The Male Educators of Color Fellowship (MECF) is a 10-month, statewide virtual learning experience designed to serve 10–15 fellows annually. The fellowship combines personal and professional development with systems-level impact, offering a unique opportunity for male educators of color, whether in student teaching, the classroom, or school leadership, to grow as culturally responsive practitioners and change agents.

Key program elements include:

- Monthly virtual development sessions grounded in the Vision 2030 strategy
- A Capstone Impact Project and Legislative Presentation
- Co-authorship of a policy brief in partnership with SFPIA
- Peer mentorship, network-building, and collaborative engagement

The fellowship experience is organized around five core pillars:

1. Culturally Responsive Pedagogy & Racial Identity Development

Fellows examine the Sims Framework for Academic Achievement of Boys of Color, learning to center identity, affirmation, and cultural relevance in instructional practices. This pillar strengthens classroom approaches that honor students' lived experiences and interrupt outcome disparities tied to race, gender, and culture.

2. Leadership Development & Mentorship

Fellows receive coaching and thought partnership from seasoned male educators of color, focusing on equity-centered leadership, school-based problem-solving, and professional resilience. Fellows build a network of support that helps them navigate school systems while cultivating their own leadership voice.

3. Mental Health, Wellness, and Emotional Resilience

This pillar provides fellows with tools to manage their own well-being and to support the emotional needs of students, particularly boys of color. Fellows explore trauma-informed practice, racial battle fatigue, emotional literacy, and self-care strategies that foster longevity and strength in the profession.

4. Policy Engagement & Systems Change

Through the Sims-Fayola Policy & Advocacy Institute, fellows participate in policy brief development, advocacy training, and legislative engagement. They apply their classroom experience to real-world systems reform, contributing to education policy efforts that are community-rooted and equity-focused.

5. Youth, Family, and Community Collaboration

Fellows are supported in building authentic relationships with students, families, and community partners. They engage in roundtables, school events, and co-creation opportunities that reinforce education as a collective endeavor. This pillar ensures that fellows' impact extends beyond the classroom to the broader ecosystems that shape student success.

The fellowship culminates in a **Capstone Showcase and Legislative Briefing**, where each fellow presents their leadership journey, classroom innovation, and policy contributions to stakeholders including school leaders, elected officials, and community advocates.

Evaluation and Continuous Improvement

MECF will be evaluated annually in partnership with Brigham & Associates, using the Vision 2030 shared measurement framework. Data collected from fellows, mentors, and students will

inform ongoing improvements and help track systems-level outcomes related to educator retention, student engagement, and policy impact.

Theory of Change

Problem:

Male educators of color, particularly Black, Latino, and Indigenous men, remain severely underrepresented in Colorado's educator workforce. This lack of representation contributes to diminished student engagement, limited identity affirmation for boys of color, and a shortage of equity-informed leadership within schools and systems.

If we...

- Recruit and retain male educators of color across urban, rural, and suburban communities statewide,
- Equip fellows with culturally responsive pedagogy grounded in the Sims Framework for Academic Achievement of Boys of Color,
- Provide sustained mentorship, wellness tools, and leadership development from experienced educators of color,
- Integrate policy advocacy and systems-level training into the fellowship experience, and
- Connect fellows to youth voice and community partnerships through the Fayola Advisory Council,

Then we will...

- Build a statewide pipeline of equity-minded educators equipped to lead both instructionally and institutionally,
- Improve academic engagement, identity development, and outcomes for boys and young men of color,
- Influence state-level education policy rooted in classroom realities,
- Increase teacher retention, especially in high-need communities, and
- Position Colorado as a national model for equity-driven educator development.

What Sets MECF Apart

While several educator fellowships across the country focus on teacher retention and instructional improvement, the Male Educators of Color Fellowship (MECF) distinguishes itself through its bold integration of policy engagement, educator wellness, youth partnership, and statewide accessibility. MECF is not just a leadership program, it is a systems-change strategy that positions educators as architects of equity, both inside and beyond the classroom.

By grounding the Fellowship in Vision 2030, MECF cultivates educators who influence policy, affirm identity, and reimagine school culture for boys and young men of color. Its design ensures fellows are not only empowered to teach but equipped to transform the structures that impact their students' lives. The ripple effect of their leadership reaches far beyond individual classrooms, shaping educational systems where young men of color can thrive academically, emotionally, and civically.

MECF uniquely distinguishes itself in five ways:

1. Policy Engagement as Core Practice

Fellows are not only supported in becoming better teachers, but they are also trained to become policy influencers. Through SFPIA's statewide advocacy platform, fellows co-author policy briefs, testify before legislative bodies, and contribute to the reform of education systems based on lived classroom realities.

2. Statewide Accessibility through Virtual Design

MECF is a fully virtual experience that brings together educators from urban, suburban, and rural communities across Colorado. This design ensures equity of access, cultivates a diverse peer cohort, and fosters shared learning across district and regional contexts.

3. Youth-Adult Co-Leadership through the Fayola Advisory Council (FAC)

MECF fellows work directly with youth leaders from the FAC to co-create solutions that matter. This intergenerational partnership embeds youth voice into policy work, curriculum design, and community engagement, reinforcing the belief that those most impacted should help shape the solutions.

4. Embedded Wellness and Identity Development

Recognizing that male educators of color often navigate professional environments marked by isolation and racial stress, MECF treats mental health, racial identity development, and emotional resilience as foundational leadership capacities, not supplemental topics.

5. A Proof Point for Policy & Systems Change

Unlike traditional professional development models, MECF is a signature initiative of the Sims-Fayola Policy & Advocacy Institute (SFPIA), functioning as a real-time learning lab and "proof point" for statewide education equity policy. Fellows' classroom experiences and policy contributions directly inform SFPIA's legislative strategy and Vision 2030 impact goals.

Scope & Sequence (10 Months)

Each session below is aligned with a specific component of Vision 2030 and includes targeted learning outcomes:

Month	Session Title	Focus Area(s)
1	<i>Summer Intensive – “Scrooge Moments & The Why”</i>	Identity exploration, purpose anchoring, Sims Framework introduction
2	<i>Teaching While Male: Race, Gender, and Identity</i>	Navigating race and gender in the classroom; microaggressions, bias, racial battle fatigue
3	<i>Culturally Responsive Pedagogy & the Sims Framework</i>	Pedagogy for boys of color; lesson design rooted in affirmation and agency
4	<i>Building Relationships & Wise Feedback</i>	Trust-building, relational teaching, identity-safe classrooms, culturally responsive feedback
5	<i>Mental Health, Emotional Literacy & the Educator Role</i>	Emotional resilience, trauma awareness, mental health tools for boys of color and educators

Month	Session Title	Focus Area(s)
6	<i>Data, Bias & Equity Accountability</i>	Data disaggregation, personal bias audit, instructional decision-making using equity indicators
7	<i>Career Longevity & Wellness</i>	Avoiding burnout, building sustainable careers, restorative practices for educators
8	<i>Policy, Advocacy & Educator Voice</i>	Public speaking, testimony prep, policy engagement, using classroom voice for systems impact
9	<i>Peer Leadership & School Culture Change</i>	Coaching peers, shifting school culture through leadership and relationship-centered practice
10	<i>Capstone & Legacy Mapping</i>	Presenting impact projects, mapping future leadership journey, policy recommendations

Note: Each session contains embedded *Vision 2030 crosswalk prompts* to guide facilitators in aligning their content with the Sims Framework, cultural identity, affirmation, systems awareness, and equity-centered instruction.

In summary, MECF does not simply prepare educators, it mobilizes them as agents of systemic equity. By combining culturally grounded pedagogy, policy advocacy, youth partnership, and wellness-centered leadership, MECF is redefining what it means to develop and retain transformative male educators of color. This integrated model places Colorado at the forefront of equity-centered educator development nationwide.

Relationship to the Sims-Fayola Policy & Advocacy Institute (SFPIA)

MECF is a key strategy of SFPIA, not a standalone program. It:

- Generates policy insights to inform SFPIA briefs and statewide campaigns.
- Connects practice to systems change, ensuring lived experience drives policy action.
- Contributes directly to Vision 2030 outcomes, particularly in workforce diversification, education equity, and leadership development.

Organizational Placement

- The MECF Director reports to the Managing Director of the Sims-Fayola Foundation.
- The Director collaborates with the Managing Director of Policy, Advocacy, & Collective Impact and the MBK Manager on strategy and evaluation.
- Fellows occasionally collaborate with FAC youth leaders, creating bidirectional learning.

Strategic Goals by 2030

- 90% year-over-year retention of male educators of color in the Fellowship.
- 500+ students reached annually through fellow-led instruction.
- Policy impact on teacher preparation, licensure, and retention.
- Creation of Colorado's first replicable, equity-centered educator fellowship model.

My Brother's Keeper Denver

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

As the centerpiece of SFPIA's systems-change strategy, the MBK Denver Local Action Plan serves as both a local solution and a statewide demonstration model. Rooted in Collective Impact, equity-centered design, and youth engagement, the plan emerged from six months of structured Action Table meetings with over 100 stakeholders.

Theory of Change (ToC)

Problem Statement: Young men of color in Denver face racialized opportunity gaps in education, employment, mental health, and justice involvement.

If we...

- Implement the MBK Denver Local Action Plan aligned with Milestones 1, 2, 5, and 6,
- Convene and coordinate cross-sector partners, including youth, government, philanthropy, and nonprofits,
- Provide capacity-building to youth-serving organizations, and
- Center youth leadership and lived experience in decision-making,

Then we will...

- Reduce disparities in outcomes for boys and young men of color,
- Build a more cohesive and accountable ecosystem of support,
- Sustain momentum and funding for long-term systems change, and
- Make Denver a national model for community-driven, equity-based youth development.

Structural Placement within Sims-Fayola:

My Brother's Keeper Denver (MBK Denver) operates as a flagship initiative within the Sims-Fayola Foundation's Student Success Division. Led by a dedicated MBK Manager, the initiative coordinates cross-sector partnerships, youth engagement, and implementation of the MBK Local Action Plan. While MBK Denver supports direct programming aligned with key milestones, it also bridges to the Policy & Advocacy Institute by informing systemic strategies and amplifying community voice. Its dual placement ensures both immediate youth impact and long-term systems transformation.

Phased Implementation Strategy (2025–2028)

The three-year phased approach prioritizes four high-impact milestones:

Milestone	Focus Area	Launch Date
Milestone 1	Healthy Start	October 2025
Milestone 2	Early Literacy	October 2025
Milestone 6	Second Chances	April 2026 (prep phase begins July 2025)
Milestone 4	Workforce Entry	October 2026

Later-phase milestones (3: High School Graduation, and 5: Postsecondary Completion)

MBK Denver Milestone Implementation Timeline

2025:

- July–Sept: MBK infrastructure development and Milestone 6 planning begins
- October: Milestone 1 (Healthy Start) and Milestone 2 (Early Literacy) launch

2026:

- April: Milestone 6 (Second Chances) implementation begins
- October: Milestone 4 (Workforce Entry) launches

2027–2028:

- Deepen milestone impact, expand regional replication, evaluate systems-level change with Brigham & Associates

Key Features of the MBK Denver Strategy

- Anchored in four developmental milestones tailored to the unique needs and realities of boys and young men of color in the Denver metro area.
- Driven by community action tables and the Table-Talk Method, engaging stakeholders in meaningful, data-informed dialogue to co-create actionable solutions.
- Built on a foundation of shared measurement, culturally responsive practices, and systems-level policy alignment to ensure sustainable change.
- Elevates youth voice and grassroots leadership while leveraging stakeholder advocacy and disaggregated data to inform strategy and assess impact.

Four Strategic Support Areas

In addition to driving population-level impact across the four Milestones, MBK Denver will invest in strengthening the nonprofit ecosystem in the Denver metro area to better support young men of color.

1. Nonprofit Organization Development & Support

SFF will strengthen the capacity of smaller youth-serving nonprofits through targeted technical assistance and resource support, including:

- Customized organizational assessments
- Fund development strategy coaching
- Partnership brokering and collaborative alignment
- Evaluation planning and performance monitoring frameworks

2. Convening for Practice & Policy Impact

SFF will create consistent opportunities for cross-sector dialogue and coordinated action by hosting:

- The Annual MBK Denver Summit, a statewide convening centered on capacity building for youth and adult stakeholders
- Local Action Tables, milestone-specific roundtables focused on driving programmatic improvement and advancing aligned policy priorities

3. Technical Assistance Grant Funding

SFF will provide targeted mini-grants and technical assistance to nonprofits working with boys of color, supporting efforts such as:

- Theory of change and outcomes framework development
- Evidence-based program design and implementation support
- Integration of racial equity principles into organizational strategy
- Alignment of services with MBK milestones and shared community goals

4. Professional Development

To ensure quality and sustainability across the ecosystem, SFF will lead professional learning opportunities focused on:

- Leadership development for nonprofit executives
- Capacity-building for frontline program staff
- Training for educators and youth practitioners engaged in systems-change efforts
- Peer learning networks that foster best practice sharing and continuous improvement

Incorporating Youth Voice: Fayola Advisory Council (FAC)

***Strategic Focus: Youth Leadership | Civic Engagement | Intergenerational
Policy Input***

The Fayola Advisory Council (FAC) is a dynamic, youth-led leadership body composed of high school-aged boys and young men of color who serve as formal advisors to both the Sims-Fayola Policy & Advocacy Institute (SFPIA) and the Student Success Division. Rooted in Vision 2030, FAC ensures that youth are not just program participants, but co-designers, civic influencers, and policy contributors.

Through the FAC, youth are positioned to:

- **Shape Policy & Practice:** FAC members identify priority issues, contribute to SFPIA briefs, and co-create tools used by educators, district leaders, and legislators.
- **Influence Program Development:** Members serve as curriculum reviewers and cultural relevance consultants for EAYD, FMCA, and SFEZ.
- **Lead & Represent:** Youth attend and present at statewide convenings including the annual MBK Summit, Vision 2030 Town Halls, and legislative briefings.
- **Mentor & Be Mentored:** FAC members receive direct mentorship from Male Educators of Color Fellows and are positioned to become mentors to younger youth.
- **Publish & Testify:** FAC members write or co-author op-eds, youth briefs, and have opportunities to present testimony at legislative hearings.

FAC Sustainability & Leadership Continuity Plan

To ensure long-term impact, the following supports are embedded:

1. **Leadership Pipeline:** Graduating FAC members transition into alumni advisors and may become youth fellows or paid interns supporting policy and program design.
2. **Compensation & Recognition:** Members receive monthly stipends, publication credit, and formal acknowledgment at summits and legislative sessions.
3. **Structural Investment:** A dedicated Youth Engagement Coordinator, funded as part of the FY26 Vision 2030 strategy, will provide onboarding, facilitation, and coaching.

FAC Youth Leadership Continuum

Stage	Description	Example Activities
Participant	Engaged in programming and voice opportunities	Attends workshops, provides feedback
Contributor	Shapes programming or policy priorities	Co-authors briefs, joins milestone teams
Co-Creator	Helps design and lead initiatives	Drafts policy language, leads school-based projects
Systems Influencer	Leads public forums and represents youth statewide	Testifies at Capitol, mentors peers, joins SFPIA policy work

FAC is a core mechanism through which Vision 2030 is youth-informed, equity-driven, and community-grounded, ensuring that young men of color grow from participants into system-shaping leaders.