



Organizational Overview

Who We Are

The Sims-Fayola Foundation 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, the Foundation 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, 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, healing, and opportunity.

Through Vision 2030, SFF is deepening this work by building an integrated ecosystem that connects evidence from the field to the policies, practices, and narratives 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 a simple but powerful principle: belief shapes structure, structure drives practice, and practice determines whether belonging is predictable or conditional.

This theory guides how the Foundation designs programs, develops partnerships, and advances policy, ensuring that identity, agency, and cultural affirmation are embedded into the architecture of systems serving boys and young men of color.

Our Structure

SFF operates through interdependent divisions that form a continuous feedback loop between practice, healing, and policy. A shared evaluation and learning infrastructure connects lived experience, data, and design to drive equity-centered systems change.

Sims-Fayola Policy & Advocacy Institute

The Institute advances 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 elevate youth and educator voice, influence policy agendas, and build public will for equity-centered reform.

Sims-Fayola Student Success Division

The Student Success Division delivers culturally responsive, high-impact programming that nurtures identity, purpose, and belonging. Flagship models including Empowered Ambition Youth Development, Fayola Man Career Academy, and the Sims-Fayola Empowerment Zone equip boys and young men of color with the social-emotional, academic, and leadership skills needed to thrive.

Mental Health & Healing

As a core pillar of Vision 2030, SFF's mental health work centers healing as justice. Licensed clinicians and empowerment coaches provide trauma-responsive, culturally affirming care integrated across programs and schools. Insights from this clinical practice inform statewide policy recommendations related to diversion, access to care, and school-based wellness, ensuring healing is a structural element of equity rather than a supplemental service.

Together, these divisions operationalize SFF's field-to-policy model, ensuring that direct service insights inform systems transformation 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 divisions, stewards Vision 2030 implementation, and anchors the initiatives that extend SFF's reach beyond programming into systems change.

Key functions include:

- Strategic alignment and performance oversight
- Cross-divisional innovation at the intersection of practice, policy, and narrative
- Thought leadership, media engagement, and public storytelling
- Governance excellence and culture stewardship
- National readiness, replication strategy, and institutional partnerships

Through initiatives such as the Fayola Ambassador Program and the All Things Boys Podcast, the Office of the CEO amplifies youth and educator voices while shaping public understanding of equity, identity, and belonging.

Our Vision 2030 Commitment

Vision 2030 is 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 strategy advances four integrated 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. Advancing policy and advocacy grounded in lived experience.
4. Elevating narratives through storytelling, thought leadership, and ambassador engagement.

Each lever is supported by a rigorous evaluation and learning agenda that connects local practice to statewide and national policy outcomes.

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 and young man of color.

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 becomes a design choice rather than an aspiration.