The Foraker Group
Diversity, Equity and Inclusion (DEI)

THEORY OF CHANGE: A reflection on the outcomes we expect as a result of our efforts.

Foraker
As a statewide organization dedicated to strengthening the nonprofit sector, we deepen our commitment to address DEI in all that we do.

Nonprofits
There is an increase of diversity in leadership (board/staff).

Gain Equity Knowledge
Nonprofit leaders (board/staff) increase their knowledge to “break the frame” of assumptions to forge a new path towards equity to most effectively meet their missions.

Request Support
Nonprofit leaders (board/staff) consistently request support in shifting their perceptions and behaviors in order to take tangible steps toward lasting change.

Increase Diversity
There is an increase of diversity in leadership (board/staff).

Make Brave Spaces
Board and staff environments are increasingly brave spaces to express diverse perspectives that positively impact mission.

Nonprofit Individuals
There is an increase in diverse individuals who feel supported and stay in (board/staff) positions.

Feel Supported
There is an increase in diverse individuals who feel supported and stay in (board/staff) positions.

System Change
It becomes the norm that it is everyone’s role to advance equity.

Community
The sector increasingly does its best work with and within community.

Best Work Happens
The sector increasingly does its best work with and within community.

Gain Trust & Meet Needs
The sector increases the community’s trust and meets their needs, however unique or diverse they may be.

System Change
Public Policy Shifts
There is a positive shift in public policy and society to ensure protected workplaces and thriving communities.

Everyone Belongs
People feel galvanized to engage in community and participate in democracy with a sense of belonging, safety, and inclusion.

Foraker
As a statewide organization dedicated to strengthening the nonprofit sector, we deepen our commitment to address DEI in all that we do.