

**Stronger Leaders,
Successful Nonprofits,
Life-changing Outcomes.**

**STRATEGIC VISION
AND DIRECTION**



**Fair Chance's 10-year vision for co-created
racially-equitable communities**

ABOUT

FAIR CHANCE

OUR VISION: Every child succeeds

OUR MISSION: Fair Chance strengthens community-based nonprofits to achieve life-changing results for children, youth, and families in communities impacted by racism, discrimination and poverty.

OUR IMPACT: Stronger leaders, successful nonprofits, life-changing outcomes

OUR HISTORY: Since 2002, we have partnered with 200+ community-based nonprofits, led predominately by people of color, in DC and MD, impacting a combined 150,000 children, youth, and family members.



2020 Partnership Program Graduates

OUR APPROACH: We offer free capacity-building services to meet the various needs of community-based nonprofits at different stages of development. Our programs are intensive and customized to meet the unique culture and needs of each nonprofit. Through workshops, our introductory programs introduce small organizations to the fundamentals of building a strong nonprofit. Our partnership programs are long-term, individualized coaching and training aimed at building stronger systems and practices in areas such as board development, strategy, and evaluation. Upon completing a partnership program, nonprofits join our alumni network and gain access to ongoing training, resources, and opportunities for peer learning to support nonprofit stability. In addition to our capacity building work, Fair Chance advocates for policies and practices that benefit community-based nonprofits to create a stronger nonprofit ecosystem for communities.



Workshop in Prince George's County, MD

OUR PROVEN IMPACT: In our flagship program, “**the Praxis Partnership**,” we select annual cohorts of nonprofits to participate in a free, year-long engagement where nonprofit leaders work with dedicated Fair Chance specialists to build systems and new practices in four of eight areas such as **board development, leadership development, financial management, fundraising, human resources, communications and outreach, strategy and planning, and program evaluation.**

A 2022 independent evaluation by SPR Associates of nonprofits who participated in Fair Chance’s Praxis Program* found:

2x

More revenue growth than a control group of similar nonprofits.**
Average \$1 million in new revenue over 5 years.

106%

Average increase in number of children, youth and families served.

90%

Reported improved internal practices in 4 or more of the 8 areas above.

*Sampling from 41 DC community-based nonprofits serving children, youth, and families who participated in the Fair Chance Partnership program between 2012-2019.

**Compared to control group of 121 similar organizations who did not participate over the same time period.

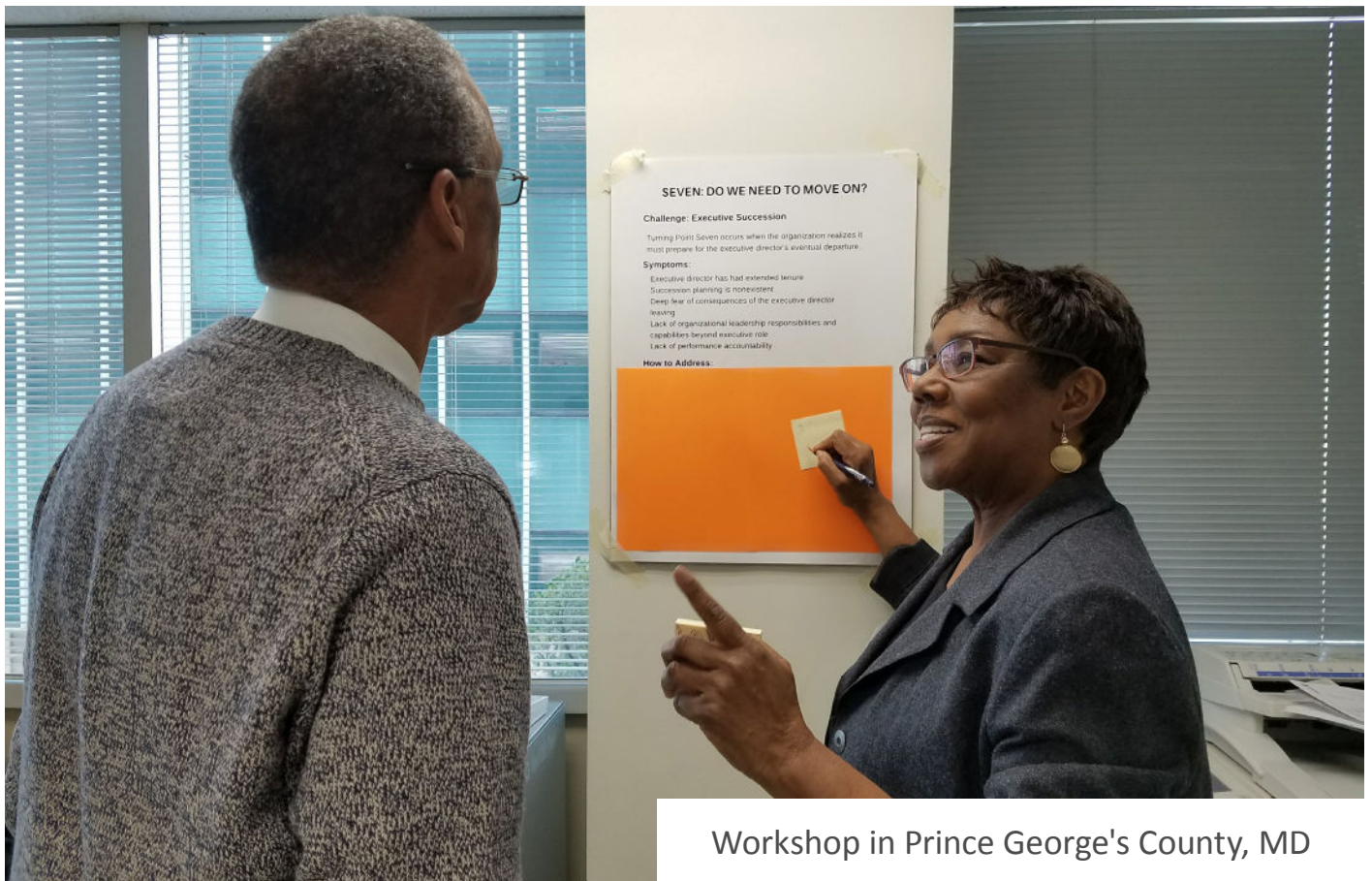
Stronger Leaders, Successful Nonprofits, Life-Changing Outcomes

STRONGER LEADERS

Fair Chance works with nonprofits, predominantly led by people of color, who have the trust and reflect the perspectives of residents in the communities they serve.

To achieve social change, these leaders need increased opportunities, access to, and two-way trust with decision-makers.

Fair Chance provides equity-informed partnership programs grounded in authentic relationships with leaders who want to build sustainable organizations and achieve life-changing results for children, youth, and families in their communities.



Workshop in Prince George's County, MD

SUCCESSFUL NONPROFITS

Successful community-based nonprofits are critical players in reducing the effects of poverty on children in communities where racism and other systemic forces have resulted in underinvestment.

Yet too often community-based nonprofits are not visible to, or valued for their expertise, by policy makers, funders and power brokers in the broader community.

Working with nonprofits that –individually and collectively –aim to achieve a tipping point for positive social change in their communities, **Fair Chance** facilitates and amplifies the voices of these organizations and leaders to funders, policy makers, and the public in general for inclusion in decision-making and action.

LIFE-CHANGING OUTCOMES

Research shows that certain interventions can increase the likelihood that a child or young person at every developmental stage can be “on track for success” (as measured by indicators predictive of educational achievement, overall good health, a place to live, parent/caretaker employment, etc.).

Yet too often community-based nonprofits face underinvestment and lack the resources to build the infrastructure necessary for sustainable, high-quality service delivery.

Fair Chance strengthens the core capacity of organizations dedicated to providing services, opportunities, and access that lead to these life-changing outcomes.

A vision for racially equitable communities

Across the United States, and in the national capital region where we currently work, systemic forces such as racism, discrimination, and poverty must be addressed.

A racially equitable community is one where every child succeeds. This is possible only when all children, youth and their families have access to and benefit from:

- High-quality and equitable services, supports and opportunities;
- Power in decision-making through leadership and inclusion, and;
- Policies and structures that promote equity in access and use of high-quality services, supports, and opportunities.

Fair Chance's Role: We engage in strategic collaborations in specific communities to **build stronger leaders, successful nonprofits, and life-changing outcomes for children, youth, and families.**

Note: From Fair Chance's 2019 Racial Equity Framework



First Generation College Bound Graduates

Our Bold Goals for the Future

Because of our proven impact, in the next decade we will:



Multiply the numbers of children, youth and families engaged in life-changing services and opportunities, by doubling the number of nonprofits benefiting from the Fair Chance approach, from 200 to 400 over the next 10 years.



Close the 25% disparity in revenue raised by leaders of color* by increasing visibility, connections and long-term funding outcomes.



Strengthen nonprofit resiliency through programs that center equity, prepare nonprofits for future challenges, and amplify their individual and combined impact.

*Dorsey, C., Kim, P. , Daniels, C., Sakaue, L, & Savage, B., Overcoming the Racial Bias in Philanthropic Funding, Stanford Social Innovation Review, May 4, 2020. This article compares funding raised by a national sample of nonprofit leaders of color vs. white leaders. Fair Chance will identify baseline data for local contexts for measuring accountability towards the goal.



Musician in DC Youth Orchestra Program

Our Strategic Priorities

To meet these goals, over the next 2 – 3 years, Fair Chance will focus on and invest in 3 strategic priorities:

1

Develop, in partnership with community-based nonprofits, new and enhanced services that build on their success, improve their resilience, and provide increased connections and visibility.

The last several years were particularly challenging for small nonprofits.

Building on our commitment to racial equity and recently completed external evaluation, we will partner with nonprofit leaders to identify needed services to meet future challenges with a focus on how they measure success.

We will also connect leaders of color to additional resources and provide opportunities to increase awareness and influence change.

2

Invest in our talented team and infrastructure to advance our racial equity journey, strengthen our work with nonprofit partners, and facilitate growth.

We acknowledge and commit to needed continued individual and collective learning. As we transform ourselves and our organization, we can better support others in their transformation, and together become catalysts for addressing inequitable structures and systems in communities.

3

Establish strategic collaborations with organizations that share our values, focus, and vision for racially equitable communities.

Our 10-year goal is to impact the lives of more children, youth, and families and we will do that in communities by establishing strategic collaborations with organizations that share our values. Our approach includes defined principles and practices linked by evidence to impact, however, most of what we do is customized to specific communities and individual nonprofits.

JOIN US

Reflecting on and celebrating Fair Chance's past 20 years, we believe we are now well-poised for expansion of impact.

Because of the magnitude of historic and systemic racism, success for every child requires more than the efforts of a single organization. As a result, as we move into our third decade, Fair Chance will continue to work in collaboration -- seeking out and learning from our partners and other community leaders -- as we advance collective efforts with commitment and humility.

Join us in making this vision become a co-created reality. Your collaboration will help build a world where every child succeeds. To learn more and connect with us, contact Salome Odera at sodera@fairchance.org.



Partnership Graduate Tyrhee Moore of Soul Trak Outdoors

www.fairchance.org