

Theory of Change

5. IMPACT & VISION

Our work will lead to an effective and relevant nonprofit sector that authentically reflects the increasingly diverse society it serves.

4. OUTCOMES

- Latino leadership development through nonprofit service
- Authentic community involvement in planning and delivery of nonprofit services and programs
- More ethnically diverse and inclusive nonprofit board and senior staff teams



1. VALUES & COMMITMENTS

- Nonprofits with ethnically diverse leaders have greater impact
- We connect nonprofits to the Latino talent pool
- We strengthen the nonprofit sector's capacity to drive social justice
- Authentic inclusion emerges when ethnically diverse nonprofit boards collaborate to achieve a commonly valued mission

2. ASSUMPTIONS & STANCES

- Community-based nonprofit leaders can develop solutions to society's challenges
- Nonprofit board & staff leadership should reflect the community
- Diverse & inclusive nonprofit organizations are more impactful and better managed
- Intentional investment is required to build diverse nonprofit leadership

3. CORE STRATEGIES

Targeted Outreach

Our network of talented Latinos are ready to serve as nonprofit leaders.

Leadership Development

We prepare Latinos for effective board service.

Inclusion Readiness

We position nonprofits for successful recruitment and retention of Latino board members.

Talent Placement

We recruit qualified Latinos for nonprofit board service.