

# Theory of Change

Turning challenges into collective action, for lasting change

## CHALLENGES

### 1 Capacity and resource gaps Organizations are ready to adapt, but people, funding, and support are not keeping pace.

- Talent is stretched and often untrained
- Funding for digital needs is limited
- Digital still seen as a cost, not an investment

### 2 Fragmented systems and uneven adoption Systemic barriers continue to slow collective progress.

- Digital tools are unevenly adopted
- Data stewardship remains under-resourced
- Cyber risks are growing

### 3 Risk of widening inequities Without coordinated action, digital transformation may deepen divides.

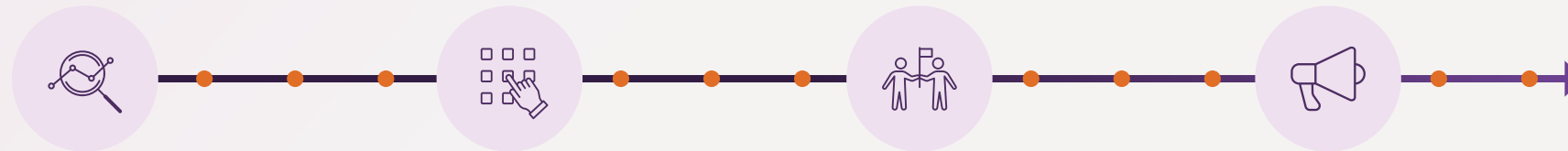
- Access and inclusion remain uneven
- AI is accelerating pressure to keep up
- Equity-denied communities face greater risk



## OUR APPROACH

### The 4As Framework

A simple, collaborative path to digital resilience.



#### Assess

Build shared understanding of strengths, gaps, and opportunities across the sector.

#### Access

Connect nonprofits to trusted tools, networks, and shared learning.

#### Act

Move from insight to collective action through co-creation and experimentation.

#### Amplify

Share lessons and progress so change becomes visible, trusted, and sustainable.

### Our Commitments

- Operate as a network of networks — building on existing people, tools, and relationships to strengthen what already works.
- Embed transparency, shared learning, and accountability in every action.
- Advocate with funders and governments to establish digital capacity as essential infrastructure.

### Our Long-Term Direction

- Shift from one-off interventions to sustained, sector-wide capacity-building.
- Centre equity — prioritizing smaller and equity-denied organizations so progress is shared, not concentrated.
- Let community voice and continuous feedback shape and adapt the work.

## FOCUS AREAS

### Data Management & Literacy

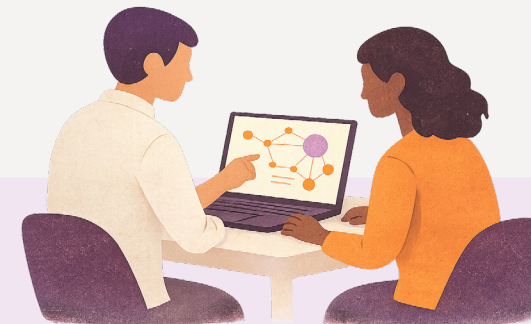
Using data ethically and effectively to tell stories, build trust, and drive decisions.

### Cybersecurity Awareness

Strengthening digital safety and protecting community trust.

### Emerging Technology

Preparing nonprofits to engage emerging technologies, like AI, with care, confidence, and community support.



## OUR IMPACT

### A Confident, Connected, and Resilient Sector

Digital resilience is woven into everyday nonprofit work — shaping a future where technology strengthens missions and communities.

- ✓ **Trusted Connector**  
Nonprofits know where to turn and find credible guidance, trusted peers, and practical tools.
- ✓ **Digital Confidence**  
Boards, leaders, staff, and funders use data and technology with skill, care, and trust.
- ✓ **Skilled and Growing Workforce**  
A diverse base of digital talent within organizations and across the sector sustains knowledge, drives innovation, and keeps learning active.
- ✓ **Resilience in Practice**  
Organizations co-create and sustain shared infrastructure, standards, and practices so progress is collective and built to last.
- ✓ **Equitable Access**  
Smaller, rural, and equity-denied organizations fully participate in digital transformation.

