



2016

ANNUAL REPORT SNAPSHOT *THE YEAR OF PARTNERSHIP*



A LETTER FROM OUR EXECUTIVE DIRECTOR

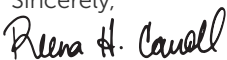
Dear Friends and Colleagues of Diversity Awareness Partnership,

In reflecting on DAP's growth and success in 2016, one word comes to my mind: partnership. So many individuals, businesses, and organizations partnered with us this year to enhance and expand our efforts toward more diverse and inclusive communities. Throughout the St. Louis region, and now the Columbia area, interest in our programs and services has increased. Our staff, board members, Corporate Partners, volunteers, Connect Members, and friends have served as agents of change. With you, our partners, the conversations impacted thousands of lives. Here are some of the highlights of DAP's 2016:

- Our Diversity & Inclusion Training Programs **increased by 20% with over 5,000 people participating in programs** hosted by businesses, schools, nonprofits, and religious institutions throughout the Midwest;
- The DAP – Columbia office strengthened its service to the community, including Regional Manager Nikki McGruder's **facilitation of neighborhood meetings** as part of Columbia's strategic planning process;
- Our EXPLORE Career Immersion Program for students of color **expanded from 7 to 9 featured industries**, with the addition of food science and patient care sessions led by DuPont and SSM;
- Our DAP Connect Membership has grown, with **nearly 200 individuals** participating;
- Webster University, a founding Corporate Partner, **provided expanded office space to our growing organization**, making it possible for us to increase staff, house more community meetings, hold trainings, and offer space to the Cultural Leadership Board to host their meetings;
- DAP's annual Diversity Dinner **gathered 550 people** the night after the November election. As I shared with our guests, "We don't need to unify across political lines, we don't need to be unified in our perspectives surrounding the outcome of the election, but what we need to be unified on is the principle of inclusion and respect for all people.";
- We worked tirelessly to **help schools that were in need of dialogue and facilitation** to ensure that students were hearing different perspectives and having the opportunity to explain their positions.

Our 2016 Annual Report provides further details of our partnerships and impact. Together, we can realize our vision of inclusive communities, where diversity is respected and embraced. **Thank you for your ongoing support of and partnership with Diversity Awareness Partnership.**

Sincerely,



Reena Hajat Carroll, MSW
Executive Director



ABOUT US

- Diversity Awareness Partnership is a catalyst to increase awareness, facilitate engagement and provide education about diversity and inclusion.
- DAP achieves its mission through three pillars of impact: education and training, youth engagement, and awareness initiatives.

OUR STAFF



Executive Director
Reena Hajat Carroll, MSW



Director of Operations
Tina Mahtani



Director of Programs
Steve Parks



Communications & Marketing Manager
Maria Rodgers O'Rourke



Regional Manager
Nikki McGruder



Director of Diversity Training
Kenneth Pruitt



Youth Programs Manager
Alix Johnson



Education & Training Manager
Catrina Salama



Graphic Designer
Sarah Boudreau

OUR BOARD

Aimee Wehmeier
Paragad

Jackie Behnen
PwC

Sheryl Rose
Community Volunteer

Amanda Andrade
Veterans United Home Loans

Jean Cavender
Holocaust Museum & Learning Center

Steven Hill
FastSigns Owner

Bob Lehman
BJC Medical Group

Livia Konkell
Thomson Reuters

Timothy O'Leary
Opera Theatre of Saint Louis

Christian Greer
Saint Louis Science Center

Mary McMurtrey
Greater St. Louis Community Foundation

Tonya Edmond
Washington University in St. Louis

Christopher Fan
BJC

Melissa Harper
Monsanto

Turan Mullins
Maryville University of St. Louis

Cindy Follman
Non-Profit Consultant

Rachel Seward
St. Louis Public Schools

Denyse Jones
Husch Blackwell, LLC

Ray Riddle
Ameren Illinois

EXECUTIVE COMMITTEE

President: Emily Pitts
Edward Jones

Vice President: Taylor Mason
David Mason & Associates

Treasurer: Robyn Heidger
Enterprise Bank & Trust

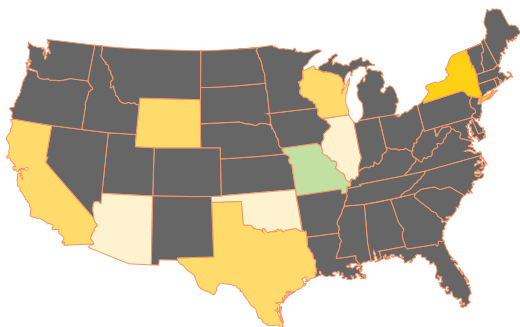
Secretary: Veronica Armouti
The Senala Group

Communications Chair:
Ann Seeney
St. Louis Cardinals

Development Chair:
Sara Burke
The City Studio Dance Center

At-Large Member:
Betsy Schmutz
Webster University

EDUCATING ORGANIZATIONS & INDIVIDUALS



Monterey, CA | Phoenix, AZ | Denver, CO | Oklahoma City, OK
Dallas, TX | Kansas City, MO | Jefferson City, MO | St. Louis, MO
Sikeston, MO | Madison, WI | Decatur, IL | Rochester, NY
Long Island, NY | Manhattan, NY

Over 3,000 people have attended Listen. Talk. Learn (LTL) programs since their launch in 2014. **40 organizations partnered with us to host these forums**, intended to help strengthen our community's ability to dialogue about race relations by facilitating important and difficult discussions on race, unconscious bias, and our lived experiences.

In November, DAP presented a LTL workshop in Monterey, California at the Middlebury Institute of International Studies conference, "Breaking through Shades of Color."

The DAP – Columbia office strengthened its service to the community, including Regional Manager Nikki McGruder's facilitation of neighborhood meetings as part of Columbia's strategic planning process. In its second year of service, **DAP – Columbia collaborated with nearly 20 businesses, schools, nonprofits, and government agencies** to host LTL's, Lunch & Learn programs and professional development workshops, reaching over 1,000 people.

Our Diversity & Inclusion Training Programs increased by 20% with over 5,000 people participating in programs hosted by businesses, schools, nonprofits, and religious institutions. We educated and trained participants through workshops, seminars, community forums, roundtables, and awareness campaigns.

OVER 3,000

Attendees of the Listen. Talk. Learn program since 2014

OVER 1,000

Attendees of DAP Columbia's Programs



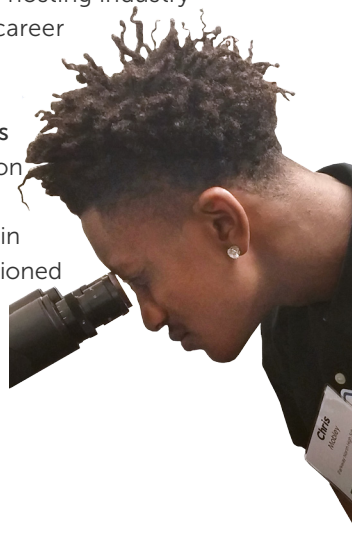


Over 300 high school students attended our EXPLORE Career Immersion Program and the Give Respect, Get Respect Program. These programs provide opportunities to build relationships with educators, industry professionals, and other students to give students and adults tools to become inclusive leaders within their communities.

Our EXPLORE Career Immersion Program for students of color expanded from 7 to 9 featured industries, with the addition of food science and patient care sessions led by partners DuPont and SSM. They join Ameren, BioSTL, Centene, Edward Jones, Husch Blackwell, KWS, MilliporeSigma, PwC, and Venture Cafe in hosting industry-specific classes to introduce students of color to various career paths in St. Louis area businesses.

The Diverse-City Art Competition drew over 50 submissions from K-12 students across the St. Louis area. The competition gives students the opportunity to express, through art, their understanding and awareness of diversity and inclusion within their communities and schools. Finalist selections were auctioned off at our Diversity Dinner in support of DAP's efforts.

FOSTERING INCLUSION THROUGH YOUNG LEADERS



OVER 300

High school students
attended DAP's
EXPLORE program

OVER 120

Students have attended
our Give Respect, Get
Respect programs

DIVERSIFYING PROFESSIONAL & SOCIAL NETWORKS

DAP Connect - With groups in both St. Louis and Columbia, Missouri, DAP Connect brings together people interested in **diversifying** and **expanding** their professional and social networks.

Our growing membership totals over 200 people. Connect events include Lunch & Learn sessions, coffees, and happy hours, with multiple membership categories that offer engaging options for new and renewing Connect Members.

Diversity & Inclusion Seminars - Over 100 professionals from the accounting, professional sports, higher education, banking, secondary education, wealth management, local government, state government, healthcare, and nonprofit human service industries received in-depth professional development on topics such as: Unconscious Bias in the Workplace, Race Relations in the Workplace, LGBTQ Inclusion, and Engaging Leadership in Diversity and Inclusion Efforts.



FINANCIAL PROFILE 2016

FUNDRAISING EVENTS

CORP/ORG/FOUND

DIVERSITY TRAINING

INDIVIDUAL CONTRIBUTIONS

INTEREST INCOME

INVESTMENTS

IN-KIND DONATION



PROGRAM SERVICES

FUNDRAISING

MANAGEMENT

| | 2016 | 2015 |
|-----------------------------|------------------|------------------|
| Operating Revenues | \$717,667 | \$579,181 |
| Fundraising Events | \$205,622 | \$171,794 |
| Corp / Org / Foundations | \$212,929 | \$173,670 |
| Diversity Training | \$148,538 | \$116,549 |
| Individual Contributions | \$34,520 | \$36,035 |
| Interest Income | \$9,051 | \$1,058 |
| Investments | \$107,007 | \$80,075 |
| Operating Expenses | \$527,537 | \$363,471 |
| Program Services | \$370,197 | \$250,622 |
| Management & General | \$70,165 | \$51,924 |
| Fundraising | \$87,175 | \$60,925 |
| Change in Net Assets | \$120,130 | \$131,635 |
| Excluding in-kind donation | | |
| In-Kind Donation* | \$70,000 | \$50,000 |

*Special Thanks

Webster University, a founding Corporate Partner, provided expanded office space this year to our growing organization, making it possible for us to increase staff, house more community meetings, hold trainings, and offer space to the Cultural Leadership Board to host their meetings. Our move took place in March, 2016.



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Webster Groves, MO 63119

