



**dap**  
 DIVERSITY AWARENESS PARTNERSHIP  
 815 Olive Street, Suite 22  
 Saint Louis, MO 63101  
 dapstl.org

**A WORD FROM OUR EXECUTIVE DIRECTOR**

**"We are all in this together..." is a common sentiment expressed during the 32 Listen. Talk. Learn. sessions we have hosted since August 9, 2014.**

These powerful words have inspired me to reflect on questions like how are we all in this together and how can we bridge the barriers that divide people in our community? Diversity Awareness Partnership has had an incredible year of bringing people together while increasing exposure to topics focused on race, religion, sexual orientation, gender identity, disability and age. We are fortunate to have these conversations with our community to ensure that St. Louis understands the importance of inclusion as we move forward.

In 2014, DAP experienced tremendous growth. More and more, individuals and companies looked to our organization to convene meetings on diversity and inclusion best practices, help deepen their understanding around diverse identities, and network and build partnerships to improve our community. DAP has continued to offer more services to support efforts that make our workplaces, schools, households, and places of worship in our region more inclusive.

Throughout 2014, we emphasized diversity and inclusion on a personal level. I am certain that individuals cannot grow if they do not interact with people who look different, sound different and have different lived experiences. Through our DAP Connect Program, we have brought over 167 community members together and expanded their networks through events designed to connect people around a common goal of personal and professional development in diversity and inclusion. Thank you to all of our DAP Connect Supporters that make this possible!

We know that strengthening diversity and inclusion efforts in St. Louis is exceedingly important in light of racially-divisive events in our city and our efforts have relevance to communities beyond our region. Our Board of Directors approved a comprehensive plan to grow the organization by launching a new office in Columbia, Missouri. This exciting work means we are continuing to make progress toward the vision of our DAP founders; "to be a model that could be replicated across the country." DAP Columbia will offer networking programs, trainings, and a youth program. We will share more on our progress within the coming year and we thank those that have supported us through this journey of expansion.

Finally, we believe that our message remains compelling because of the number of companies and individuals that have reached out to us in the wake of Ferguson. We are proud that we have exposed more than 900 people to the need of Dialogue over Debate as we rebuild our community together. DAP is committed to strengthening our community by facilitating important and difficult discussions around diversity and inclusion. We understand that no single organization, government entity, or corporation can address the issues that have divided our community. Our hope is that our community rebuilds by listening to the strengths of diverse perspectives, talking to one another through honest and productive dialogue, and learning more about the value of diversity through awareness and education. In 2015, I am excited to see continued partnerships around diversity and inclusion exemplify the powerful words, "we are all in this together."

**Executive Director**  
 Reena Hajat Carroll, MSW



**ABOUT US**

Diversity Awareness Partnership is a non-profit organization dedicated to promoting diversity and inclusion around issues of race, religion, disability, sexual orientation and gender identity.

**DAP achieves its mission through three pillars of impact:** education and training, youth engagement, and awareness initiatives.



**BOARD**

**President**  
 Steven Parks  
 Ameren

**Vice President**  
 Emily Pitts  
 Edward Jones

**Treasurer**  
 Daniel Chavez  
 PwC

**Secretary**  
 Veronica Armouti  
 The Senala Group

**Development Chair**  
 Sara Burke  
 The City Studio Dance Center

**Nominating Chair**  
 Taylor Mason  
 David Mason & Associates

**Communications Chair**  
 Artis Twyman  
 St. Louis Rams

**At-Large Member**  
 Betsy Schmutz  
 Webster University

Aimee Wehmeier  
 Parquad

Andrew Scavotto  
 Stinson Leonard  
 Street LLP

Ann Seeney  
 St. Louis Cardinals

Cindy Follman  
 Consultant

Dimple Patel  
 Wells Fargo Advisors

Donna Moody  
 Diversity Consultant

George Phillips  
 Phillips & Associates, Inc.

Jean Cavender  
 Holocaust Museum and  
 Learning Center

Jill Willhite  
 Saint Louis  
 Science Center

John Urkevich  
 Community Volunteer

Mary McMurtrey  
 Greater St. Louis  
 Community Foundation

Livia Konkel  
 Thomson Reuters

Rachel Seward  
 St. Louis Public Schools

Robert B. Lehman  
 BJC Medical Group

Robyn Heidger  
 Enterprise Bank and Trust

Sheryl Rose  
 Community Volunteer

Steven Hill  
 Microsoft Corporation

Amanda Andrade  
 Veterans United  
 Home Loans

**As of March 1, 2015**

**STAFF**

**Executive Director**  
 Reena Hajat Carroll, MSW

**Communication and Outreach**  
 Jasmine Brown, MA

**Development**  
 Tina Mahtani

**Diversity Training**  
 Kenneth Pruitt, MS

**Community Engagement**  
 Justin Raymundo

# EDUCATING ORGANIZATIONS & INDIVIDUALS

We **educated and trained over 2500 individuals** through presentations, workshops, seminars, community forums, roundtables, and awareness campaigns. ■

Diversity and inclusion trainings raise awareness around the importance of diversity by exposing challenges, facilitating dialogue, and providing tangible resources.



## LISTEN. TALK. LEARN. CAMPAIGN

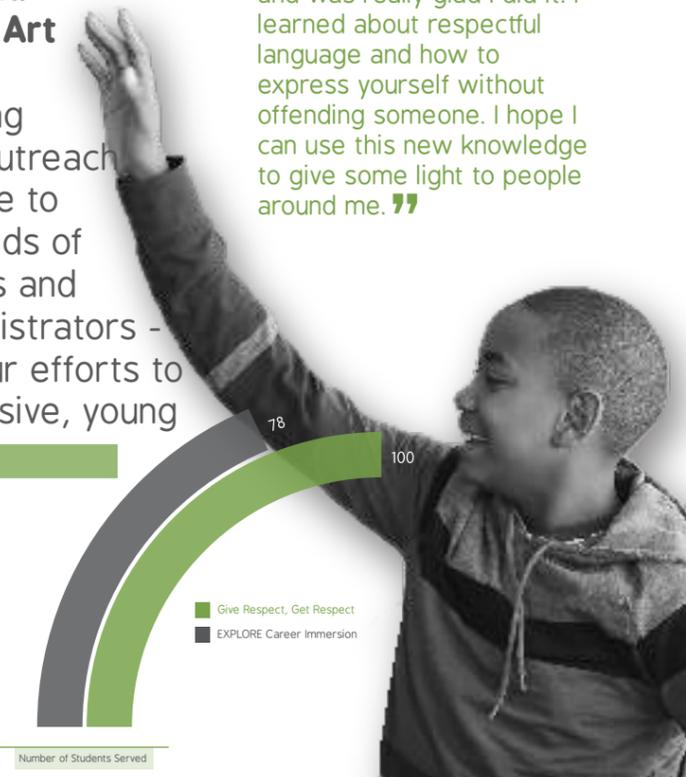
In response to the Ferguson unrest, we created the **Listen. Talk. Learn. community facilitation trainings (and awareness campaign)**. The focus of this campaign was race relations and unconscious bias. Since the campaign creation, more than 30 sessions have been held and over 900 individuals have attended.



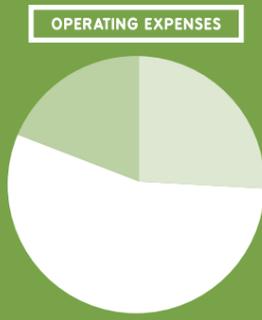
# FOSTERING INCLUSION THROUGH YOUNG LEADERS

Continuing our success with our intergenerational youth programs (**Give Respect, Get Respect, EXPLORE Career Immersion and Diverse-City Art Competition**) and expanding community outreach we were able to reach hundreds of K-12 students and school administrators - increasing our efforts to support inclusive, young leaders.

“ I have gotten so much out of Give Respect, Get Respect and was really glad I did it. I learned about respectful language and how to express yourself without offending someone. I hope I can use this new knowledge to give some light to people around me. ”



# FINANCIAL PROFILE



- OPERATING REVENUES**
- Fundraising Events
  - Corp / Org / Foundations
  - Diversity Training
  - Individual Contributions
  - Other
  - \*In-Kind Donation

	2014	2013
	\$149,251	\$130,415
	117,956	74,986
	84,292	47,277
	31,431	16,608
	512	6,064
	44,000	44,000
<b>Total</b>	<b>\$427,442</b>	<b>\$319,350</b>

- OPERATING EXPENSES**
- Program Services
  - Management & General
  - Fundraising

	2014	2013
	\$164,130	\$110,914
	55,244	63,972
	75,401	46,388
<b>Total</b>	<b>\$294,775</b>	<b>\$221,274</b>

**Change in Net Assets**  
\*excluding in-kind donations

	2014	2013
<b>Net Assets</b>	<b>\$88,667</b>	<b>\$54,076</b>

# DIVERSIFYING PROFESSIONAL & SOCIAL NETWORKS

With substantial growth of the **DAP Connect Membership Program** since its launch in 2012, we decided to expand our program benefits in late 2014.

“ The DAP Connect Program is a great way to diversify and expand your network. It’s worthwhile and has been facilitative in connecting with like-minded people, who are committed to a better region. ”

Expanding our membership levels and offerings allowed for us to increase engagement and professional networking opportunities for our members. Members are now able to fully utilize the DAP Connect Membership Program for professional and personal growth within the diversity and inclusion field.



**INTRODUCING THE FRIEDA E. SMITH GIVING CIRCLE \$1000+**

To honor our former board chair, co-founder of Diversity Awareness Partnership and continuing advocate, we named our highest membership level (ever!) after Frieda E. Smith.