MISSION

Diversity Awareness Partnership is a catalyst to increase awareness, facilitate engagement and provide education about diversity and inclusion.

VISION

Diversity Awareness Partnership’s vision is inclusive communities where diversity is respected and embraced, and equity is the norm.
A Word from Our Executive Director

During a year in which headlines – both locally and nationally – were rife with stories of polarization and division, Diversity Awareness Partnership (DAP) proudly stood in stark contrast. We spent 2015 bringing people together. While the challenges in our region – from Ferguson to Mizzou – were causing ripples across the nation and around the globe, DAP was rolling up its sleeves and getting to work. Through our educational and youth programs, expansion into Columbia, Missouri, and development of new community partnerships, we brought diverse people together to find common ground, break down barriers and develop solutions.

How did we do it?

First, we brought more than 2,200 people together throughout the year as part of our Listen. Talk. Learn. (LTL) dialogue about race relations and inclusion. We facilitated more than 200 sessions that were inspired and invigorated by community members who are committed to seeing change; to understanding the life experiences of those who are different from them; to learning more; and, most importantly, to breaking down the barriers that divide us. The conversations and the warm embraces following the LTL sessions provided a strong affirmation for me that the work of Diversity Awareness Partnership must be sustained and expanded.

Second, we brought people together in the city of Columbia, Missouri, through the opening of our DAP – Columbia branch. In March 2015, we opened our doors with the generous support of Veterans United Home Loans and Shelter Insurance. We hit the ground running with networking events, diversity and inclusion trainings and an outstanding Diversity Dinner. We are proud to say that we engaged more than 1,000 people through Diversity Awareness Partnership – Columbia … and it’s just the beginning! This moment in DAP’s history is profound. The founders of DAP always envisioned the organization as a model for promoting diversity and inclusion across the country, and although Columbia is not across the country, it is a great place to start. With the recent racial tensions at the University of Missouri – Columbia, our expansion to the area could not be more timely or crucial.

Finally, the expansion of our youth diversity programs was instrumental in allowing us to unite people in a unique and intergenerational way. We reached more than 400 students through their participation in our Give Respect, Get Respect Program, Explore Career Immersion Program, Rams Blitz Program and Diverse-City Art Competition. Students engaged in serious dialogue about recent events in our community, their own career aspirations, and solutions to make their school campuses more inclusive. They had the amazing opportunity to do this alongside employees from major St. Louis institutions like Edward Jones, Centene, The Boeing Company, the Saint Louis Zoo, Missouri Botanical Garden, and many more great companies in the region!

Now more than ever, it is truly an honor to be in the business of bringing people together, and we look forward to building on our recent successes in the months and years to come.

Thank you for your generous and continued support.

Sincerely,
Reena Hajat Carroll, MSW
Executive Director
“Diversity Awareness Partnership’s Board understands and fulfills its governance role. In strategic planning, the Board questioned assumptions, debated options and came together to set direction for the organization.”

—The Rome Group
STAFF

EXECUTIVE DIRECTOR
Reena Hajat Carroll, MSW

DIRECTOR OF OPERATIONS
Tina Mahtani

DIRECTOR OF DIVERSITY TRAINING
Kenneth Pruitt, MS, Ed.

REGIONAL MANAGER - DAP–COLUMBIA
Nikki McGruder

DIRECTOR OF PROGRAMS AND COMMUNICATIONS
Justin Raymundo

YOUTH PROGRAMS MANAGER
Sherita Love

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BJC Medical Group

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Community Volunteer

Steven Hill
Microsoft Corporation

Steven Parks
Ameren

Tonya Edmond
Washington University in St. Louis
2015 CORPORATE & NON-PROFIT PARTNERS

**ACADEMIC**
Fontbonne University  
Maryville University  
St. Louis College of Pharmacy  
Washington University in St. Louis  
Webster University

**CORPORATE**
Ameren  
Anheuser-Busch InBev  
BJC HealthCare  
Centene Corporation  
Commerce Bank  
Dot Foods, Inc.  
Edward Jones  
Enterprise Bank & Trust  
Enterprise Holdings  
Express Scripts  
Federal Reserve Bank of St. Louis  
Midwest BankCentre  
MilliporeSigma  
Monsanto  
Nestlé Purina PetCare Company  
PwC  
Shelter Insurance  
The Laclede Group  
Toyota/Bodine Aluminum  
Veterans United Home Loans  
Wells Fargo Advisors

**NON-PROFIT ORGANIZATIONS**
Independence Center  
Mary Institute and Saint Louis Country Day School (MICDS)  
Missouri Foundation for Health  
Opera Theatre of Saint Louis  
Saint Louis Science Center  
St. Louis Association of REALTORS  
St. Louis Public Radio

**SPORTS TEAMS**
St. Louis Rams

www.dapstl.org
“DAP has helped our staff at becoming more knowledgeable about diversity and how it shows up in the day to day. We now have a committee of staff members working toward developing best practices around inclusion.”

—The Mission Continues
Diversity Awareness Partnership is dedicated to working with organizations and community members to find solutions to help make our community more inclusive today and contribute to a more equitable tomorrow. Through diversity and inclusion training, we collaborate with our businesses, non-profits, and community members to support inclusion where we work and live. We also provide safe spaces for new conversations to address barriers to inclusion in our community. By convening important dialogues, we are working with partners to improve lives in our community.

In 2015 we expanded the number of individuals we reached through our diversity and inclusion trainings with clients in our region and across the country. We worked with non-profit organizations, faith institutions, government agencies, and major corporations to challenge unconscious bias in the workplace and better understand areas of diversity. We also continued our Listen. Talk. Learn. dialogue sessions to help community members process the events that happened on August 9, 2014 in Ferguson, MO as well as the other national and local experiences of racial tension and divisiveness. Through these open and honest conversations, we helped participants understand the importance of dialogue to identifying common ground and working toward a more equitable community.

2015 Key Efforts:

- We reached more than 4,300 individuals through our diversity and inclusion trainings.
- More than 2,200 community members have come together to address issues of race and bias in our community through our Listen. Talk. Learn. dialogue sessions.
- We worked with more than 30 different organizations representing private, public, and non-profit sectors to make their organizations’ efforts more inclusive and diverse.
- We hosted five different Diversity and Inclusion Seminars to support the professional development of diversity and inclusion practitioners in our region.
Missouri: Columbia, St. Charles, Ferguson, Troy, Kansas City
Nationally: New York City, Houston, Denver, Phoenix

TRAINING CLIENTS ACROSS THE U.S. IN 2015

- Non-profit and Cultural Organizations: 36.3%
- Education: 27.2%
- Business: 21.5%
- Government: 9%
- Faith Institutions: 6%
While there are many different perspectives of what happened on August 9, 2014, the events in Ferguson brought deeply engrained inequities and divisions around race in our region into sharp focus. Our community needed to begin to acknowledge uncomfortable realities and start to better understand how our different lived experiences are influenced by our unconscious biases about race and ethnicity.

In August of 2014, Diversity Awareness Partnership launched the Listen. Talk. Learn. Campaign (LTL) to engage our community to change the tone of blaring divisiveness, which surfaced after the death of Michael Brown, Jr. We believe that the events that have transpired since August 9, 2014 after the shooting of Michael Brown, Jr. have presented the St. Louis community – as neighbors, business leaders, educators, students, and concerned citizens – with the opportunity to step forward and increase understanding of race relations and what inclusion means to the region.

To mark the one-year anniversary of the events on August 9th, DAP partnered with Ameren, Christ Church Cathedral, the Holocaust Museum and Learning Center, Left Bank Books, and the Center for Diversity and Inclusion at Washington University in St. Louis to facilitate community dialogue sessions for an entire week. Throughout the week, each organization hosted an LTL session to help build stronger connections across our community, from faith institutions to local corporations.

To date, more than 2,200 individuals have participated in our Listen. Talk. Learn. sessions. We are looking forward to continuing the conversation with more community members and expanding our effort into a Listen. Talk. Learn. 201 for deeper conversations on the issues in our community in 2016.

As many community members are looking for a way forward through policies and other community solutions, we understand that we can’t move forward as a region if we are not able to facilitate dialogue with one another and understand different perspectives. Once we achieve this, we can try to find common ground and solutions.
“Seeing there are so many different opportunities for me, I have broadened my horizons.”

—Julius, Senior at Brentwood High School
Diversity Awareness Partnership is committed to supporting students in our community by strengthening their skills in promoting inclusion in their schools, communities, and neighborhoods. Through four distinct program models, students are able to connect with peers from across the community as well as with industry professionals to learn about different areas of diversity, understand various career opportunities, and begin to address solutions to making our region more diverse, inclusive, and equitable.

During our Give Respect, Get Respect program, students, educators, and professionals from Edward Jones, the Missouri Botanical Garden, the Saint Louis Zoo, and The Boeing Company have critical conversations about race, ethnicity, religion, sexual orientation, gender identity, disability, and age to raise awareness and acceptance. Through our EXPLORE Career Immersion program, students learn about different career opportunities, develop important skills for college and their careers, and connect with professional mentors that are committed to each student’s academic and professional success. Additionally, our partnership with the Saint Louis Rams and CharacterPlus, allowed us to engage students from schools that were divided across our community to learn together about character-driven and inclusive leadership. Finally, our Diverse-City Art Competition gave young artists the opportunity to creatively express what diversity and inclusion in our community means to them while also getting the opportunity to be in one of their first juried art exhibitions.

2015 Key Efforts:

- We doubled the industries represented through our EXPLORE Career Immersion program from three industries in 2014 to eight industries in 2015.
  - EXPLORE Accounting with PwC
  - EXPLORE Agriculture with KWS and BioSTL
  - EXPLORE Bioscience with BioSTL, MilliporeSigma, and Venture Cafe’
  - EXPLORE Economics with the Federal Reserve Bank of St. Louis
  - EXPLORE Energy with Ameren
  - EXPLORE Financial Services with Edward Jones
  - EXPLORE Healthcare with Centene
  - EXPLORE Law with Husch Blackwell

- We reached more than 400 students representing more than 60 elementary, middle, and high schools in our region.

- We expanded our portfolio of youth diversity programs from six programs in 2014 to twelve in 2015.

www.dapstl.org
2015 Explore Partners

Millipore Sigma
Edward Jones
KWS
Ameren
pwc
BIOSTL
The Venture Cafe
Federal Reserve Bank of St. Louis
Centene Corporation
Husch Blackwell
Many cities in the country experience young people going off to college and never returning to live and work in the areas where they grew up. In an increasingly diverse society, young adults are looking for opportunities in areas that show promise to people who are just like them. Why can’t St. Louis be that place?

As highlighted by the Ferguson Commission, our region has a call to action for additional career readiness support for students, particularly because current opportunities are not preparing our region’s students to succeed in the workplace. Also, the current pipeline for new talent in organizations across major industries is not inclusive, diverse, or equitable.

Due to the wide racial disparities in STEM (Science, Technology, Engineering, and Math) careers, Diversity Awareness Partnership and industry leaders in the St. Louis region have invested in the EXPLORE Career Immersion program that focuses on connecting students of color to professional mentors and developing important skills to support an equitable, diverse, and inclusive workforce in our region.

In this program, students learn that their possibilities are endless. They become engaged and excited about the many different careers that are within the field they are exploring. EXPLORE program partners have a passion to work with these students and are committed to helping them make connections for their future careers.

Diversity Awareness Partnership is committed to addressing barriers to a diverse, inclusive, and equitable workforce. Through partnership and collaboration, DAP is focused on preparing students for their future careers and helping them succeed personally, academically, and professionally. In 2015, Diversity Awareness Partnership worked with committed companies across our community to double the number of industries we reach through the EXPLORE Program. In 2015 we offered eight different opportunities for students of color in our region to connect with careers in accounting, healthcare, economics, engineering, bioscience, law, financial services, and agriculture science.

Through our youth diversity programs, DAP is committed to making our schools, workplaces, and community more inclusive.
“With DAP being a catalyst to increase awareness and facilitate engagement around the topic of diversity and inclusion, it is poised to play a key role in bringing together the diverse Columbia community to engage in conversation that creates understanding that will help us truly be more inclusive.”

–Stacye Smith, Shelter Insurance
DAP launched its first regional expansion with the opening of Diversity Awareness Partnership–Columbia to support local diversity and inclusion efforts. This expansion comes at an important time for more concerted and sustained efforts for diversity and inclusion to improve communities across Missouri and throughout the country. After a thorough engagement and planning process with a community advisory committee representing area businesses and community leaders, we established our Columbia branch housed at Veterans United Home Loans.

Under the leadership of our Regional Manager, Nikki McGruder, Diversity Awareness Partnership - Columbia has already established partnerships across the community and led efforts to strengthen inclusion around race, religion, sexual orientation, gender identity, disability and age. In only nine months, DAP – Columbia convened platforms for community members to have open and productive dialogue around critical barriers to inclusion in the community and strengthened the connection among business, community, and social justice leaders.

Diversity Awareness Partnership – Columbia hosted the first Annual Columbia Diversity Dinner bringing together more than 100 diversity and inclusion advocates to support and celebrate the efforts to make Columbia more inclusive. We also held several community dialogue sessions and forums to allow community members an opportunity to begin the important conversations of finding common ground and collectively moving forward in the light of racially divisive events at the University Missouri – Columbia and in the broader community.

As we look to grow our first regional branch, Diversity Awareness Partnership is excited to engage more organizations to expand the reach of our office and to ultimately replicate all the programming from our headquarters in St. Louis.

2015 Key Efforts:

- Diversity Awareness Partnership–Columbia reached more than **1,000 individuals** through training sessions and community events.

- DAP – Columbia immediately responded to the student protests at the University of Missouri – Columbia through facilitating community dialogue and public forums with members of the University, other higher education institutions, community members, and area businesses in order to promote productive conversations and work toward common ground solutions.
**Dr. Amanda Andrade**  
Chief People Officer  
Veterans United Home Loans

**Loreli Wilson**  
United Initiator  
Veterans United Home Loans

**Orvil Savery**  
Talent Acquisition  
Veterans United Home Loans

**Dr. Eryca Neville**  
Director of Alternative Education and Principal of Frederick Douglass High School  
Columbia Public Schools

**Stacye Smith**  
Director of Human Resources  
Shelter Insurance

**Charles Hunter**  
Regional Human Resources Manager  
Commerce Bank

**Amber Cheek**  
Disability Inclusion and ADA Compliance Manager  
University of Missouri

**Dr. Laine Young-Walker**  
Division Chief and Training Director of Child and Adolescent Psychiatry  
University of Missouri Healthcare
Though we would never encourage anyone to risk their health and well-being, we acknowledge the importance of Mizzou graduate student, Jonathan Butler, and Concerned Student 1950 holding leadership accountable to address the injustices being experienced daily by students of color on the University of Missouri – Columbia campus during the Fall of 2015. We understand that barriers to inclusion and equity are not always easy to grapple with and we believe that honest and productive dialogue is the first step to lasting and systemic change.

As our continued commitment to being a resource to facilitate important conversations around diversity, race, and equity, Diversity Awareness Partnership – Columbia hosted a Week of Dialogue with partner organizations from higher education, corporate, and community organizations to have safe and open spaces to discuss the events with students from Mizzou, find common ground, and work toward solutions.

In partnership with Shelter Insurance, Veterans United Home Loans, and Stephens College, we promoted respectful dialogue and helped community members have deep and critical conversations about how race and unconscious bias impact every Columbia resident. The efforts to make workplaces, schools, and neighborhoods in Columbia more inclusive are just starting to take root. We are honored to be part of the collective vision needed for a diverse, inclusive, and equitable community.
“The DAP Connect Program allows me to connect with ordinary people, who understand in an extraordinary way, that being together doesn’t mean being the same.”

– DAP Connect Member
Diversity Awareness Partnership’s signature events, the Annual Diversity Dinner and the Annual Diversity Summit, are designed to bring diversity and inclusion advocates together to make our region more inclusive and strengthen the network of champions for an equitable community. These major events are more than the typical gala or conference. Through our signature events we focus on connecting professionals working in diversity and inclusion with community resources dedicated to helping workplaces be more inclusive and accessible. Through our signature events we celebrate the key progress and partnerships of our efforts to create systemic solutions for diversity and inclusion.

2015 Key Efforts:

- More than 500 individuals attended our Annual Diversity Dinner, helping us raise funds to continue our diversity and inclusion community sessions, youth diversity programs, and awareness campaigns.

- More than 450 professionals attended our Annual Diversity Summit to collaborate, network and improve their understanding of diversity and inclusion through the Summit’s resource fair, networking, and keynote presentations.
Too often we build personal and working relationships with others “like us”. In order to help our community build relationships in a diverse and inclusive way, we created the DAP Connect program. The DAP Connect program has one goal – to help members of our community diversify their social and professional network. DAP Connect members leave their comfort zone to meet individuals who are different from them, whether by race or ethnicity, age, religion, ability status, sexual orientation or gender identity.

In 2015, more than 230 DAP Connect members built relationships with leaders throughout the St. Louis region and gained a stronger appreciation for diversity and the value of lived experiences different from their own. Our DAP Connect members not only created a stronger network across our community, but also strengthened their understanding of key diversity and inclusion areas. Through member-only educational and networking events, our DAP Connect members came together to become stronger advocates and champions of change.

We also are especially thankful for the generosity of the DAP Connect Members of our Frieda E. Smith Giving Circle. These individuals contribute $1,000 or more to our organization to help us continue to promote diversity and inclusion in our community. We are incredibly grateful to be supported by advocates like our Frieda E. Smith Giving Circle and all of our DAP Connect members that understand that we need to invest in efforts that make our community more inclusive and equitable.
Thank you to our 2015 DAP Connect Members:

Joan Ferguson
Rachel Finch
Cindy Follman
Jennifer Franklin
Kathy Freeman
Benjamin Gandhi-Shepard
Yuan Gao
Lisa Gardi
Joe Gfaller
Leah Giessing
Dawn Gipson
Debra Glover
Laurna Godwin Hutchinson
Marlo Goldstein
Sara Govero
Angela Grady
Lisa Greening
Rebecca Growe
Heather Hageman
Sherita Haigler
Darniece Harris
Anna Hart
Leslie Heberlie
Melissa Heberlie
Robyn Heidger
Terry Henderson
Molly Higgins
Christine Holladay
Joseph Hollenback
Deborah Holmes
Pat Holterman-Hommes
Thomas Hor ejes
Laura Horwitz
Bridget Hoy
Paul Huber
Adrian Hudson
Beth Hurst
Melissa Imo-Moffitt
Abby Israel
Teresa Jacobson
Lisa James
Jim Joedicke
Cassandra Johnson
Paula Jones
Denyse Jones
Kathy Joyce
Dee Joyner
Pamela Kelly
Megan Kennedy
Nick Kenny
Abigail Kepple
Michael Kinman
Dana Klar
Livia Konkel
Sheila Kraizier
John Kuhn
Karen Kunzelmann
Andrew La Brier
Kathleen Lee
Carlye Lehnen
Martin Lenihan
Stephen Lewis
Lena Like
Lisa Longwell
Heather Lopez
Karen Luebbert
Lisa Lyle
Kenneth Lynch
Sally Beth Lyon
Shawn Mahoney
Sarah Markenson
Crystal Martin
Michelle Martin
Lynn Maupin
Andrea Mayrose
Olivia McGualy
James McGowan
Alexis McGrail
Kimberly McKinney
Brittanie McMullen
Stacy McMurray
Mary McMurtry
Michael McMurtry
Mark Meiners
Amy Miller
Cheryl Milton Roberts
Michael Minton
Gina Montgomery
Laura Morrison
Nicola Moss
Turan Mullins
Kameron Murphy
David Newburger
Nichole Nichols
Shannon Norman
Ronald Norwood
Melinda Ohlemiller
Steven Parks
Diana Parks
Dimple Patel
Pamela Perlmutter
Anne Perry
Valerie Peters
Laura Peterson
George Philips
Elizabeth Pickard
Emily Pitts
Jennifer Poindexter
Eugene Potchen-Webb
Keith Price
Andrea Purnell
Phillip Pusateri
Jerome Rader
Darryl Redhage
Luanne Repaso
Ken Rich
James Ricklefs
Rachel Rimmerman
Nicole Roach
Linda Robinson
Charles Robinson
Rush Robinson
Sheryl Rose
John Russell
Mary Russell
Zoey Russo
Angie Schaefer
Nicki Scharnhorst
Mary Dee Schmidt
Pamela Schneider
Jan Schoemehl
Jeri (Geralyn) Schultz
Veronica Schultz
Patricia Scott-Jones
Ebonee Shaw
Scott Sheperd
Kelly Sherfy
John Short
Dorothy Simmons
Annette Slack
Sarah Slaughter
Michelle Smart
Lauren Smith
Frieda Smith
Veronica Smith
Nancy Spargo
Jamie Spencer
Erin Stampp
Lisa Stevenson
Dennis Strack
Jan Swaney
Erv Switzer
Caya Tanski-French
Ellen Thomas
Ian Thomas
James Thomas Jr.
Andrew Thorp
David Toben
Molly Tovar
Lauren Tucker
Nila Tuckson
Teresa Turner
Kate Turner
Lattissua Tyler
Keith Tyrone Williams
Desiree Tyus
Emily Underwood
James Wallace
Alisa Warren
Lynette Watson
Aimee Wehmeier
Roseann Weiss
Aaron Welo
Sara Wike
Jill Willhite
Kelly Willhite
Curtis Williams
Stefanie Williams
Keith Williamson
Loreli Wilson
Jacinta Witherspoon
Laila Sengupta Wolfgram
Nicole Woodie
Elizabeth Wunder
Claire Wyneken
Barbara Youmans
FINANCIAL PROFILE

OPERATING REVENUE

Corporations/Organizations/Foundations: $173,670 (35%)
Fundraising Events: $171,794 (34%)
Training: $116,549 (23%)
Individual Contributions: $36,035 (7%)
Interest Income: $1,058 (0.21%)

Total Operating Revenue: $499,106

OPERATING EXPENSES

Program Services: $250,622 (69%)
Fundraising: $60,925 (17%)
Management and General: $51,924 (14%)

Total Operating Expenses: $363,471

Operating Income: $499,106
Operating Expenses: $363,471
In-Kind Donation: $50,000

Change in Net Assets: $131,635
(Excluding in-kind donation)