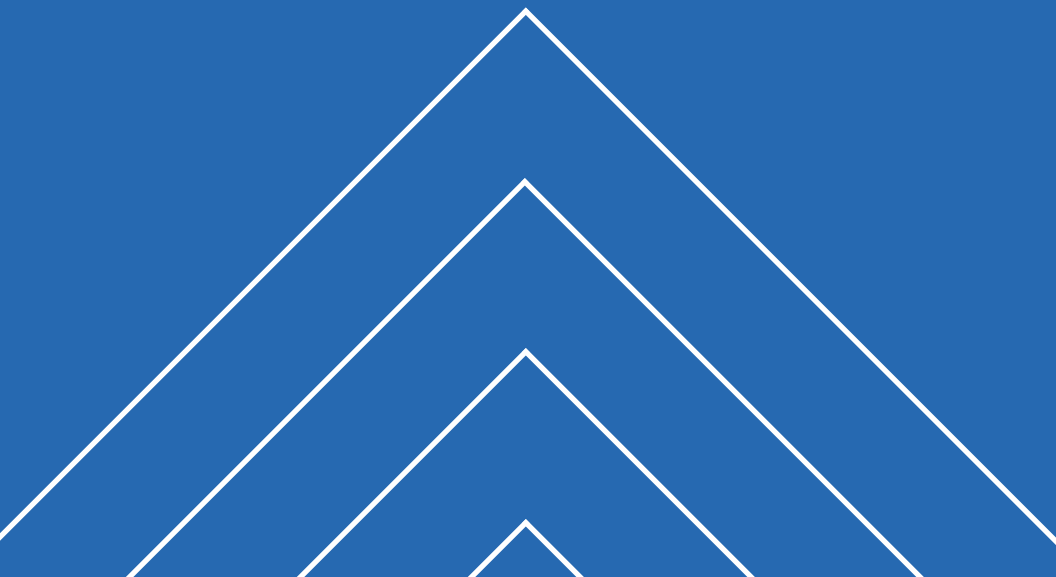




Diversity Awareness Partnership 2017 ANNUAL REPORT SNAPSHOT



ABOUT US

Diversity Awareness Partnership achieves its mission through education and training, awareness initiatives, youth engagement, and DAP Connect.

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.

EXECUTIVE COMMITTEE

President:
Emily Pitts

Edward Jones

Treasurer:
Robyn Heidger

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The City Studio Dance Center

Vice President:
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David Mason + Associates

Secretary:
Veronica Armouti

The Senala Group

At-Large Member:
Betsy Schmutz

Webster University

Communications Chair:

Ann Seeney

St. Louis Cardinals

OUR BOARD

Aimee Wehmeier
Paraquad

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LLC

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Rosati-Kain High
School

Stacy Smith
Shelter Insurance
Companies

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BJC HealthCare

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Saint Louis

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Volunteer

Turan Mullins
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of St. Louis

A LETTER FROM THE BOARD CHAIR

Dear Colleagues and Friends of Diversity Awareness Partnership,

National and local events in 2017 have held diversity and inclusion (D&I) issues at the center of our collective discussions, and DAP responded. Here are some of the year's accomplishments:

- Our staff facilitated and trained over 5,000 employees in business, corporate, and education settings on topics such as Unconscious Bias, Intersectionality, and Talking about Race in the Workplace;
- Our Give Respect, Get Respect youth programs held 20 events to help young people develop their leadership skills to influence others regarding inclusivity and equity;
- Our trademark program, Listen. Talk. Learn. expanded its content to include sessions on the white supremacist movement;
- DAP - Columbia launched RISE, a leadership program for professional leaders of color, with the goal of equipping leaders with tools for success;
- Both our 7th Annual Diversity Summit and 10th Annual Diversity Dinner welcomed a record number of attendees, bringing together D&I leaders and learners from our region.

DAP's accomplishments inspire us to continue our efforts as the region's catalyst to increase awareness, engagement and education about D&I. You share our vision of inclusive communities where diversity is respected and embraced, and equity is the norm. We trust in your continued collaboration: to celebrate our past, and in anticipation of future successes together!

Sincerely,



Emily Pitts
DAP Board President
Edward Jones - Principal, Inclusion & Diversity



For more information about Diversity Awareness Partnership and to download the full annual report, please visit:

DAPINCLUSIVE.ORG



OVER 5,000

Professionals received in-depth professional development from Diversity Awareness Partnership

TRAINING AND EDUCATION

Our Diversity & Inclusion Training and Education Programs were hosted by businesses, schools, nonprofits, and religious institutions throughout the region. We educated and trained participants through workshops, seminars, community forums, roundtables, and awareness campaigns. Among the year's highlights:

Listen. Talk. Learn. -- In 2017, we encouraged participants to get past "talking about talking" and actually discuss race. In doing so, our **Listen. Talk. Learn. More.** sessions especially allowed us to examine some deep-rooted influences on racism in our communities, and share ideas of how to combat those influences. Our partners in the LTL sessions included: CIC, 100 Black Men, Monsanto, Fontbonne University, St. Louis Cardinals, Filament, MICDS, and Metropolitan Community Church of Greater St. Louis.

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.



YOUTH DIVERSITY PROGRAMS

277 Students

Participated in the EXPLORE
Program

EXPLORE connects students of color to professional mentors, and helps them develop important skills to support an equitable, diverse, and inclusive workforce in our region. In 2017, DAP added two new EXPLORE programs with the St. Louis Cardinals and Regions Bank, who joined Ameren, Centene, Edward Jones, Husch Blackwell, KWS, PwC, and SSM as EXPLORE partners. Our EXPLORE program continues to grow, with 22 classes held in 2017, and 277 students participating, 100+ more students than the previous year.

The Give Respect, Get Respect Program connects high school students, their teachers/ advisors, and business associates to raise awareness around diversity issues and encourage respect and acceptance. This year, we engaged new facilitators, improved our assessment process, and restructured the sessions to improve the participants' experiences. Partners and facilitators noted a marked improvement in student engagement and outcomes. Our GRGR Partners -- Boeing, Edward Jones, Toyota/ Bodine Aluminum, Inc., Saint Louis Zoo, and Missouri Botanical Garden -- hosted 20 events with 130 students participating.

The annual Diverse-City Art Competition gives students the opportunity to express, through art, their understanding and awareness of diversity and inclusion within their communities and schools. All students, K-12, from the St. Louis Metropolitan area are welcome to participate. Of the 122 entries, the winning submissions were displayed at a DAP community event and were featured items in the silent auction at our annual Diversity Dinner.

130 Students

Participated in the Give Respect,
Get Respect Program.

COMMUNITY ENGAGEMENT

Throughout 2017, DAP collaborated with many companies and organizations to host events in celebration of diverse and inclusive communities. Through these partnerships, we raised awareness and funds to support our efforts. Among our many events:

A Matter of Faith: Annual Interfaith Event

Give STL Day

St. Louis Pride

Diversity Summit

DAP's 7th Annual Diversity Summit featured keynote speaker Peggy McIntosh, Ph.D., a nationally-recognized scholar, speaker, and advocate regarding racial and feminist issues. 600 people attended the June 2017 Summit, one of the region's top diversity and inclusion professional development events. The event raised \$100,000 in support of DAP's work.

Diversity Dinner

Our 10th Annual Diversity Dinner welcomed keynote speaker Judge Judy P. Draper, Associate Circuit Judge in the 21st Judicial Circuit Court of St. Louis County, who reflected on A Life Perspective on Diversity & Multiculturalism. Over 500 people attended the dinner and silent auction, which raised nearly \$90,000.

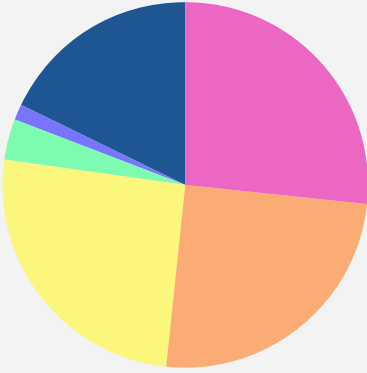
All event proceeds support DAP's programming, including community Listen. Talk. Learn. sessions, youth engagement initiatives, and awareness campaigns.

Connect Members

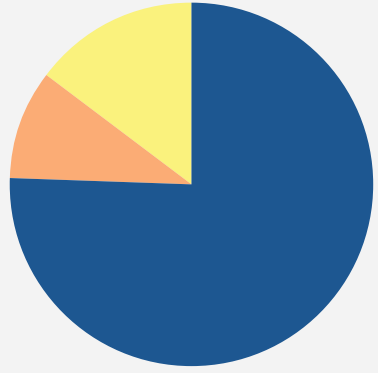
DAP Connect brings together people interested in diversifying and expanding their professional and social networks. Connect Events include Lunch & Learn sessions, coffees, and happy hours, with multiple membership categories that offer engaging options for new and renewing Connect Members.



FINANCIAL PROFILE 2017



- Fundraising Events
- Corp / Org / Foundations
- Diversity Training
- Individual Contributions
- Interest Income
- Investments



- Program Services
- Management & General
- Fundraising

Income

Fundraising Events	\$208,481
Corp / Org / Foundations	\$193,238
Diversity Training	\$198,452
Individual Contributions	\$27,767

Expenses

Program Services	\$474,099
Management & General	\$61,583
Fundraising	\$90,547

In-Kind Donation

Donation	\$70,000
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Interest & Investments

Interest Income	\$10,599
Investments	\$136,890



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THANK YOU!