2016 ANNUAL REPORT
THE YEAR OF PARTNERSHIP
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
2016 DIVERSITY AWARENESS PARTNERSHIP

Executive Director  
Reena Hajat Carroll, MSW

Director of Operations  
Tina Mahtani

Director of Programs  
Steve Parks

Regional Manager  
Nikki McGruder

Director of Diversity Training  
Kenneth Pruitt

Youth Programs Manager  
Alix Johnson

Education & Training Manager  
Catrina Salama

Communications & Marketing Manager  
Maria Rodgers O’Rourke

Graphic Designer  
Sarah Boudreau

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

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

Aimee Wehmeier  
Paraquad

Dr. Amanda Andrade  
Veterans United Home Loans

Bob Lehman  
BJC Medical Group

Christian Greer  
Saint Louis Science Center

Christopher Fan  
BJC

Cindy Follman  
Non-Profit Consultant

Denyse Jones  
Husch Blackwell, LLC

Jackie Behnen  
PwC

Jean Cavender  
Holocaust Museum & Learning Center

Livia Konkel  
Thomson Reuters

Mary McMurtrey  
Greater St. Louis Community Foundation

Melissa Harper  
Monsanto

Rachel Seward  
St. Louis Public Schools

Ray Riddle  
Ameren Illinois

Sheryl Rose  
Community Volunteer

Steven Hill  
FastSigns Owner

Timothy O’Leary  
Opera Theatre of Saint Louis

Tonya Edmond  
Washington University in St. Louis

Turan Mullins  
Maryville University of St. Louis
2016 CORPORATE & NON-PROFIT PARTNERS

Ameren
Anheuser-Busch InBev
Beta Gamma Sigma
BJC HealthCare
Centene Corporation
Commerce Bank
Dot Foods
Edward Jones
Enterprise Bank & Trust
Enterprise Holdings
Express Scripts
Federal Reserve Bank of
St. Louis
Independence Center
KWS Gateway Research Center
Mary Institute and Saint Louis Country
    Day School (MICDS)
Maryville University
Midwest BankCentre
MilliporeSigma
Missouri Foundation for Health

Monsanto
Nestle Purina PetCare Company
Olin Corporation
Opera Theatre of Saint Louis
PwC (PricewaterhouseCoopers)
Saint Louis Science Center
Shelter Insurance
Spire
SSM Health
St. Louis Association of Realtors
St. Louis Cardinals
St. Louis College of Pharmacy
St. Louis Public Radio
Thomson Reuters
Toyota/Bodine Aluminum
Veterans United Home Loans
Washington University in
    St. Louis
Webster University
Wells Fargo Advisors
38 partners across Missouri
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 DAP Connect Members.

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<td>Evan Krauss</td>
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<td>Ryan Cross</td>
<td>Janis Kury</td>
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<td>Lynn Davis</td>
<td>James &amp; Laura Lally</td>
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<td>Lorelei Davis</td>
<td>Kathleen Lee</td>
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<td>Adrienne Dawson</td>
<td>Carlye Lehnen</td>
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<td>Brenda Deertz</td>
<td>Cashell Lewis</td>
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<td>Dave Desai-Ramirez</td>
<td>Heather Lopez</td>
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<td>Bijal Desai-Ramirez</td>
<td>Karen Luebbert</td>
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<tr>
<td>John Douglas</td>
<td>Beth Lum</td>
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www.dapstl.org
Lisa Lyle
Amal Mansuri
David Martineau
Taylor Mason
David Mason
Lynn Maupin
Andrea Mayrose
Billee McAuliffe
Diane McCullough
James McGowan
Anne McKeough
Gina Montgomery
Turan Mullins
Kameron Murphy
Kate Nash
Chauncey Nelson
David Newburger
Ronald Norwood
Timothy O’Leary
Valerie Peters
Linda Peterson
Tabitha Porter
Kelly Preston
Phillip Pusateri
Maura Pusateri
Adil Rahman
Michelle Rahn
Tiffany Reed
Ellen Reed-Fox
Genyne Rideout
Nicole Roach
Linda Robinson
Hayley Roe
Sheryl Rose
Langston Rose
Kristen Rosen
Mary Russell
John Russell
Phillip Ruth
Angie Schaefer
Abby Schafers
Karen Schindler
Pamela Schneider
Kris Shannon
Colleen Shea
Scott Sheperd
Vivian Sierra
Dorothy Simmons
Annette Slack
Sarah Slaughter
Danielle Smith
Frieda Smith
Priya Soni
Nancy Spargo
Jamie Spencer
Sharon Spurlock
Roxeanna Steiner
Lisa Stevenson
Lisa Suggs
Brian Thomas
Debra Thomas
James Thomas Jr.
Rhonda Thompson
Andrew Thorp
Kimberly Townsend
Shawn Triggs
Jennifer Trudea
Kristen Trudo
Kate Turner
Teresa Turner
Tricia Vineyard
Tina Vinson
Patrick Walker
Alisa Warren
Breck Washam
Molly Wayne
Dara Webb
Frederick Webb
Aimee Wehmeier
Michael Whitley
Tara Wilkerson
Jacinta Witherspoon
Peggy Wunder-Mortiz
Parth Zaveri
Leslie Adams
Alexa Arastoo
Katelyn Botts
Stephanie Browning
Kenneth Burton
Neil Carr
Scott & Tina Dalrymple
Dr. Janice Dawson - Threat
Patrick Delafontaine
Rebecca Dougherty
Rachel Finch
Beth Fitzgerald
Nick Foster
Cynthia Gardner
Lois Hightower
Michael Hosokawa
Howard Hutton
Leela Jasmani
Verna Laboy
Alexander LaBrunerie
Ginny Lennon
Doris Littrell
Emily Love
Dianne Lynch
Gabrielle Malfatti
Melody Marcks
Dottie Matthews
Dr. Ann Mehr
Ann & David Mehr
Ruth Milledge
Matt Moore
Eric Morrison
Rene Powell
Jill Schlude
Veronica Schultz
Piyusha Singh
Steven Skolnick
Stacey Smith
Cheryl Tatum
Andrea Thames
Andrew Twaddle
Kari Utterback
Teresa Vandover
Andrea Waner
2016 COMMUNITY EVENTS

Throughout the year, DAP collaborated with many companies and agencies to host events that celebrate diverse and inclusive communities. Through these partnerships, we raised awareness and funds to support our efforts:

- **A Matter of Faith: Annual Interfaith Event**
- **Educating for Change Curriculum Conference**

- **Annual Happy Hour**
- **Diverse-City Art Competition**

- **Give STL Day**

- **Diversity Summit**
- **St. Louis Pride**

- **Society for Human Resource Management Conference**
- **Black Pride**
- **Roles of Allies: Supporting the LGBTQIA+ Community**
- **Festival of Nations**

- **Human Resource Management Association Conference**

- **Diversity Dinner**
"I would like to express my gratitude to the Community Relations Commission and DAP for providing the opportunity for this dialogue.

As part of the YWCA team dedicated to the empowerment of women and the elimination of racism, we repeatedly hear from our white community that we live in a post-racial society, even though our daily experience is the opposite. I walked away from last night’s meeting with a renewed and refreshed personal and professional mission to be accountable as a better listener and ally to people of color and to find new, non-threatening ways to engage the white population who simply aren’t aware or don’t want to be aware of the real and persistent problems of racism in our communities.

I am sharing the Implicit Attitudes link through the Community Collaboration network, and offering the resources of the YWCA to the Community Relations Commission efforts."

Andrea Lamer
Executive Director
Alton YWCA

"Thank you for facilitating the Diversity Lunch and Learn. The program was well done! It was just the right length of time with the right mix of engaging activities. For me, it was particularly insightful to observe and listen to the inner circle dialogue among members identifying themselves as persons of color.

Your presentation skills and facilitation skills are superb! It was time well spent! I will continue to reflect on the purpose and meaning of the meeting."

Lisa Swerczek, MSHI, BSN, RN
Assistant Nurse Manager
SLCH Answer Line, BJC Hospital
“I’ve had the pleasure of working with DAP in recent years through my professional career in Human Resources. Their passionate team of dedicated consultants go out of their way to provide exemplary service and invaluable expertise in Diversity and Inclusion. Whether it be setting a foundational understanding, assisting in strategy development or providing advanced training, Diversity Awareness Partnership is an excellent partner to guide you on your Diversity and Inclusion journey.”

Danielle Spieckerman
System Leader, Workforce Development & Talent Sourcing
SSM Health

FROM OUR STUDENTS

“My teacher surprised me with the EXPLORE application. My dream career is to be a family and divorce lawyer. I really liked the classes on law, and hope to take it again this year.” - Destinee

“Knowing that I can major in anything I choose, and get a job like this, is something I can look forward to after high school.” - Taylor

“I liked learning how they research their markets and get their products out. I’d like to do that job someday.” - Maria

“This company is great. I would like to work here in the future. I like science a lot, and the company project gave me a chance to manage people. This EXPLORE class has been a great experience.” - Rodney
Our November Diversity Dinner welcomed keynote speaker Dr. Cheryl Watkins-Moore, Co-Founder and Chief Marketing Officer, Accelerated Rehabilitation Technologies, LLC and Director, Bioscience Entrepreneurial Inclusion, BioSTL. 550 people came together for an evening of networking and inspiration. Talented entertainers performed, including Soorya Performing Arts dancers, Sunshine Cultural Arts Center drummers, the Gateway Men’s Chorus, and Danielle Tene’ Kain and Troy Staten, members of the Boys & Girls Clubs of Greater St. Louis. The 2016 Diversity Dinner and silent auction raised nearly $90,000. All proceeds support DAP’s programming, including community Listen. Learn sessions, youth engagement initiatives, and awareness campaigns.
DAP’s Annual Diversity Summit featured keynote speaker Wendy Davis, the Senior Vice President of Diversity, Inclusion and Strategic Alliances for Major League Baseball.

600 people attended our June 2016 Summit, which is one of the region’s top diversity and inclusion professional development events, providing organizations and individuals with information on best practices and action steps to help our region become more inclusive. Attendees had opportunities to collaborate, network, and improve their diversity acumen at our resource fair and through our keynote presentation, which focused on the need for diversity and inclusion in the workplace. The event raised $100,000 in support of DAP’s work.

Summit Sponsors
Aetna Better Health of Missouri
Ameren
Anheuser-Busch InBev
Arts and Education Council of Greater St. Louis
Asian American Chamber of Commerce
Barnes-Jewish Hospital
Behavioral Health Response
Beta Gamma Sigma
Bryan Cave LLP
Catholic Healthcare Audit Network, LLC (CHAN Healthcare)
Centene Corporation
Citi
COCA - Center of Creative Arts
College Bound
Commerce Bank
Community Action Agency St. Louis County (CAASTL)
De La Salle, Inc.
De Smet Jesuit High School
Delaware North Sportservice
Dot Foods
Edward Jones
Enterprise Bank & Trust
Enterprise Holdings
Express Scripts
Glazer’s Distribution Company
Graybar
Greensfelder, Hemker & Gale, P.C.
Hispanic Chamber of Commerce
Independence Center
Lewis Rice LLC
Littler Mendelson, P.C.
Maryville University
Mary Institute Country Day School
Missouri Foundation for Health
Monsanto
Nestle Purina PetCare
Olin Corporation
Opera Theatre of St. Louis
PRSA St. Louis
Pulaski Bank
Price Waterhouse Coopers
Regions Bank
RubinBrown
Saint Louis Science Center
Saint Louis University
Sandberg Phoenix & von Gontard, P.C.
Scottrade, Inc.
Shelter Insurance
Spire
SSM Health
St. Louis Association of Realtors
St. Louis Cardinals
St. Louis Children’s Hospital
St. Louis Office for Developmental Disability Resources
St. Louis Public Radio
The Boeing Company
The Muny
The Rome Group
Thomson Reuters
Toyota / Bodine Aluminum
United Way of Greater St. Louis
Washington University in St. Louis
Webster University
Wells Fargo Advisors
World Affairs Council
World Trade Center - St. Louis
Mosaic Project
Youth In Need
YWCA

Resource Fair Sponsors
AAIM Employers’ Association
Holocaust Museum and Learning Center
Human Resource Management Assn.
International Institute of St. Louis
National Conference for Community & Justice of Metropolitan St. Louis
Out & Equal St. Louis
Paraquad
Peace Corps
St. Louis Office for Developmental Disability Resources
Starkloff Disability Institute
State Farm Agent Deanna Carroll
Urban League of Metropolitan St. Louis

Mosaic Project
Training and Education Report

Our Diversity & Inclusion Training and Education 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.

Listen. Talk. Learn.

Over 3,000 people have attended LTL's 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.

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.
We are honored to have worked with outstanding clients across the country. Here is a sample of the industries and companies we have collaborated with:

**Corporate**
Ameren
The Boeing Company
BJC HealthCare
Dale Carnegie & Associates
Edward Jones
Midwest BankCentre
Monsanto
RubinBrown
SSM Health
Sandberg Phoenix & von Gontard

**Government**
City of Olivette, Missouri
Missouri Department of Transportation
City of Columbia, Missouri
St. Louis County Department of Health

**Professional Development**
Association of Legal Administrators
Institute of Internal Auditors Conference
Society for Human Resource Management

**Faith**
Eden Theological Seminary
Presbytery of Giddings-Lovejoy

**Conferences**
Cross-Cultural Engagement: Building a Diverse and Dynamic Community (St. Louis)
Dubuque Area Chamber of Commerce (IA)
Rustbelt to Artist Belt (St. Louis)
Sister Cities Diversity Conference (Cincinnati, OH)
Youth Diversity Programs Report

DAP’s Youth Diversity Programs provide opportunities for young people to build relationships with educators, other students and professionals from local businesses. These programs raise awareness about diversity and inclusion (D&I), and help future leaders develop skills for engaging others in productive dialogue around race, religion, disability, and sexual orientation and gender identity.

EXPLORE

Our EXPLORE Career Immersion Program for high school 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 Café in hosting industry-specific classes to introduce students of color to various career paths in St. Louis area businesses. Over 300 high school students attended over 20 EXPLORE Career Immersion classes in 2016.
Give Respect, Get Respect

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. A 1:2 ratio of students to associates creates an intergenerational learning and teaching environment. Through Give Respect, Get Respect, participants: gain tools to become leaders within their schools or workplaces; identify and feel comfortable speaking about different diversity issues; and help break down the walls that separate people from each other. Our GRGR partners are: the Boeing Company, Edward Jones (the original GRGR partner), Toyota/Bodine, and the St. Louis Zoo/Missouri Botanical Garden.

Diverse-City Art Competition

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. Through this program, DAP partnered with the Interfaith Partnership of Greater St. Louis to include the diversity and inclusion paintings in a larger artwork display. Of the over 50 entries, the winning submissions were displayed at a DAP community event and were featured items in the silent auction at our annual Diversity Dinner.
2016 DAP-COLUMBIA

In its second year, the DAP – Columbia office strengthened and expanded its service to the Columbia community through programs and partnerships. In 2016, Regional Manager Nikki McGruder facilitated neighborhood meetings as part of Columbia’s strategic planning process. Nearly 20 businesses, schools, nonprofits, and government agencies collaborated with DAP – Columbia to host LTL’s, Lunch & Learn programs and professional development workshops, reaching over 1,000 people. Diversity Awareness Partnership is positioned as a vital resource in this region to continue to work toward the goal of an inclusive community.

Corporate Partners

Supportive Organizations*
Boone County Family Resources
Boys and Girls Club of Central Missouri
Central Bank of Boone County
City of Columbia Human Resources
Columbia/Boone County Department of Public Health and Human Services
Columbia College
Columbia Human Resources Association
Daniel Boone Regional Library
Influence & Company
MBS Textbook Exchange
New Chapter Coaching

University of Missouri Athletics
University of Missouri Division of Inclusion, Diversity and Equity
University of Missouri System
University of Missouri Health Care
University of Missouri Robert J. Trulaske, Sr. College of Business
Worley Street Roundtable

*DAP - Columbia is grateful to these organizations that contracted with us for training/consulting and/or allowed us to use their space for programming.
2016 DAP-COLUMBIA COMMUNITY EVENTS

**January**
- DAP Connect Mixer
- League of Women Voter’s Columbia Access Television Show

**March**
- Listen. Talk. Learn. More
- Lunch & Learn
- DAP Breakfast Mixer

**April**
- Diverse-City Art Competition

**May**
- DAP Annual Happy Hour

**June**
- Lunch & Learn
- Art Competition Showcase

**August**
- Lunch & Learn
- Columbia Pride

**September**
- Listen. Talk. Learn More

**October**
- Annual Diversity Dinner

**November**
- Women’s Network Leadership Summit
- University of Missouri College of Business Summit
- Lunch & Learn

**July**
- Listen. Talk. Learn
## FINANCIAL PROFILE 2016

### REVENUE

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*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.
STAY SOCIAL

FACEBOOK /dapstl
TWITTER @inclusiveSTL @inclusiveCoMo
INSTAGRAM @inclusivestl
LINKEDIN /company/diversity-awareness-partnership
ADDRESS 40 N. Rock Hill Road
Webster Groves, MO 63119