“Talking about privilege has to do with working on your inner history to understand that you are in systems, and that they are in you.”

- Peggy McIntosh, Ph.D.
A LETTER FROM THE BOARD CHAIR

Dear Colleagues and Friends of Diversity Awareness Partnership,

2017 was a year of transition and affirmation for DAP. Transition, as we said farewell to our Executive Director of 10 years, Reena Hajat Carroll; and affirmation, as we witnessed DAP’s efforts toward building and sustaining inclusive communities that thrive and grow in our region. Reena’s significant contributions to DAP’s mission are held with deep and abiding gratitude by all who collaborate in our work.

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.

Please read our 2017 Annual Report for details on these and other exciting initiatives. Many thanks to Mary McMurtrey for her service to DAP as Interim Executive Director this year. With Mary’s guidance, our staff and board effectively navigated the waters of change.

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
ABOUT DIVERSITY AWARENESS PARTNERSHIP

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

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

OUR BOARD

Aimee Wehmeier
Paraquad

Bob Lehman
BJC HealthCare

Christian Greer
Saint Louis Science Center

Christopher Fan
BJC HealthCare

Cindy Follman
Non-Profit Consultant

Denyse Jones
Husch Blackwell, LLC

Jackie Behnen
Edward Jones

Jean Cavender
Holocaust Museum & Learning Center

Livia Konkel

Mary McMurtrey

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Rosati-Kain High School

Melissa Harper
Monsanto

Rachel Seward
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Ameren Illinois

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Community Volunteer

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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
2017 CORPORATE AND NONPROFIT PARTNERS

Ameren
Beta Gamma Sigma
BJC HealthCare
Caleres
Centene Corporation
Central Bank of Boone County
Citi
City of Columbia
Columbia Chamber of Commerce
Commerce Bank
David Mason + Associates
Dot Foods
Edward Jones
Enterprise Bank & Trust
Enterprise Holdings
Express Scripts
Federal Reserve Bank of St. Louis
Independence Center
Independent Schools of St. Louis
KWS
Maryville University of St. Louis
MICDS
Midwest BankCentre

MilliporeSigma
Monsanto
Nestlé Purina PetCare Company
Olin Corporation
Opera Theatre of St. Louis
PricewaterhouseCoopers (PwC)
Saint Louis Science Center
Shelter Insurance Companies
Spire
SSM Health
St. Louis Association of Realtors
St. Louis Cardinals
St. Louis Public Radio
St. Louis College of Pharmacy
Synchronized Resources, Inc.
Toyota/Bodine Aluminum, Inc.
University of Missouri Division of Inclusion, Diversity and Equity
University of Missouri System
Veterans United Home Loans
Webster University
Wells Fargo Advisors
Washington University in St. Louis
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Sharee Adams-Hall
Daniel Ader
Poonam Aggarwal
Michael Aleliunas
Danielle Amann-Stewart
Courtney Anderson
Cullen Andrews
Bethany Arand
Claudia Aulik
Krysti Baker
Kira Banks
John Barud
Angela Batnasan
Johnny Batres
Randal Beans
Jackie Behnen
Marsha Benney
Lise Bernstein
Courtney Berry
Susan Block
Courtney Bond
Louise Bradshaw
Chandler Branch
Russell Brannen
Paula Brewster
Melissa Brickey
Angela Brooks
DeShannon Brooks
Alexys Bruchhof
Drummond & Zundra Bryant
Erica Bumpers
Karen Burch
Jack Burke
Martha Burkett
Maureen Byrne
Amanda Cable
Chester Cain
Dewitt Campbell
Peg Capo
Justin Carney
Christina Carosella
J Danielle Carr
Francisco Carretero
Kathleen Carson
Curtis Cassel
Jean Cavender
Rhodiana Celaj
Bilal Choksi
Leeann Chrisko
Meghan Chun
Saras Chung
Amy Clark
Amy Clendennen
Angela Cody
Betsy Cohen
Justen Coleman
Gail Cramer
Roslyn Croft
Ryan Cross
Lorelei Davis
Lynn Davis
Adrienne Dawson
Brenda Deertz
Bijal Desai-Ramirez
Lynda Dixon
John Douglas
Patricia Duft
Karen Dunn
Cherly Dyle-Palmer
Kim Eberlein
Sylvia Edgar
William Edwards
Mike Eggleston
Melanie Elick
Crystal Ellis
Sabra Engelbrecht
Clayton Evans
Carolyn Farrell
Lathon & Chalana Ferguson
Kathy Fleming
Bill Forsythe
Jennifer Franklin
Alison Gee
Elizabeth George
Ron Gibbs
Elena Gibson
Crystal Gill
Monica Giuseffi
Scott Goodman
Angela Grady
Lisa Greening
Elizabeth Haberberger
Rachel Haberer
Heather Hageman
Sherita Haigler
Thomas Hake
Candace Harris
Darniece Harris
Steven Harris
Melissa Heberle
Leslie Heberlie
Robyn Heidger
Marie Helene Bernard
LaDonna Henderson
Steven Hill
Christine Holladay
Deborah Holmes
Pat Holterman-Hommes
Laura Horwitz
Bridge Hoy
Malauna Hudson
Sarah Hull
LaTonya Jackson
Shawni Jackson-Triggs
Teresa Jacobson
Donna Jett
Darlene Jones
Cynthia Jones
Kathy Joyce
Judy Julius
Bianca Kaushal
Melanie Keeney
Abigail Kepple
Susan Kidder
Robert Kimes
Michael Kinman
Emma Klues
Jeffrey Konkel
Evan Krauss
Sherri Kulpa
Janis Kury
Andrew La Brier
James & Laura Lally
Christine LaPorta
Angela Lee
Kathleen Lee
Carlye Lehnen
Martin Lenihan
Cashell Lewis
Stephen Lewis
Demetria Lightfoot
Heather Lopez
Frank Lorberbaum
Karen Luebbert
Beth Lum
Lisa Lyle
Roger Macon
Amal Mansuri
Sheila Mapes
Paul Marler
Michelle Martin
David Martineau
David Mason
Taylor Mason
Lynn Maupin
Andrea Mayrose
Billee McAuliffe
Diane McCullough
James McGowan
Mary McHugh
Anne McKeough
Mary McMurtry
Ezekiel Meyer
Cheryl Milton Roberts
Gina Montgomery
Laura Morrison
Turan Mullins
Wes Mullins
Kameron Murphy
Kate Nash
Chauncey Nelson
David Newburger
Dominique Northington
Ronald Norwood
Timothy O’Leary
Adekunle Onadipe
Jeramia Orly
Linde Parscel
Diana Parks
Steven Parks
Michael Pearson
Valerie Peters
Linda Peterson
George Philips
Tabitha Porter
Claudia Posadas
Kelly Preston
Maura Pusateri
Phillip Pusateri
Adil Rahman
Michelle Rahn
Tiffany Reed
Ellen Reed-Fox
Genyne Rideout
Nichole Riley
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.
Throughout the year, DAP collaborated with many companies and organizations to host events that celebrate diverse and inclusive communities. Through these partnerships, we raised awareness and funds to support our efforts:

**January**
- Listen. Talk. Learn. at CIC St. Louis

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

**March**
- Listen. Talk. Learn. More at 100 Black Men

**May**
- Give STL Day
- Listen. Talk. Learn. at Fontbonne University

**June**
- St. Louis Pride

**August**
- Listen. Talk. Learn. at Busch Stadium
- Listen. Talk. Learn: Responding to White Supremacy at the Holocaust Museum & Learning Center

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

**October**
- Society for Human Resource Management Conference
- Listen. Talk. Learn. at MICDS

**November**
- Listen. Talk. Learn. at Metropolitan Community Church of Greater St. Louis
DAP’s Annual Diversity Summit featured keynote speaker Peggy McIntosh, Ph.D., a nationally-recognized scholar, speaker, and advocate regarding racial and feminist issues. In her keynote address, Understanding History and Ourselves: The Issues of Unearned Advantages and Disadvantages, Dr. McIntosh explored privilege and its impact and meaning in our culture. Her remarks drew from her seminal work based on her personal experience, “White Privilege: Unpacking the Invisible Knapsack.” Listing “conditions of daily experience that [she] once took for granted,” her work has influenced countless discussions and initiatives to bring awareness to the subject of privilege.

600 people attended the June 2017 Summit, hosted at Saint Louis University. The DAP Diversity Summit 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 the keynote presentation and breakout sessions. The event raised over $100,000 in support of DAP’s work.
Our November 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 event at the Hilton St. Louis at the Ballpark and enjoyed an evening of networking and inspiration. Cory Stark, Anchor of KMOV-TV’s News 4 This Morning, emceed the program, which included talented entertainers Danielle Tene’ Kain and Troy Staten, Bradley Ross Jackson, and the Missouri River Cloggers. The 2017 Diversity Dinner and silent auction raised nearly $90,000. All proceeds support DAP’s programming, including community Listen. Talk. Learn. sessions, youth engagement initiatives, and awareness campaigns.
DIVERSITY & INCLUSION TRAINING AND EDUCATION REPORT

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.

DAP’s Listen. Talk. Learn. sessions help us talk to one another and learn more about communities to which we have limited exposure, making us more effective partners in the ongoing work of racial justice. The events in Charlottesville in the summer of 2017 offered a unique opportunity to respond unequivocally and directly to the hatred of white supremacy and its advocates. We updated the content of our signature Listen. Talk. Learn. sessions to provide a forum to process events and equip us to respond to hatred in bold and constructive ways. In our Listen. Talk. Learn. More sessions, we encouraged participants to “get past talking” and this allowed us to examine some deep-rooted influences on racism in our communities, and share responses to these. See a list of our program partners on page 10.

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.
We are honored to have worked with outstanding clients across the country.
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. Our Youth Diversity Programs expose, empower, and encourage students of color to pursue STEM (science, technology, engineering, and math), introduce them to various career paths (and provide a pipeline of potential interns and employees) for businesses located in the St. Louis area.

EXPLORE

As young adults seek opportunities in areas of the country that show promise for people with diverse backgrounds, St. Louis can be that place. The wide racial disparities in high-demand careers led Diversity Awareness Partnership and industry leaders in the St. Louis region to invest in EXPLORE Career Immersion programs. These programs focus on connecting students of color to professional mentors, and developing important skills to support an equitable, diverse, and inclusive workforce in our region. Students learn that their possibilities are endless. Students and industry partners are excited about these programs potentially building connections that lead to future internship opportunities.

In 2017, DAP added two new programs with the St. Louis Cardinals and Regions Bank, who joined Ameren, Centene, Edward Jones, Husch Blackwell, KWS, PwC, and SSM as EXPLORE partners. To address student recruiting challenges, we added the position of EXPLORE Coordinator, resulting in greater student participation and retention. Our EXPLORE program continues to grow, with 22 classes held in 2017, and 277 students participating, 100+ more students than the previous year.
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. 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.

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. Of the 122 entries, the winning submissions were displayed at a DAP Connect event and were featured items in the silent auction at our annual Diversity Dinner.
In March of 2015, Diversity Awareness Partnership answered the call for support, resources, and leadership in D&I in the Columbia area. DAP - Columbia has facilitated trainings, raised awareness, initiated collaborations, and engaged the community to see and address the differences in treatment of underrepresented groups. Many positive changes have taken place as DAP - Columbia worked with local civic, social, faith, and business key stakeholders. The office focused on trainings, awareness, and professional development while expanding youth initiatives and opportunities to support new and rising professionals.

**DAP - Columbia Supportive Organizations**

- Alternative Community Training (ACT)
- Boone County Family Resources
- Boys and Girls Club of Central Missouri
- The Business Times Company
- Center for Health Policy
- The Center Project
- Central Bank of Boone County
- Central Missouri Community Action
- City of Columbia Human Resources
- Columbia/Boone County Department of Public Health and Human Services
- Columbia College
- Columbia Human Resources Association
- Columbia Public Schools
- Community of Christ Church
- County of Boone
- Daniel Boone Regional Library
- Edward Jones
- Family Access Center of Excellence
- First Baptist Church
- First State Community Bank
- Fun City Youth Academy
- Heart of Missouri United Way
- Huebert Builders, Inc.
- Influence & Company
- Institute for People
- MBS Textbook Exchange
- Memorial Baptist Church
- Missouri Department of Transportation (MoDOT)
- Brian Morgan Architects, LLC
- MU School of Health Professionals
- New Chapter Coaching
- Place and Possibility
- REDI - Regional Economic Development, Inc.
- Stephens College
- University of Missouri Athletics
- University of Missouri - College of Engineering
- 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
- University of Missouri School of Medicine
- Visionworks Marketing Group
- Williams-Keepers LLC
- Woodhaven
- Worley Street Roundtable
- Youth Empowerment Zone

* DAP - Columbia is grateful to these organizations that contracted with us for training/consulting and/or allowed us to use their space for programming.
2017 Annual Diversity Dinner
## 2017 Financial Profile

### Income

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### Expenses

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Thank You!
The continued support from our community and friends makes our mission possible.

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Diversity Awareness Partnership  |  40 N. Rock Hill Road  |  Webster Groves, MO 63119