Diversity Awareness Partnership
2018 Annual Report Snapshot
ABOUT DAP

Diversity Awareness Partnership is a catalyst to increase awareness, facilitate engagement, and provide education about diversity and inclusion. DAP achieves this through these engagement opportunities:

EDUCATION & TRAINING
DAP trainings raise awareness on the importance of diversity and inclusion among employees by exposing challenges, facilitating dialogue, and providing tangible resources needed to create a more inclusive workplace.

YOUTH ENGAGEMENT
DAP offers youth diversity programs for students in grades K-12:
• Give Respect, Get Respect Program
• EXPLORE Career Immersion Program
• Diverse-City Art Competition

AWARENESS INITIATIVES
Through the use of digital media and print publications, DAP provides educational publications on a variety of diversity topics.

DAP CONNECT
DAP Connect brings together people interested in diversifying and expanding their professional and social networks.

Call (314) 246-3146 or visit www.dapinclusive.org for more information.
EXECUTIVE COMMITTEE
Emily Pitts | President
Edward Jones
Taylor Mason | Vice President
David Mason + Associates
Robyn Heidger | Treasurer
Enterprise Bank & Trust
Sara Burke | Development Chair
The City Studio Dance Center
Ann Seeney | Communications Chair
St. Louis Cardinals
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At-Large Member

OUR BOARD
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Washington University St. Louis
Turan Mullins
Maryville University
ALIX JOHNSON

Of all the dedicated, board, staff and volunteers focused on building and sustaining diverse, inclusive communities, none exhibited this dedication better than our dear friend and colleague Alix Johnson. Alix was an extremely impactful person in our community, fighting for their own human rights, and for all in the transgender community, especially kids, through their work as DAP’s Youth Programs Manager. The goal of this work is to help kids be comfortable with themselves, with who they are, and who they want to be. We and the entire world suffered a great loss when Alix left us in June, 2018. We are forever grateful for Alix’s contribution. Their example of inclusion, courage, and friendship in the transgender community and beyond continues to inspire us.

DAP HONORS

Diversity Awareness Partnership was honored with the 2018 Advocate for Equality Award from the Human Rights Campaign. Taylor Mason, DAP Board Vice-Chair accepted the award, presented at the HRC St. Louis Dinner Party in September. Taylor is left, pictured with presenter Akasha Royale.

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**FINANCIAL PROFILE 2018**

**Income**
- Fundraising Events: $192,953
- Corp / Org / Foundations: $171,335
- Diversity Training: $167,298
- Individual Contributions: $21,160

**Expenses**
- Program Services: $462,121
- Management & General: $65,691
- Fundraising: $87,930

**In-Kind Donation**
- Donation: $70,000

**Investments**
- Investments: $128,702
EXPLORE

“EXPLORE really helped me meet a lot of people with different careers, and their perspectives in it. Plus, we learned that jobs and careers, it isn’t just about the money, it’s about the experience. That really gave me a kick, a booster.”

Terron Smotherman
EXPLORE student

In 2018, the EXPLORE Career Immersion Program gave 183 students from 17 districts experience in industries from accounting to healthcare to baseball to finance.

DIVERSE-CITY ART COMPETITION

For over 20 years, this competition has provided young artists (K-12th Grade) with a forum to express their personal understanding of D&I within their communities. Asia Johnson-Brimmage was our 2018 winner in the 9th-12th grade division while in her senior year at Mary Institute & St. Louis Country Day School. She was also a member of the InspireSTL class of 2019, and her winning painting, “Magic,” was displayed at the St. Louis Art Museum during the summer of 2018.

GIVE RESPECT, GET RESPECT

Building leaders for the future is the heart of GRGR, where program partners hosted 176 students in anti-bias workshops. In 20 sessions at 4 sites, students were paired with teachers/advisors and business associates to practice respectful engagement on diversity issues.
“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 D&I journey.”
- DAP Training Client

Representatives from 30+ organizations attended our D&I seminars, on topics such as:

- Getting Unstuck: How to Talk about Privilege and Use it Wisely
- Building a Multigenerational Workforce
- Religious Diversity: Making Room for All Paths
- Good for People, Good for Business: The Case for D&I

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DIVERSITY SUMMIT

One of the region’s top D&I professional development events, the 8th annual Diversity Summit was attended by over 400 people. Top breakout sessions included “Navigating Microaggressions in the Workplace” and “Training Isn’t Enough: Building a Comprehensive D&I Program.” The near $100,000 in annual proceeds support DAP’s programs, youth initiatives, and awareness campaigns.

DIVERSITY DINNER

Nearly 500 people braved a snowy forecast to attend this 11th annual celebration of DAP’s D&I efforts and its community partners held at the Hyatt Regency St. Louis at the Arch. Many thanks go out to our event sponsors, silent auction donors, performers, speakers, and attendees who contributed to an outstanding event supporting DAP’s mission. Plus, 50 new DAP Connect members joined our growing diverse professional networking organization!
NETWORKING EVENTS

From DAP Connect member gatherings to the Happy Hour with a Purpose on the ANEW Rooftop space at Grand Center, DAP board members, staff, and friends spread the word about DAP’s initiatives and opportunities to get involved throughout the year.

DAP ENGAGEMENT

- The DAP Inclusive Newsletter launched in April and reaches over 4,000 people monthly
- Our website was viewed over 26,000 times in 2018; 30% of these viewed the Job Board
- DAP has 4,500+ followers on social media, including Facebook, Twitter, Instagram, and LinkedIn

DAP THANKS

Through 2018’s successes and challenges, DAP’s leadership renewed their commitment to our vision for inclusive, diverse communities. With deepest gratitude, we thank everyone—our Board, Corporate and Nonprofit Partners, staff, sponsors, friends, and volunteers—who helped us remain a vital catalyst to increase awareness, facilitate engagement and provide education about diversity and inclusion in our region.