“It is time to look forward... What can you shape, what can you shift, and what can you change?”

-Dr. Rohini Anand, 2019 Diversity Dinner Keynote Speaker
Dear Friend,

Diversity, inclusion, and equity work challenges us to hold two conflicting truths at once: first, the truth that change needs to be made right away because people’s lives are impacted daily by injustice; and second, the truth that this work is long, and change within individuals, groups, and systems takes significant time.

Over the past year, Diversity Awareness Partnership felt and witnessed this reality, and we honored these opposing truths with daily progress.

We saw our partners make changes that immediately and positively impacted people throughout 2019. Our partners challenged themselves to institute policies and practices such as paid family leave, gender-neutral restrooms, employee recruitment at historically black colleges and universities, and expansion of employee resource groups. Each of these initiatives directly aided in creating more inclusive communities.

As we continued our commitment to encouraging and facilitating rapid change, DAP also took the long view in 2019 by inviting more and more young people into the conversation about diversity, inclusion, and equity. Through this essential dialogue, we support and accompany our children in creating their future—a future that will take time to build. This year over 600 students total participated in our three transformative youth programs: Give Respect, Get Respect; EXPLORE; and the Diverse-City Art Competition.

Our children offer us hope, and in the end, they are the heart of why we do the work. For them, we envision inclusive communities where diversity is respected and embraced, and equity is the norm.

Thank you to each of you for your own work and your ongoing support of DAP. We are only able to make change because of you. As we look ahead to 2020, we feel excited to bring our region together in community; we commit to a mission that supports, accompanies, hopes, and loves.

With gratitude and love,

Melissa Brickey
Executive Director
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.

DAP BOARD MEMBERS

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David Mason + Associates

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Taylor Mason, President of the Board, and Melissa Brickey, Executive Director, at the 2019 Diversity Summit
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St. Louis Public Radio
Toyota | Bodine
Washington University in St. Louis
Webster University
2019 DAP CONNECT MEMBERS

DAP Connect brings together people interested in diversifying and expanding their professional and social networks. This program focuses on interpersonal connection as a key part of fostering a more equitable St. Louis region together.

Carey Adams
Karen Adams
Terry Adams
Dr. Benjamin Akande
Vicki Amsinger
Christina Anderson
Melisa Anderson
Claudia Aulik
Dee Baebler
Ellen Barnidge
Tiffany Battle
Jackie Behnen
Susan Block
Teri Brickey
Danielle Brinkmann
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Kristina Detch-Koehl

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Holly Edgell
Sabra Engelbrecht
Vincent Flewellen, MSW
Colleen Forsythe
Mark French
Joe Gfaller
Elena Gibson
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Chris Hanks
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Candace Harris
Robyn Heidger
LaDonna Henderson
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Harlan Hodge
Christine Holladay
Pat Holterman-Hommes
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Livia Konkel
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Amy Legg
Demetria Lightfoot
Sarah Lofink
Julie Logan
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Annette Morris
Chelsea Mortimer
David Newburger
Nichole Nichols
Ronald Norwood
Shannon O’Heron
Joe Pangelinan
Tiffany Parks
Valerie Peters
George Philips
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Maricella Reyes
Linda Robinson

Sheryl Rose
Steven Rosen
Joyce Scales
Nicki Scharnhorst
Mary Dee Schmidt
Wilma Schmitz
Ellen Scott
Kimberly Scott-French
Nick Skinner
Frieda Smith
Donna Sobkoviak
Andriana Sterling
Lisa Stevenson
Ashley Storman
Lisa Suggs
Brielle Taylor
Mike and Lori Thaman
James Thomas Jr.
William Thurman
David Tooley
Brenda Torres
Nila Tuckson
Teresa Turner
Vanessa Vandergraaf
Aimee Wehmeier
Lorie White
Susan Yates
Barbara Youmans
Give Respect, Get Respect program facilitators at Toyota | Bodine

Participants of EXPLORE Professional Services with PwC
DAP’s Diversity Summit on June 27, 2019 welcomed hundreds of attendees from an array of dynamic fields, including business executives, non-profit leaders, higher education administrators, human resources specialists, and other individuals who are passionate about making our region more inclusive. Attendees participated in an outstanding selection of breakout sessions for D&I professional development and networking.

The event featured keynote presenter Marty Castro, President and CEO of Castro Synergies, LLC, which provides strategic consulting services to corporations, entrepreneurs and non-profit organizations seeking to have a positive social impact on diverse communities. Castro presented “Diversity & Inclusion in an Era of Division & Intolerance.”

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St. Louis Cardinals
Stifel
Toyota | Bodine

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Saint Louis Science Center
Saint Louis Zoo
St. Louis Public Radio
St. Louis REALTORS
STAGES St. Louis
United Way of Greater St. Louis
World Trade Center St. Louis & St. Louis Mosaic Project

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On November 7, 2019, hundreds of people committed to diversity, inclusion, and equity gathered together in hope and possibility. The event raised almost $95,000, which will allow us to deepen our impact in the St. Louis region and beyond. The Diversity Dinner also featured arts engagement through entertainment by Ignite Theatre Company youth and a silent auction display of artwork created by students who participated in DAP’s annual Diverse-City Art Competition.

Keynote speaker Dr. Rohini Anand, SVP Corporate Responsibility and Global Chief Diversity Officer of Sodexo, provided both calls to action and affirmation of the work already underway, such as, “It is advocates and change agents like each and every one of you that ensure that our workplaces and our communities are nurturing and safe places for the next generation.”
DIVERSITY & INCLUSION TRAINING AND EDUCATION REPORT

Our Diversity & Inclusion Training and Education Programs trained **4,940 individuals from over 30 businesses and nonprofits.**

Representatives from **50+ organizations** attended our D&I seminars, on topics such as:

- Managing Bias in the Workplace: Creating More Inclusive and Equitable Dynamics
- Race in St. Louis: Five Years after Ferguson
- Beyond the Asterisk: Equitable Solutions for All Genders
- Good for Business, Good for People: Making the Case for Diversity & Inclusion

These professional development events welcomed HR leaders, managers, diversity professionals, and anyone interested in how they can help their company or organization develop more inclusive environments, so that all community members can feel accepted as their genuine selves.

**Over 200 people** engaged in Listen. Talk. Learn sessions this year.

Listen. Talk. Learn participants modeled and evaluated the effectiveness of conversations about race, deepened their understanding of the experiences of those who have racial identities other than their own, and traced the recent surge in the influence of white supremecist ideology while constructing helpful responses.

Attendees who wanted to further their knowledge and skill-sets then attended a Listen. Talk. Learn More session, where they explored how the realities of power and authority influence our perceptions about the world. They also delved into common points of conflict when discussing race and defined helpful terminology as the impact of intersectionality on race was emphasized.
Participants of EXPLORE Baseball with the St. Louis Cardinals
YOUTH DIVERSITY PROGRAMS REPORT

DAP’s youth programs are designed to provide meaningful opportunities for individuals as well as work toward addressing systemic inequities and biases. Students’ involvement is made possible and productive by utilizing their strengths, such as curiosity, creativity, the desire to pursue their interests, and the drive to change the problems that they perceive in our world. These programs develop future leaders who can bring diversity and inclusion (D&I) awareness back to their many communities.

EXPLORE

DAP’s EXPLORE career immersion program seeks to strengthen the high-school-to-workforce pathways for students of color, through mentorship and hands-on experiences with the following program partners:

- St. Louis Cardinals (Baseball)
- MilliporeSigma, Bio STL, and Venture Cafe (Bioscience)
- Ameren (Energy)
- Edward Jones (Financial Services)
- Centene (Healthcare)
- PwC (Professional Services)
- Husch Blackwell (Law)

This year EXPLORE engaged 280 students from 37 schools. They got to know peers from all over the St. Louis region as they toured facilities, chatted with each other and with mentors over breakfast and lunch, heard about host business participants’ routes to success, developed their resumes and interview skills, and did problem-solving activities in teams.
This year the Give Respect, Get Respect anti-bias program brought together over 250 middle & high school students from dozens of area schools and associates from the following program partners:

- Edward Jones
- The Boeing Company
- Saint Louis Zoo & Missouri Botanical Garden
- Toyota | Bodine

Over the course of five sessions, each cohort collaborated to develop a deeper understanding through dialogue around race, religion, sexual orientation, gender, and ability. Students and host business participants finished the program with the tools to continue learning, as well as to encourage respect among their peers and co-workers well beyond the span of the sessions.

The 2019 Diverse-City Art Competition engaged almost 100 students from over twenty schools at all grade levels, who worked in many artistic mediums to share their optimism, their anger, their talents, and their convictions.

The winners were awarded with prizes and certificates at the DAP Connect Networking Breakfast, including the following students who won first place in their respective grade divisions: Clair Schettler (K-2) for “Rainbow World,” Arianna Chavez-Montes de Oca (3-5) for “divercity,” Eliora Adler (6-8) for “Dreams of Peace Among Religions,” and Case Fagan (9-12) for “Equal and the Same.”

"It's good to learn about how diversity makes our city a better place."

-Middle school GRGR participant at The Boeing Company

"Their hope is our hope."

-Melissa Brickey, DAP Executive Director
FINANCIAL PROFILE

**Income**
- Fundraising Events: $161,205
- Corp / Org / Foundations: $137,305
- Diversity Training: $140,838
- Individual Contributions: $17,647

**Expenses**
- Program Services: $388,816
- Management & General: $26,051
- Fundraising: $104,436

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

**Investments**
- Investments: $161,631
Participants of EXPLORE Financial Services with Edward Jones

Winner of the grade 6-8 division of the Diverse-City Art Competition, Eliora Adler, at the DAP Connect Summer Networking Breakfast

Winning art piece in the 9-12 grade division of the 2019 Diverse-City Art Competition: “Equal and the Same” by Case Fagan
THANK YOU!

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

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