



## REPORT TO STAKEHOLDERS



# MESSAGE FROM THE BOARD CHAIR

Steve Degnan, *Board Chair*



Thanks to your generous investment, the Starkloff Disability Institute has succeeded in improving employment opportunities for college graduates with disabilities and in preparing the corporate community to access a talent pool they can't afford to overlook. In 2016, our many partners and friends helped us surpass our fund-raising goals and, as a result, expand our staff, our services, and our dreams for creating a community where people with disabilities work and contribute in all areas of life.

I was proud to lead the Board of Directors and the staff through a strategic planning process with a goal of enhancing the work that drew you to invest in Starkloff. We are energized by a reframed mission statement that reminds us of our unique role in the spectrum of disability services:

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## MISSION:

To prepare the disabled workforce for a professional career and prepare the workplaces that employ them.

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## THE STARKLOFF DISABILITY INSTITUTE IS THE WORKFORCE, WORKPLACE DISABILITY ADVISOR.

You may have gotten involved with Starkloff because you knew a talented college graduate who was out of the workforce for no apparent reason — except disability. Or, perhaps, you participated in a workplace event with the staff from Starkloff and saw how people with disabilities might add their talents to your operation with just a few accommodations.

Somehow, you got the message that people with disabilities deserve the opportunity to work and that businesses benefit from inclusivity. We are so glad that you saw our vision and invested in our work.

Our plans in 2017 involve clarifying that message so we can increase our impact in virtually every area of our business — from raising money, to raising awareness, to raising our voices as advocates for job candidates with disabilities, to raising corporate interest in hiring them, to raising the bar in St. Louis on the concept of Justice for All. As our report shows, programs at Starkloff are all designed to educate the public about disability and to open doors that remain closed to people with disabilities.

You will see that the vision of Max Starkloff is alive and well. Perhaps it was Max himself who first brought you into our family at the Starkloff Disability Institute, where we are working to realize his dream of a community where all people are welcome to participate and contribute.

We appreciate your faith in the value of our work, and we are pleased to report on our accomplishments in 2016 and to share our plans for significantly expanded services in 2017 and beyond.

Sincerely,

A handwritten signature in black ink that reads "Steve Degnan".

Steve Degnan, *Board Chair*



The workplace, workforce disability advisor.

## CANDIDATE TESTIMONIALS

The Starkloff Career Academy prepares job seekers with disabilities to compete in the marketplace. Read what a few of our Academy graduates had to say about their experience.



For more information about **Starkloff Disability Institute**, please contact us at 314.588.7090 or visit us at [www.starkloff.org](http://www.starkloff.org).



"The most impactful part of this course was working alongside like-minded individuals with the same goals; not letting disabilities define us or prevent us from achieving our dreams."

– Bryan Parrish



"When I attended the Starkloff Career Academy, I gained the skills and confidence to land a great teaching job!"

– Gwen Wray



"The curriculum of the Starkloff Career Academy is terrific. I learned more about myself and how to be a competitive job candidate in eight weeks than I did during my years in college as an undergraduate and graduate." – Brian Chao



"Thanks to the people at Starkloff Disability Institute and the Starkloff Career Academy Capstone program I was able to find my worth in gold."

– JJ Howard



"Taking the Capstone Course was one of the best decisions I ever made. It is opening up so many new, big opportunities for me. In particular, having the chance to work one-on-one with professionals from Role Model companies and getting feedback from them; it is a once in a lifetime experience I will never forget!" – Tiffany Eickhoff



**Here's what's happening  
at the Starkloff Disability  
Institute, where we are:**

## **PREPARING CANDIDATES FOR EMPLOYMENT: THE STARKLOFF CAREER ACADEMY**

The Academy prepares job seekers with disabilities to compete in the marketplace. Here are just a few of the highlights from The Starkloff Career Academy in 2016:



**18** job candidates with disabilities looking for competitive employment were prepped by five Boeing Human Resources representatives on best practices in resume-writing and interviewing at the Fall Forum, held by Starkloff Career Academy in partnership with the Boeing Company.



**15** eager job seekers with disabilities participated in our Boot Camp pilot, which offered the benefits of our traditional eight-week program in an abbreviated format. The class visited Nestlé Purina for a full day of learning and practicing interview skills and enjoyed guest lecturers from Enterprise and Centene.



**66** Muscular Dystrophy Association campers were encouraged to use their skills and natural talents to "think big and dream big" about meaningful careers when Tina Vinson, SDI's Director of Community Outreach, joined the camp's leadership panel.

## AS WE LOOK FORWARD,

we are updating current employment services for candidates, and introducing new programs. Here's what we have planned to better prepare candidates and to connect them to professional job opportunities:

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## CAPSTONE COURSE

Our eight-week classes for individuals with college degrees or technical certifications have a record for success. Since 2012, 77 percent of those who completed the class or received individual counseling went on to find rewarding jobs. The participation of many partners allows us to offer one of the best job-preparation classes available anywhere. HR professionals from major corporations teach students about applications, resumes, and interviews. Other professionals talk about issues specific to disability. SDI staff members serve as role models, exemplifying the possibilities open to people with disabilities who understand their value to society.

## CAREERS 101

Designed for those who are curious about the Academy or who want to refresh their skills, Careers 101 offers an overview of the basics for a successful job search in small group or one-on-one basis.

## SUMMER BOOT CAMP

Because many job candidates find it difficult to devote 8 weeks to a class when they are feeling the pressure of unemployment, SDI piloted a five-day, thirty-hour Boot Camp in July 2016. Participants learned critical job-search skills, gained confidence, and networked with recruiters with great success.



## MOTIVATION MONDAYS

The first Monday of every month is a Motivation Monday – an opportunity for job candidates to build relationships with other professionals with disabilities and motivate each other for the month ahead.

## PROFESSIONAL CONNECTORS

A new component of the Academy, this program will link professionals with job seekers with disabilities to share industry knowledge and job-seeking advice, and breaks down the barriers to networking.

## DREAM BIG

SDI is partnering with the Special School District in St. Louis County to develop a program to bridge the gap for students with disabilities as they transition to higher education and then on to mainstream employment. A one-week Career Camp, held over the summer, will combine opportunities for self-determination and personal growth with a unique introduction to career opportunities. On field trips, students will visit in corporate settings where they will explore available jobs and learn about the skills necessary to obtain them.



The workplace, workforce disability advisor.

## CONSULTING TESTIMONIALS

The Starkloff Disability Workplace Advisors partners with a wide array of companies, including federal contractors, to provide training and other services that prepare their workforces and workplaces to accommodate team members with disabilities.



### **Delight Deloney**

*HR Career Foundation Program Participant, Boeing*

**“It is an honor partnering with an organization like the Starkloff Disability Institute! This is an organization that truly values the diverse abilities of everyone and works very hard to ensure inclusion and equality in the workforce in this local business community and beyond.”**



### **Ron Maurer**

*Director, Diversity & Inclusion, Express Scripts*

**“Starkloff Disability Institute has been a valuable resource to Express Scripts in promoting an inclusive workplace environment and culture. Partnering with them on our PossAbility Expo provided employees the opportunity to learn how people with disabilities experience daily life and use adaptive technology.”**



### **James M. Paul, J.D.**

*Shareholder, Ogletree Deakins*

**“Colleen Starkloff and David Newburger effectively bring their personal life experiences and successes to the table whenever they are educating businesses, connecting disabled individuals with opportunities, or finding practical solutions for the disability accommodation process. I always enjoy hearing them share their stories! SDI is a wonderful resource for the community, and I highly recommend using them as a resource – not only whenever there is a specific issue to address, but also to expand your organization’s awareness of how those with disabilities can add an entirely new perspective to your team. It’s always a win-win situation!”**

**Steve Degnan***Chief Human Resource Officer, Nestlé Purina, Role Model Participant*

"This program works. Our human resources team coaches the Next Big Step classes throughout the semester and witnesses the students' progress. They gain confidence and skills that result in powerful job interviews. We congratulate the graduates and are proud to partner with Starkloff."

**Con McGrath***Executive Vice President, Human Resources, Ansira*

"There are several compelling business reasons to employ people with disabilities. For me, the most compelling reason is the tie between a diverse workforce and innovative solutions for clients. Business is a team sport, and having team members with diverse skills, backgrounds and experiences means that the team will view business issues from varying perspectives and will bring fresh thinking to current challenges and opportunities. Those different perspectives and thinking result in greater innovation for clients, and therefore greater success for the employer."

**Ashleigh Leanerts***Assistant Vice President, Human Resources, Royal Banks of Missouri*

"Attending the Work-Ability Summit was a fun and interactive learning experience, plus it introduced me to the partnership available through Starkloff Disability Institute. Knowing the SDI team gives me confidence as an employer that through our relationship we have access to resources, quality candidates, and support in understanding how to provide a workplace that is inclusive and supportive for all of our employees and prospective employees."

**Quincy Jones***Global Talent, Diversity & Inclusion Enterprise Strategist, Boeing*

"We at Boeing, are proud to partner and support SDI to ensure that people with disabilities play a prominent role in the future of our organization as well as our business community. This is why we support SDI on programs such as, "Dream Big." Boeing is always thrilled at the opportunity to host students and SDI to share what we do, help them understand how their skills can contribute to the success of our company while at the same time, for Boeing to identify our future leaders."



## PREPARING COMPANIES: THE STARKLOFF DISABILITY WORKPLACE ADVISORS

In 2016, The Starkloff Disability Institute also expanded its relationships with leading companies in our region. Some of the highlights from these efforts:

- 1** In 2016, SDI received support from and/or trained employees in 26 companies in the St. Louis region.
- 2** 60 participants representing 30 area organizations participated in the Starkloff Disability Institute's second annual Work-Ability Summit. "HAVE NO FEAR! You CAN hire qualified people with disabilities" was this year's theme, as we sought to dispel the myths and fears about hiring and working alongside disabled coworkers.
- 3** 130 employees at Nestlé Purina PetCare were inspired and motivated by Colleen Starkloff's speech on the barriers to employment facing people with disabilities.
- 4** 24 employees in human resources at Purina participated in a workshop featuring a panel of disability experts who told personal stories to provide a deeper understanding of what it is like to live a productive life with disability.
- 5** 750 Ameren employees participated in the corporation's annual Diversity Day and celebrated Ameren's diverse workforce with Tina Vinson and David Newburger from SDI.
- 6** Employees at Express Scripts gained comfort and confidence in working alongside individuals with disabilities when SDI conducted a training session under the leadership of our Founder, David Newburger.
- 7** Lunch & Learn sessions at both Ameren and Wells Fargo Advisors gave SDI staff opportunities to discuss disability history and etiquette, barriers to employment facing people with disabilities, basics of accommodations for employees with disabilities and the benefits accrued by all in welcoming workplaces.
- 8** 124 local employment attorneys attended a breakfast at Ogletree Deakins, a leading labor and employment law firm where Colleen Starkloff and David Newburger reviewed the history of disability hiring, gave tips for welcoming and accommodating employees with disabilities, answered questions from the audience, and described services that SDI is prepared to provide.

In 2017, we are prepared to implement our new mission with a full slate of programs that create pathways for people with disabilities to gain acceptance in all facets of society through employment, education, and universal access.

**Starkloff Disability Workplace Advisors** provides tools tailored to meet the needs of businesses as they seek to access, interview and integrate people with disabilities into their workforces in order to meet goals for diversity. SDI works hand-in-hand with companies to develop an individualized plan to achieve their specific disability inclusion goals. Training options include a disability awareness e-learning module, an interactive workshop, a management coaching seminar, and a program on issue resolution. We also offer simulated experiences and demonstrate adaptive technology. We also help companies and their leaders share their stories of success and their commitment to disability inclusion in our Role Model Company program.

The first-ever **Workforce, Workplace Disability Summit** is being planned for later in 2017. The Summit will feature disability workforce experts who will share information, regulations and emerging trends related to recruiting and retaining persons with disabilities in the workforce, and ways work cultures and physical environments can best be prepared to benefit from the talents of disabled candidates.

The annual **Workability Summit** provides professional development training to human resources professionals on various topics of disability. This program provides them the opportunity to spend time with trainers with disabilities, eroding the barriers that may have once stood between a qualified disabled person and his or her dream job.

Starkloff Disability Institute has long recognized companies in our region that are leaders in employing persons with disabilities by naming them as **Role Model Companies**. Role Model companies are those that have gone through training with Starkloff to employ persons with disabilities and are leaders in creating welcoming workplace environments. Look for this program to expand in 2017.



Other programs at SDI, both new initiatives and on-going efforts, provide a context that is essential to our work in the area of employment.

#### **Colleen Starkloff Talks Disability:**

A sought-after speaker, Colleen Starkloff has over 40 years' experience working in the field of disability. She is a thought leader on subjects ranging from employment, to disability rights, to disability history, to Universal Design. During her career, she has trained thousands to welcome people with disabilities into various aspects of society. To take advantage of this resource, SDI has begun promoting Colleen as a speaker.

**The Disability Studies Initiative:** The Disability Studies Initiative brings SDI's view of disability into the college classroom. The courses, taught by a member of the SDI staff with a significant disability, are now available as electives for students in any field of study. Those who enroll are exposed to SDI's view of disability as a fact to be recognized and not a problem to be solved. Over the years, several hundred students—our foot soldiers—have entered employment settings, ranging from nursing, to occupational therapy, to social work. Our curriculum has been taught at Maryville University for eleven years and is now expanding to UMSL in 2017.

**The Universal Design Summit:** Since 2002, SDI has provided biennial national conferences that showcase best practices in universal design. In November of 2017, SDI and Cohen Hilberry Architects will present Universal Design Summit 6, which is expected to attract 30 vendors and expose 400 participants to our vision of a truly inclusive community.

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## 2016 FINANCIALS

**TOTAL  
INCOME**  
\$793,921

**TOTAL  
EXPENSES**  
\$727,967

**DONORS**  
293

