



## 2020 REPORT TO STAKEHOLDERS

————— BIG IMPACT IN A VIRTUAL YEAR —————

# message from the Board Chair



## Thank You!

Your generosity and willingness to invest in and support our mission at Starkloff Disability Institute is personally moving and motivating to our entire team.

We finished the most challenging year in our history with the best outcomes we have ever achieved thanks to YOU. Our mission to bring full acceptance – enthusiastic acceptance – of those with disabilities to all facets of society is more relevant than ever.

The following pages show the real impact we are making. Please take a moment to read about our accomplishments in 2020.

We have always worked to level the playing field for people with disabilities in the workforce. Last spring widened our lens. We created opportunities to operate and socialize virtually as the reality of the pandemic set in. Getting program participants connected with basic, but vital resources – like internet service – became fundamental to our work.

Our move to virtual programs increased our reach as never before, which included new participants from all over the US and even Europe.

Programs were reimaged. **Every day we achieved success in new ways.** High school students with disabilities eagerly signed up for extra days of virtual Dream Big Career Camp.

Remote workplaces opened new opportunities for candidates seeking careers. Guests from across the globe joined us to celebrate Disability Rights pioneer, Judy Heumann, and the legacy of Max Starkloff.

**People with disabilities bring unparalleled creativity and innovation to everything they do.** Real life experience adapting inaccessible environments was our greatest asset in the face of constant change. When so many organizations were stopped in their tracks in early 2020, the team saw more opportunities to connect with our community.

The common view is that most people are glad to have 2020 behind them – fair enough. An uncommon view we at SDI have is that the events of 2020 made us better, stronger, more creative, more agile and wiser. You should rest assured that the SDI team will meet the demands of a changed world with more energy and enthusiasm than ever before. Now is the time to engage with minds more open than ever, to the challenges of full inclusion with practical solutions, ideas and assistance. We will meet the moment.

Sincerely,

A handwritten signature in blue ink that reads "Steve Degnan". The signature is fluid and cursive, written over a white background.

Steve Degnan  
Board Chair

# In 2020, Starkloff Disability Institute:

Empowered **49** professionals with disabilities with the skills and confidence necessary to advance their careers through the **Starkloff Career Academy**

Guided **30** college students with disabilities as they navigate their independence and develop foundations for career success in **Access U**

Ignited the ambition of **33** high school students with disabilities who explored future careers with **Dream Big**

Delivered over

**928** hours of innovative, disability-led programming

*empowering*  
**CANDIDATES**



*preparing*  
**COMPANIES**

Prepared **866** HR professionals to build inclusive workplaces through **Starkloff Workplace Advisors**

Partnered with **26** companies to create interactive career development events for students and professionals with disabilities

Educated **2,400+** people across the globe about accessibility and inclusion during webinars, panels, and celebrations

Trained more than **156** faculty and staff to build inclusive campuses and classrooms

Led **50** college students in examining the social, political, cultural, and economic factors that define disability in **Disability Studies**

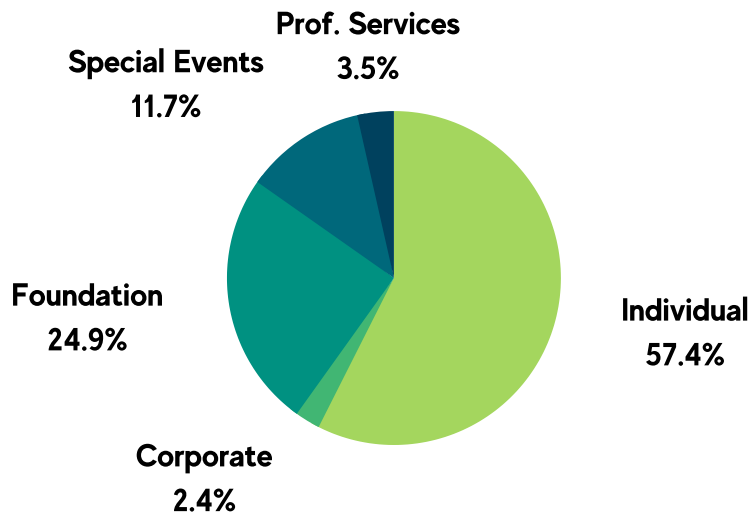
Joined with **168** households across the US and 7 countries to celebrate the **30th anniversary of the ADA** and honor Disability Rights pioneer, **Judy Heumann**, hosted by **Bob Costas**

*educating*  
**COMMUNITY**

# Revenue and Expenses

For the year ended December 31, 2020

The auditor's report and a complete set of financial statements are available upon request.



## Public Support and Revenue

Contributions	
Individual	740,853
Corporate	31,452
Foundation	320,735
<hr/>	
Total Contributions	1,093,040
Special Events	151,045
Professional Services	45,600
Other	69
<hr/>	
<b>Total Support and Revenue</b>	<b>\$ 1,289,754</b>

## Expenses

Program Services	743,747
Administration	102,712
Fundraising	257,517
<hr/>	
<b>Total Expenses</b>	<b>\$ 1,103,976</b>

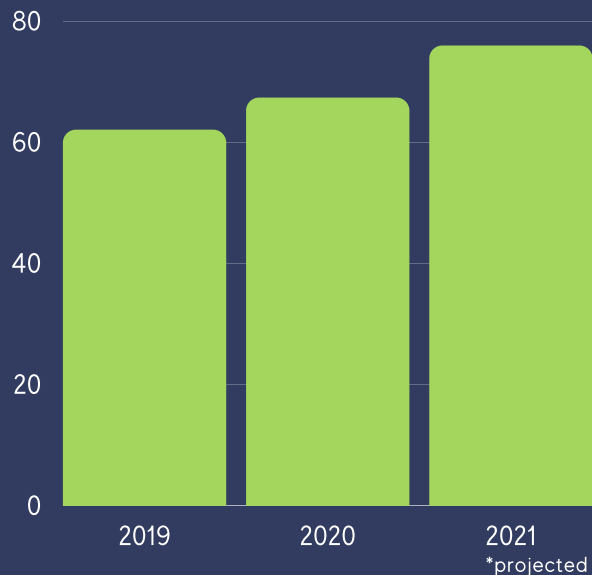
## Net Assets

Change in Net Assets	185,778
Net Assets, Beginning of the Year	216,173
<hr/>	
<b>Net Assets, End of the Year</b>	<b>\$ 401,951</b>

## mission focused GROWTH

### Program Expenses

as a percentage of annual expenses



Starkloff Disability Institute has steadily improved its program expense ratio year over year. It has significantly reduced its administrative costs each year, ensuring that donors' charitable contributions are truly supporting SDI's mission. The organization is committed to continuing to reduce its administrative and fundraising expenses in 2021 and beyond.



## our MISSION

**Creating pathways for people with disabilities to gain acceptance in all facets of society through employment, education and universal access.**

When Max, David Newburger, and I founded the Starkloff Disability Institute in 2003, we knew we were setting out to create change in our world. We have made great strides working towards our vision of a world that welcomes people with disabilities.

And more change came last year. In the middle of a global pandemic, I was diagnosed with leukemia. While I dedicate my whole self to fighting cancer, my team at Starkloff Disability Institute is carrying on our mission. I am extremely proud of their energy, dedication, and success.

I hope you will read this report and see that, in spite of the pandemic, the expert staff at SDI served hundreds of people with disabilities in St. Louis and across the globe.

My work at SDI has sustained me. I am in touch with staff and working on projects as I'm able; it is my purpose and my intention to return to my desk at SDI just as quickly as this cancer will allow.

The organization is doing very well, and I am grateful for your continued support that ensures it remains so. I look forward to seeing you again soon.

Warm Regards,

Colleen Kelly Starkloff  
Founder

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# building foundations for the FUTURE



**High school students with disabilities explored their identities and future career paths with Dream Big during summer Career Camps and the new academic year Career Club.**

Since Dream Big Career Camp began as a pilot program in 2017, some of the students excited to dive into their futures could not participate because their daily transportation to Camp fell through. This year allowed us to reimagine an interactive and engaging career exploration experience that only required an internet connection.



With the transportation barrier removed, more kids with disabilities than ever before got the chance to interact with professionals at St. Louis' leading companies and learn about their career paths!

Students jumped at the chance to learn and connect with their peers. SDI's expert youth team focused on dynamic engagement, kicking each session off with personal visits to campers to say hello and drop off kits for hands-on activities and adapting the Camp structure to combat screen fatigue.

“

*I see that having my own career can make my life better.*

”

Days were packed with virtual company visits, discussions about disability history and pride, and developing important skills for independent futures, like personal finance. Kids signed up for multiple sessions and optional extra days.

Their **confidence grew** with each new company that was eager to welcome them when they enter the workforce. From scientists and video game developers to construction management and quality control, students explored the endless possibilities to rewarding careers and full, independent lives.

They nurtured **pride in their disabilities**, seeing what sets them apart as a unique strength they can add to a team. Students' personal growth and expanded horizons were on full display in their personal presentations at the conclusion of each session.

The new opportunities created by virtual programs continued into the academic year. A newly formed **Career Club** introduced more opportunities through afterschool professional panels with different companies and peer events to deepen connections. The students are returning week after week, eager to participate and dreaming big about their futures!



Students designed and created their own playscapes in a Career Club event with architecture professionals



## WORKFORCE. WORKPLACE. DISABILITY SUMMIT



WWDS Webinar: The Role Your D&I Team Plays During a Crisis

## preparing companies with **STARKLOFF WORKPLACE ADVISORS**

Our innovative partnerships with the corporate world are the avenue to achieving meaningful workplace disability inclusion. For over 17 years we built relationships and became the trusted source for employers and HR professionals looking to create strong and dynamic teams. As companies moved beyond emergency responses to the global health crisis, they are seizing the chance to rebuild systems on a foundation of accessibility.

SDI's **Workforce, Workplace Disability Summit (WWDS)** is traditionally an in-person conference for local HR professionals held during **National Disability Employment Awareness Month (NDEAM)** each October. As a month-long virtual webinar series in 2020, WWDS reached new audiences with an increased impact. From experts on digital accessibility to remote work accommodations, the in-demand presentations were attended by hundreds more people than could have come together for a day in St. Louis.

The global shift to prioritize diversity, equity, and inclusion in the workplace is focusing attention on Starkloff Disability Institute's decades of expertise and the unmatched value of our disability-led programs. To meet this increased demand, our team developed a **Disability Allyship training** that reaches beyond HR education and teaches coworkers and peers about accessibility basics and inclusion best practices. By working together at every level, we will create a world that welcomes people with disabilities.

## celebrating **ADA 30**

This year marked 30 years since the passage of the **Americans with Disabilities Act (ADA)**, the landmark federal legislation that codified disabled people's right to full participation in society.

Our community joined together to celebrate the change it has brought and renew our commitment to achieving its full promise. Hundreds of people attended our **ADA30 workshop series** on voting access, media representation, and the experience of living with multiple marginalized identities from national and individual perspectives. The series culminated with a beautiful concert from **Gaelynn Lea**, award-winning musician and internationally acclaimed disability advocate.

The collective experience of social isolation brought by the pandemic exposed the reality living in an inaccessible world people with disabilities have fought to change. An urgency to bring down barriers to participation took hold. The community embraced our message of disability inclusion, eager to build a world where all of us are welcome and valued for the gifts we bring.

**DIVERSITY**  
includes  
**DISABILITY**

CELEBRATING 30 YEARS OF THE AMERICANS WITH DISABILITIES ACT



# developing the pipeline for SUCCESSFUL CAREERS



College students with disabilities are making huge transitions. Leaving the supports of childhood behind and building foundations for full, independent lives is daunting for every student. Add in learning how to request accommodations and become a powerful self-advocate in environments not designed for you, and you see the challenges young people with disabilities are navigating every day.

Access U, our newest program, is designed to meet college students where they are and guide them to a successful start on their career path.

As internships, a key element of the Access U program, were put on hold by companies during the pandemic, students organized themselves to support each other and created opportunities to **develop in-demand skills:** innovation, leadership, connection, and grit.

The usual one-on-one meetings with students were supplemented by virtual group gatherings to counter social isolation. During these **Quarantine Catch-Ups**, students shared their experiences from different campuses. Students at one school were inspired by their peers to establish a disability-focused student group, others found opportunities for advocacy and increased accessibility; all of them found encouragement in each other.



“  
*It's really motivating.  
Starkloff is getting me to  
a place where I can get my  
dream career.*  
”

Because of SDI's track record of successful corporate partnerships, faculty and staff are clamoring for our expertise in fostering a culture of disability inclusion. Access U is collaborating with colleges and trade and technical schools across the region to build welcoming and accessible campus communities. These trainings amplify our mission, positively impacting each interaction these faculty and staff have with their students with disabilities.

Access U nearly **tripled** the number of students served in its second year. College students with disabilities have unique needs, and tailored support makes the difference in landing that first job and jumpstarting successful careers.

COLLEGE PARTNERS: Fontbonne University • Harris Stowe State University • Lewis and Clark Community College • Maryville University • McKendree University • Missouri Baptist University • St. Louis Community College • St. Louis University • SIUE • UMSL • Waubensee Community College • Washington University • Webster University

# empowering record numbers of PROFESSIONALS WITH DISABILITIES



**STARKLOFF**  
CAREER ACADEMY

The virtual transition exposed new gaps for jobseekers with disabilities. **Already twice as likely to be living in poverty than their nondisabled counterparts, adults with disabilities often rely heavily on community resources.**

When the world abruptly went virtual, many people were left stranded. Internet access became a must-have, without the network of wifi and computers provided by public library systems. Working around children at home and fears of illness and healthcare rationing quickly took a toll.

The Starkloff Career Academy stretched in new directions to meet these evolving needs. Staff began personal outreach, calling candidates to check in and connecting them to the growing network providing critical community resources. A lunchtime video chat was established to



offer fellowship and an empowered, disability-centered sounding board as everyone navigated a constantly changing world.

Webinars and online classes became the centerpiece of the Career Academy. **During this pandemic, people with disabilities lost employment at a rate nearly 40% higher than nondisabled adults.** Demand for career development expertise grew rapidly. The accessibility of virtual programming expanded our reach beyond St. Louis-based candidates.

A summer series of **skills-based webinars** introduced our brand of disability-focused career coaching to a new audience. Top professionals led workshops on using communication, LinkedIn, and personal branding to achieve career advancement. The vast demand came into focus as people with disabilities from across the country and globe flocked to each new training.

Our first fully virtual Career Academy class convened in the fall and included **candidates from 17 states and Canada.** The rigorous 10-week course translated well to the new setting. Despite the hardships of the year, the class buzzed with growing confidence as they developed skills that would set them apart in the workforce. **Seven candidates got hired during the course!** The whole class graduated newly empowered to achieve their goals.



## Susan Menhard, LCSW

Director, Starkloff Career Academy

With over three decades of practice as a licensed clinical social worker and 14 years changing attitudes about disability with SDI, Susan has the expertise to coach disabled jobseekers to success. She also brings the unmatched value of her lived experience as a professional with a disability.

Susan's experience of acquiring a disability during her career meant she developed new skills and began to understand her identity in a new way. She understood how different it was to interview for positions as a person with a disability: the negative attitudes, the unexpected barriers.

Bringing this experience to the table, Susan designed the innovative curriculum that continues to empower professionals with disabilities to advance in careers they love in the Starkloff Career Academy every day.

# honoring an icon

## JUDY HEUMANN

We were thrilled to host global disability rights pioneer and former SDI Board Member, Judy Heumann, twice during 2020.

In the spring, Judy joined us for a conversation about the **Oscar-nominated documentary Crip Camp** with fellow stars Denise and Neil Jacobson. Reflecting on the movement's achievements and hard-won civil rights energized our continued work for disability equality.

We proudly saluted Judy with the **Max J. Starkloff Lifetime Achievement Award** during the star-studded Party to the Max gala in the fall joined by special guests including Kayla Cromer, Coby Bird, RJ Mitte, Angel Giuffria, Daryl Chill Mitchell, Nicole Evans, John Tucker, Kevin Vladez, Nic Novicki, Austin P. McKenzie, Anita Hollander, Danny Woodburn, and Paul Reiser.



**CRIP CAMP Q+A**  
with  
STARS OF THE FILM:  
**Judy Heumann and  
Denise and Neil Jacobson**  
Saturday, April 4<sup>th</sup> at 6 pm CDT

Judy Heumann Neil Jacobson Denise Sherer Jacobson Colleen Starkloff ASL Interpreter



**LIVE**

So it seems Judy that you've answered at least a portion of my next

Judy Heumann and Bob Costas in conversation during Party to the Max

# thank you

## 2020 Donors



### MAX J.

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Harriet Felman, President

*Recognizing those that honor and help sustain the work of our Founder, Max J. Starkloff, through a significant contribution to our mission.*

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*Those who donated their  
time and talent to advance  
our mission of disability  
inclusion*

Emma Adkisson  
Marcus Adrian  
Bonike Akinsanya  
Sandra Arango-Caro  
Steve Bauer  
Abbie Bean  
Jim Beirne  
Amy Bollinger  
Julie Brinkhoff  
Dana Brodeur  
Cathy Brown  
Allison Bruns  
Kristine Callis-Duehl  
Lisa Camp  
Kait Campbell  
Maurya Cockrell  
Angela Cody  
Kory Collins  
Bob Costas  
Desiree S. Coleman  
Jessica Dashner  
Darlene Davison  
Sena Dawes  
Jim de Jong  
Annie Donnell  
Molly Dwyer  
Diane Buhr Engelsmann  
Dylan Farmer  
Patsy Farmer  
Harriett Felman  
Vincent C. Flewellen  
Leah Freeman  
Rose Gelin  
Elizabeth Haberberger  
Laurie Harmon  
Laurel Harrington  
Daniel Henke  
Ron Hertel  
Judy Heumann  
Dawn Higgins  
Gina Hilberry  
Bridgette Horack  
Denise Jacobson  
Neil Jacobson  
Diana Elizabeth Jordan  
Kennon Kasischke  
Michelle Kimbrel  
Gretchen Kingma

Ethan Lay  
Ashleigh Leenerts  
Paul Lenhart  
Dan Lester  
Eddie Lourie  
John Lynch  
Sharon Lyons  
Erica May  
Rita McMillain  
Jenna McNeal  
Andrew Metcalf  
Kim Morgan  
Brandon Morris  
Dan Myer  
Devin Nichols  
Clarence Olsen  
Aaron Owens  
Jeff Parker  
Rená Peterson  
Taylor Pfaff  
Timothy Rydel  
Kimmy Sauer  
Nathan Savage  
Haley Schoaf  
Sarah Schwegel  
Meghan Sheehan  
Casey Shiller  
Rick Spiekermann  
Emily Staten  
Jim Stewart  
Jessica Thuston  
Greg Turner  
Annie Vogt  
Ray Voltz  
Ira Walker  
Lin Wang  
Jean Wasko  
Eric Westacott  
Rodney White  
Jonathan Whiting  
Rachel Wilhelm  
Greg Zipfel

*Thank you  
for your  
support and  
belief in our  
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The workforce, workplace disability advisor.

133 S. 11th Street, Suite 500

Saint Louis, MO 63102

## *our* VISION

A world that welcomes  
people with disabilities

