



**EXPANDING  
OPPORTUNITIES.**

**EMPOWERING  
PEOPLE.**



**Starkloff**  
Disability Institute

**2021 REPORT TO  
STAKEHOLDERS**

# STARKLOFF DISABILITY INSTITUTE

Dear Friends,

Growth and connection drove our work at Starkloff Disability Institute in 2021. As we expanded core programs to meet surging demand, we wove disability inclusion deeper into the fabric of our community.

## Our biggest year of service also saw many firsts:

- joining the United Way of Greater as a Safety Net partner,
- convening a virtual conference on universal design for a global audience, and
- establishing the region's most accessible golf tournament featuring partners from across our programs!

The work we do at SDI **transforms lives through economic independence and community inclusion.**

Developing the skills and confidence disabled people need to discover and advance in careers they love is critical to full, independent lives. Building spaces where all of us can participate is the foundation of a vibrant, connected community.

## Thank you for all the ways you support this mission

as donors, volunteers, and advocates. I am so grateful for what we have accomplished and excited for the momentum propelling our future.

Together we are creating a world where disabled people aren't just surviving — we're thriving!

Warm regards,



Colleen Kelly Starkloff  
FOUNDER



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Ray Hartmann  
William B. Sheldon

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SDI Irons for Inclusion Golf Tournament  
with Honorary Athlete Paralympian Colleen Young



Photo: St. Louis Business Journal

Starkloff Disability Institute was honored as the 2021 nonprofit partner **CHAMPION OF DIVERSITY AND INCLUSION** by the St. Louis Business Journal for our leadership in creating inclusive workplaces and communities.

## Revenue and Expenses

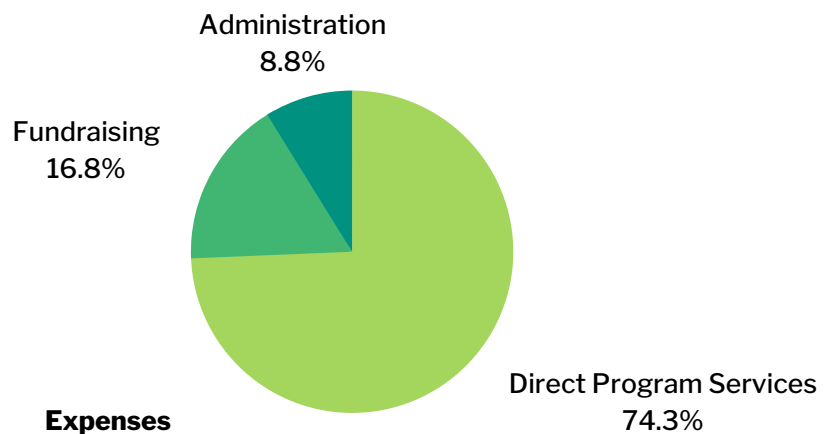
January 1, 2021 – December 31, 2021

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

### Contributions

Individual	797,651
Corporate	34,599
Foundation	401,562
<b>Total Contributions</b>	<b>1,233,812</b>
Special Events	116,991
Professional Services	134,843
Other	299

**Total Support and Revenue**                      **\$ 1,485,945**



**Expenses**

## OUR COMMITMENT

SDI's programs are powered by the generous donations of time, talent, and financial support of people in our community who believe in equality and inclusion for people with disabilities.

Our donors are partners in this work because each of us personally benefits as we advance our mission and create a world that welcomes people with disabilities. It is SDI's responsibility to provide transparent, timely, and thoughtful reporting on our activities, finances, and impact.

# 2021

## Growing Need. Growing Programs.



### Answering Our Community's Call

The Starkloff Career Academy added a summer session on top of our spring and fall courses to meet surging demand.

Workers with disabilities faced pandemic downsizing at a rate nearly 40% higher than their nondisabled peers.

Jobseekers looked for help, finding an ocean of career development resources online, but almost none of it covering disability.

Then they found us.

As working professionals with disabilities, we understand where they are coming from and know the uneven playing field candidates face.

**In 2021, we worked with 145 adults with disabilities to advance their careers** through our 10-week Starkloff Career Academy class, disability-focused career development workshops, and 1:1 career coaching.

"Starkloff Career Academy afforded me a very nuanced, deep, and genuine look at **what it means to be a person with a disability seeking employment.**

Thank you so much for the guidance and understanding that will make me a more marketable employee in the future."

— SCA Candidate, Fall '21

**More than 200 students and faculty relied on us for resources to bridge the gap between college and career last year.**

In addition to our Access U program's regular workshops and individual career development, a new offering to prepare disabled students to land internships they need to launch their careers was a huge success!

"I'm intensely grateful for the Internship Intensive! All those unwritten rules of the job world—from resumes to interviewing to networking, and even how to disclose my disability—are covered.

**I feel so much more prepared to move forward in my searches for internships and employment!"**

— Access U Student, Summer '21





**Dream Big hosted three weeks of Career Exploration Camp in the summer and expanded with a full academic year of events, working with 99 high school students and parents.**

Continuing the virtual format ensured teens could safely engage in all of the program activities throughout the year and develop the skills they need to become successful and independent adults with disabilities.

**"I wish we would have known about Dream Big four years ago. This was all information that was simply not offered to him at school."**

— Dream Big Parent, Summer '21

## Inclusion & Access: Building the New Workplace

The workplace is shifting.

Remote work, once a hard-won accommodation, is now happening across industries. More than ever before, employers understand the value a diverse workforce adds to their business.

Opportunities for disabled professionals are exploding!

As the workforce, workplace disability advisor, we are trusted experts companies rely on to help them get this right.

**In 2021, over 600 HR professionals participated in SDI workshops and trainings**

to learn how to attract, hire, and retrain valuable employees with disabilities.

Our annual Workforce, Workplace Disability Summit showcased best practices to ensure recent inclusion gains are sustainable.

Civic and business leaders listened and worked with us to ensure disability is part of the region's 2030 Jobs Plan to build inclusive growth.

We are seizing this moment to level the playing field for employees with disabilities and bring economic independence within reach.

STARKLOFF DISABILITY INSTITUTE

# UNIVERSAL DESIGN SUMMIT 7

INCLUSION FUSION



SDI's 7th global conference on inclusive design in public places, housing, and digital spaces

**164**

Architects,  
Designers,  
Developers,  
Engineers, &  
Professionals  
**EDUCATED**

### KEYNOTES

**Karen Braitmayer, FAIA**  
Studio Pacifica

**Foad Hamidi**  
UMBC

**William Leddy, FAIA**  
Leddy Maytum Stacy Architects

**Matt May**  
Adobe

**Travis Threats, Ph.D.**  
SLU

**2** Interactive  
Salon Chats

Virtual  
Sessions **28**

**4**  
Countries

**3** Days  
of Learning

Community Partners

**12**

# Thank You

## 2021 Donors and Volunteers

### MAX J. STARKLOFF SOCIETY

Harriet Felman, President

*Recognizing those that honor and sustain the work of our Founder, Max J. Starkloff, to create a world that welcomes people with disabilities*

### CHAIRMAN CIRCLE

\$50,000+

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*Those who made a financial gift to build a world where disabled people thrive*

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*Special gifts made by loved ones in celebration or memory of:*

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Molly Dwyer & Ethan Lay  
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*Those who donated their time and talent to advance our mission of disability inclusion*

Marcus Adrian  
Brandon Alexander  
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David Baker  
Jim Beirne  
Scott Bell  
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Tim Boeker  
David Bone  
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**THANK YOU**  
for your commitment to  
disability inclusion





133 S. 11th Street, Suite 500  
Saint Louis, MO 63102

## UPCOMING EVENTS

### 2022 Workforce, Workplace Disability Summit

Hybrid conference every Wednesday in  
October to build inclusive workplaces  
Find out more at [starkloff.org/wwds](http://starkloff.org/wwds)

### 20th Anniversary Celebration

Save the date for our biggest Party to the  
Max gala yet! Coming April 29, 2023



**"Starkloff helped  
me realize what is  
POSSIBLE."**

— Dream Big Student, Summer '21