



2020

# SUSTAINABILITY REPORT

**ADT**LEM  
GLOBAL EDUCATION






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At [Adtalem Global Education](#), our vision is rooted in creating a better future for all. We take seriously our responsibility to help confront the challenges facing society and the planet today. We meet this responsibility by empowering students, members and colleagues to make inspiring contributions to the world and by working to continuously improve the human, societal and environmental impacts of our business.



**#WeAreAdtalem** is more than just a hashtag, it is a representation of our culture. We are greater together than apart and know that united we can make a difference in our communities and across the globe.

We are committed to a sustainability strategy that takes a holistic approach in the communities we serve, providing quality learning and workforce opportunities for students and members, caring for the places where we operate and conducting business in a transparent, ethical and responsible manner. We remain steadfastly focused on our overarching philosophy of stewardship.



We use this strategy as a guiding light to advance our sustainability initiatives by focusing on these core pillars:

**Reducing Environmental Impact**

**Empowering Students and Members**

**Adhering to Corporate Governance**

**Making a Global Impact**



In the past year, we have seen many successes. Adtalem earned a **#1 rating in our sub-category by [Sustainalytics](#)**. This shows our commitment to sustainability and many accomplishments in improving the world around us. We joined the **[CSR Board](#)**, a membership organization for people leading corporate social responsibility at the world's biggest companies and launched our first multi-year **initiative to reduce our environmental impact**.

When the world began experiencing the impact of the COVID-19 pandemic, Adtalem took immediate steps to adjust our education methods and invest in our local communities. We continued to offer our expertise and resources **to help those impacted by the pandemic**.

In late spring, Adtalem held various town halls **to address social injustices**. We were intentional in our communications to discuss the challenges in addressing systemic racism and inequality and ensured colleagues had the resources they needed to engage in impactful discussions. Adtalem also developed a **diversity and inclusion training program** for all colleagues in July 2020 as well as shared a toolkit for colleagues to use as a powerful resource in engaging in discussions on social justice.

We are proud of the progress we have made, but appreciate that we have continued work to do. Adtalem is eager to **embrace new opportunities, improve our performance and accelerate positive change** both within our business and the world at large, because together we can transform lives and enable careers.



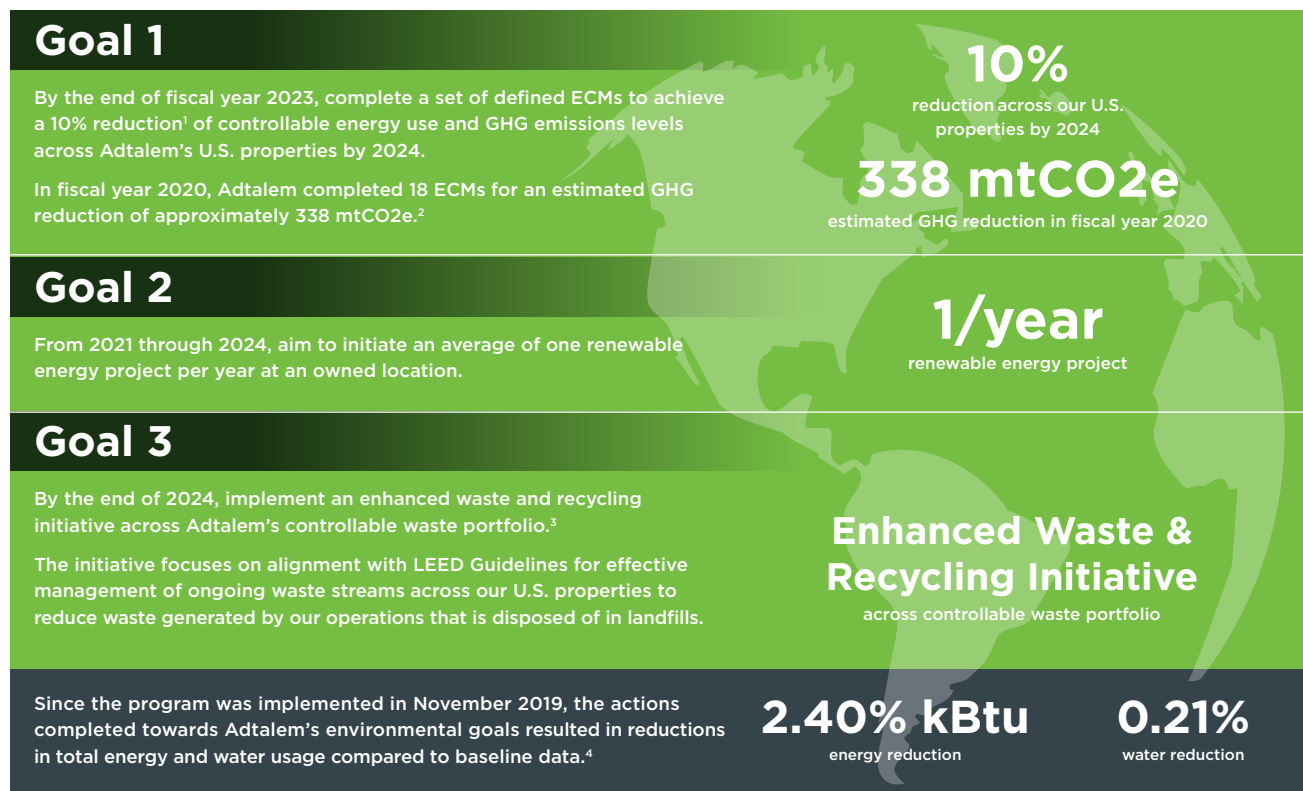
# Reducing Environmental Impact

Adtalem’s sustainability efforts are focused on the environment, as we understand just how important natural resources are to the communities we serve. We strive to lessen our environmental impact and have launched various initiatives that help better our communities through recycling and reusable materials, disaster medicine and environmental and agricultural programs.

## Launching Strategic Environmental Goals

We are committed to confronting the challenge of climate change by reducing the environmental impact of our operations. To that end, Adtalem launched a multi-year environmental initiative during the first half of fiscal year 2020, after completing

its energy audits. These three strategic goals define Adtalem’s Energy Conservation Measures (ECMs) and Green House Gas (GHG) reduction activities through 2024.



<sup>1</sup> When compared to 2019 calendar year levels. <sup>2</sup> Metric tons of carbon dioxide equivalent (mtCO<sub>2</sub>e). <sup>3</sup> As of August 1, 2020, sites in the controllable waste portfolio include Addison, IL; Boise, ID; Long Beach, CA; Miramar, FL; Naperville, IL; North Brunswick, NJ; Sacramento, CA; Tinley Park, IL. <sup>4</sup> Baseline data was measured from November 2017 - October 2018. Additional reduction in energy (1.89%) and water usage (2.59%) was measured from November 2018 - October 2019. Results are from November 2019 - February 2020 as the shift to remote work created a large decrease in usage that is due primarily to the COVID-19 pandemic and not the completion of ECMs.



## Increasing Recycling and Reusability

In an effort to reduce waste and protect the ecosystems surrounding our offices and campuses, Adtalem implemented various initiatives.

Adtalem's **partnership with InstallNET** allows us to recycle furniture, fixtures, equipment and other

materials required to be removed from a site at the end of a lease or when a location is sold. Through this partnership, 155,000 pounds of material were diverted from landfills in fiscal year 2020, with 62% of materials recycled and 38% donated to be reused.



OnCourse Learning donated its office furniture to the Elgin Community Crisis Center, a volunteer organization supporting individuals and families in crisis, after consolidating operations in their Brookfield, WI headquarters in March 2020. Any furniture not donated was repurposed, recycled or sustainably disposed of via InstallNET.



Adtalem also offers hazardous waste recycling as an ongoing program for all 36 locations managed by our facility services partner JLL. In fiscal year 2020, the locations recycled 1,793 pounds of these materials.



**121 lbs**  
batteries recycled



**1,555 lbs**  
lamps recycled



**117 lbs**  
ballasts recycled

With a **continued focus on reducing plastic use**, Ross University School of Veterinary Medicine (RUSVM) continued offering reusable utensils, a program that began last fiscal year, eliminating the use of more than 22,000 plastic utensils annually. This year RUSVM provided reusable cups to faculty and staff members to reduce single-use plastic and Styrofoam on campus. This eliminated approximately 25,000 Styrofoam cups this year. In addition, RUSVM participated in a community march to end plastic pollution in St. Kitts and Nevis on July 27, 2019.



## Providing Disaster Medicine Relief and Preparedness

With many of Adtalem's locations in areas prone to natural disasters, we strive to provide support and ensure our local communities are prepared.

In December 2019, the Caribbean Disaster Emergency Management Agency (CDEMA) and the American University of the Caribbean (AUC) School of Medicine's Caribbean Center for Disaster Medicine (CCDM) [signed an agreement](#) to increase collaboration and

strengthen disaster medicine in the Caribbean. Through this partnership, CDEMA, the regional agency for disaster management and the CCDM, which focuses on disaster medicine education and training, will bring together stakeholders and resources to train professionals and enable the public **to better prepare for disaster-related medical and healthcare issues.**



“The agreement between CDEMA and the CCDM is a great link for Sint Maarten, thereby enhancing our disaster preparedness and response in relation to medical and healthcare. AUC School of Medicine plays such a great role here on Sint Maarten and we hope to continue forging ways of collaboration in the interest of education and healthcare...We hope that any actions, decisions and future plans from this partnership may give us better direction in the way we respond to the needs of our communities and in safeguarding and promoting the overall health of the people of Sint Maarten before, during and after a disaster.”

– Silveria Jacobs, prime minister of Sint Maarten



Each year, RUSVM performs an exercise around **hurricane preparedness**, bringing together the National Emergency Management Agency and other civic partners in St. Kitts to strengthen collaboration. The “Hurricane Tabletop Exercise” allows the government and community partners to learn how to share best practices on navigating through a crisis to achieve better preparedness.

On October 13, 2019, AUC School of Medicine held its [inaugural TEDx event](#). The theme, “Weathering the Storm,” was carefully selected to pay homage to the response to Hurricane Irma. Conference organizers chose topics that applied to the theme, both literally and metaphorically, for seven hours of powerful and inspiring talks.





## Prioritizing Agricultural Initiatives

Adtalem's institutions and students are extremely active on environmental issues and engaged in the communities that surround their campuses. RUSVM created a three-year memorandum of understanding with [St. Kitts Aquaculture](#) and the Department of Marine Resources of St. Kitts with a goal to **develop sustainable food production for the island nation**. This program, which has successfully completed its year-long pilot study, aims to prove the ability to rear Florida pompano from imported one-gram fingerlings to one-pound fish for the table.

This developing aquaculture facility on St. Kitts also presents us with a unique opportunity to expose interested Doctor of Veterinary Medicine and research students to the basics of aquaculture and aquatic food security to help other communities post-graduation. It will also allow the study and

monitoring of the onset of diseases and parasites in the farmed environment that will create important future research opportunities.

In addition, RUSVM continues its partnership with the St. Kitts and Nevis Ministry of Agriculture through the [Goat Breeding Program](#). The program's goal is to improve goat production in the twin-island Federation. Through the crossbreeding of local indigenous species with goats from other countries, the project enhances the agriculture industry through the quality of livestock on the island nation and produces offspring with better growth rates, higher quality of meat and stronger resistance to local diseases. In addition to providing higher-quality food sources to the Federation, it also provides practical experience for the RUSVM students who help care for and monitor the goat populations.



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# Empowering Students and Members

Offering a better future for students and members and the local communities we serve is part of Adtalem's mission. We use the **TEACH values – Teamwork, Energy, Accountability, Community and Heart** – to fulfill this promise. Through our dedication to students and members and our dual focus on wellness and diversity and inclusion, Adtalem strives to be a good steward to our community and to empower students and members to make a difference in their chosen professional careers.



## TEACH

Our TEACH values shape how we work together to fulfill our promise to our students, our members and each other.



### Teamwork

We put the team first, appreciate diverse points of view, assume positive intent, collaborate and communicate openly.



### Energy

We move quickly, learn from mistakes, build positive spirit and always look for a better way.



### Accountability

We take ownership and initiative, demonstrate courage as we speak up and act with integrity in all that we do.



### Community

We operate with a shared sense of responsibility and purpose and enrich colleagues, students and the broader community we serve.



### Heart

We serve students and each other with passion, respect and care.





## Student Commitments



This stewardship begins with Adtalem’s voluntary **Student Commitments**, which build upon our strong foundation of existing practices to benefit, inform and support students at all of our Title IV educational institutions. These 20 commitments were designed to provide transparency and accountability in student services, student outcomes and financial obligations beyond any state or federal regulatory requirements. To show this promise to continuous improvement and full transparency, Adtalem reviews the Student Commitments annually and has an independent third-party review and recommend improvements. Adtalem also provides disclosures on expenses and federal funding commitment results.

The voluntary Student Commitments cover six areas:

- Informed Student Choice
- Responsible Recruitment and Enrollment
- Responsible Participation in the Federal Loan Process

- Financial Literacy and Academic Transparency
- Improving Student Satisfaction
- Successful Student Outcomes and Accountability

Adtalem complies with the U.S. Department of Education’s disclosure guidelines providing transparency to new and potential students and members. Our “Know Before You Go” fact sheets\*, which go beyond government requirements, can help applicants understand their financial investment and make informed decisions about their education options by reviewing key outcomes such as graduate rates, exam pass rates and earnings.

We are also committed to the **responsible marketing of our products and services** and to transparency and honesty in our advertising, messages and promotional communications. As part of this commitment, we developed our **Responsible Marketing and Communications Statement**, which consolidates Adtalem’s standards from its Code of Conduct, Student Commitments and other policies, during fiscal year 2020.



\*The links to each institutions’ “Know Before You Go” fact sheets can be found on the Student Consumer Information pages at these links: [American University of the Caribbean School of Medicine](#), [Chamberlain University](#), [Ross University School of Medicine](#) and [Ross University School of Veterinary Medicine](#).

Exceptional service and care are at the core of the education and experience we offer. Recently, RUSVM was recognized as an **Apple Distinguished School** for its dedication to providing a creative, active learning environment for students. This designation extends through 2022 as it highlights RUSVM's continued innovative and compelling learning environment.

Also driven by our TEACH values and our purpose, Adtalem and its institutions offer scholarships each year to students who may not otherwise be able to continue their education and advance professionally. This fiscal year, Adtalem **awarded millions of dollars in scholarships** to students striving to reach their professional ambitions. Further detailed below is a selection of those **scholarship programs** that have contributed to the future of our students and members:

**Empower Scholarship Fund**

Empower Scholarship Fund provides financial support to current students across our Title IV institutions who have a successful academic track record and who otherwise would find it difficult to continue their education. In fiscal year 2020, a total of 228 scholarships were awarded for a total of \$601,449 through the Empower Scholarship Fund. This increased the average gift from \$2,163 in fiscal year 2019 to \$2,638 in fiscal year 2020.

**\$601,449**  
awarded

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**228**  
scholarships

**Becker Professional Education**

Becker Professional Education's Newt Becker Scholarship was awarded to 110 accounting professionals or students with high moral character, strong leadership qualities and community service, for a total of \$263,000 during fiscal year 2020.

**\$263,000**  
awarded

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**110**  
scholarships

**American University of the Caribbean School of Medicine**

To address Canada's healthcare workforce shortage, AUC's scholarship to Canadian students is renewable each semester providing \$5,000 for the first 5 semesters and \$6,000 for the remaining, dependent on the student's good academic standing, and totaling up to \$55,000 per student. Sixty-nine students had been awarded the scholarship as of January 2020, and could receive a collective total of more than \$3.5 million over the course of their studies.

**69**  
scholarships awarded

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**\$3,500,000**  
awarded in total over 10 semesters

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Each semester, AUC also awards several first-generation MD scholarships to incoming students who are the first in their family to pursue a medical degree. These students come from diverse backgrounds and in many cases, they are not only the first in their family to pursue medicine but also to receive a college or graduate degree. In fiscal year 2020, AUC awarded \$10,000 scholarships to 50 first-generation students. Each scholarship can be renewed for up to five semesters, provided good academic standing. Overall, AUC will award up to \$2.5 million to these first-generation students.

**\$10,000**  
scholarships to 50 first-generation students

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**\$2,500,000**  
awarded in total over 5 semesters



## Supporting Student, Member and Colleague Wellness

While we remain committed to empowering students and members to achieve their goals and professional successes, Adtalem also strongly prioritizes the health and well-being of the individuals across our enterprise. We understand personal well-being is the key to successful living, academically, occupationally and personally, and we strive to ensure **we adopt and maintain wellness in all aspects of our lives**. To encourage this, we offer a variety of programs to aid in personal wellness.

Some examples are the wellness programs at AUC and RUSVM. AUC's program **is designed to promote a culture of well-being** across AUC's Sint Maarten campus serving faculty, staff and students. Groups of students work together to develop specific wellness initiatives as well as community-wide programs. AUC tracks its progress with surveys to all members and finds ways to meet member demands. This has resulted in a new position at AUC – clinical sciences wellness counselor – to provide students transitioning from Sint Maarten to their clinical placements with counseling services. RUSVM's program takes a **holistic approach** to foster well-being on a community level. This program covers emotional, environmental, financial, intellectual, occupational, physical, social and spiritual wellness. Geared toward students, faculty, staff and administration, RUSVM's program

emphasizes the significance of total health—mind and body. Through the program, RUSVM now has a wellness activity coordinator who champions wellness across the community and the university's gym has been refurbished with new flooring and equipment.



Additionally, EduPristine was awarded and **certified as a Safe Place to Work** organization for women in India by Rainmaker. EduPristine was among the top 10 honorees from a survey completed by 5,500 women across India on the safety and security they feel in the workplace.



## Addressing Critical Workforce Shortages and Training in Healthcare and Financial Services

At Adtalem, it is our mission to **provide global access to knowledge that transforms lives and enables careers**. This is important now more than ever, as the world faces critical workforce shortages and training needs in a variety of industries, including healthcare

and financial services. To address these global demands, the Adtalem team developed initiatives and programs that would empower others to join these fields and commit to making inspiring contributions to our global community.

### Combatting the Healthcare Workforce Shortages

In an effort to **address the current healthcare workforce shortages**, Chamberlain University **expanded its Bachelor of Science in Nursing (BSN) class options** in 2020. Chamberlain students at the North Brunswick, NJ; Phoenix, AZ; and Arlington, VA campuses can now enroll in evening and weekend classes while still receiving the same quality faculty, administrative and clinical support as the traditional BSN degree program. This expansion is a result of a successful launch last year at the Addison, IL campus where demand continues to remain strong.



“At a time when nurses are in high demand, it is unacceptable that access is a barrier to education. Expanding the opportunity to earn a BSN degree is a critical path to reducing the nursing shortage and ensuring the health of the public. An evening and weekend option is a great fit for students who have families, daytime jobs or other responsibilities preventing them from being able to attend a traditional BSN degree program.”

– Karen Cox, Ph.D., RN, FACHE, FAAN, president of Chamberlain University



A shortage of nurses is also impacting the ability of Caribbean nations to provide much-needed healthcare to their communities. To help with this training and demand for workforce expansion in this region, Chamberlain and AUC signed a Scope of Service agreement to aid in the **development of an Associate Degree nursing program** at the National Institute for Professional Advancement’s School of Nursing in Sint Maarten.



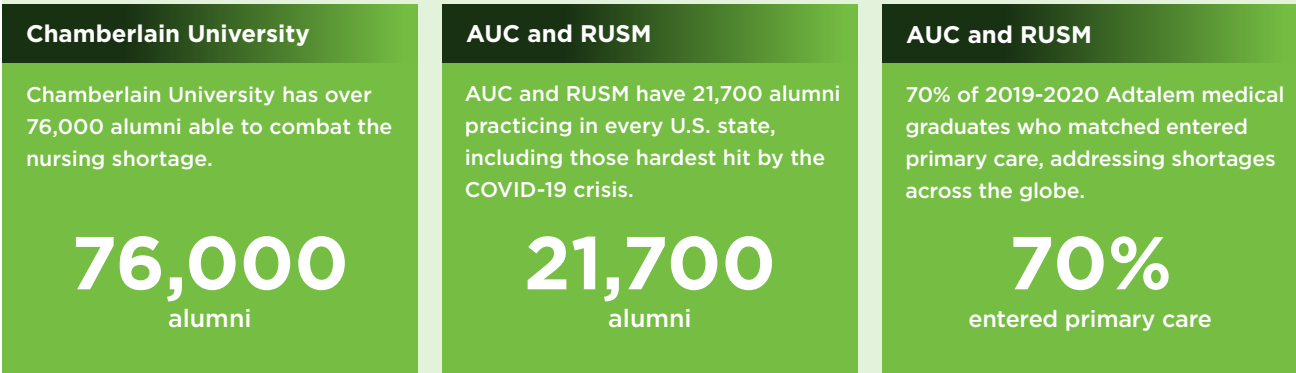


“We recognize as a supervisory board of directors [that] there needs to be a boost in the public-health entities in St. Maarten, as well as in the region, in order for us to address continuous public-health threats on a global scale. There is no other way to achieve that outside of properly equipping our people to take on these jobs. Chamberlain University has rightfully positioned itself as the key provider in this, as it has given us the curriculum in nursing.”

– Peggy-Ann Dros-Richardson, chairperson of the National Institute for Professional Advancement’s Supervisory Board



The physician workforce shortages also continue to be acute, as made more evident during the global pandemic. In order to address this critical need, AUC and Ross University School of Medicine (RUSM) are uniquely positioned as the schools’ medical education programs begin three times per year, allowing students to obtain their Doctor of Medicine degree at more frequent intervals. This regularity provides Adtalem the ability to make **significant contributions to fill this urgent physician workforce gap**. During the start of the pandemic in April 2020, **more than 900 students and graduates attained residency positions in the United States and Canada**, with more than half already graduated and able to contribute to the fight against COVID-19.



In addition to filling nursing and physician workforce shortages, Adtalem is committed to increasing diversity in the healthcare workforce. Beginning in fiscal year 2019, RUSM **partnered with minority serving institutions** to provide a prescriptive path to medical training for their graduates. These partnerships increase opportunities for aspiring students, while helping to improve the participation of physicians of color, especially in primary care medicine. Qualified students in the program receive savings on tuition and students with limited access to medical school are also given facilitated access to our 15-week medical readiness preparatory program designed to increase their academic success once they enroll at RUSM. The initiative was expanded in fiscal year 2020 and as of June 30, 2020, RUSM had **nine Historically Black College and University and Hispanic Serving Institution partners**, including new partnership agreements with:

- California State University - Dominguez Hills in Carson, CA
- Oakwood University in Huntsville, AL
- Saint Peter’s University in Jersey City, NJ
- Fairleigh Dickinson University - Metropolitan Campus in Teaneck, NJ
- University of Puerto Rico in San Juan, PR

## Meeting the Demands of the Financial Services Industry

As the workforce shortages in the healthcare industry are being acutely felt due to the global pandemic, the financial services industry is facing similar struggles. Not only are new challenges hitting the industry due to COVID-19, but the regulatory environment for the financial services and mortgage industries are evolving at a rapid pace, requiring companies to maintain higher control standards. Adtalem and its companies continue to develop educational events to share best practices, learning products including certifications and certificates, and partnerships that address these challenges and allow more of our members and customers to be well equipped and prepared for their roles.

In June 2020, ACAMS hosted its **first-ever, all-virtual global summit**, titled “ACAMS24+”. The inaugural, full day event attracted more than 3,000 attendees from over 110 countries to discuss the most pressing financial crime issues. For more than 24 hours, financial crime prevention professionals including regulators, law enforcement officials, subject matter experts and compliance executives spoke about the rise of COVID-19 related fraud, sanctions, domestic terrorism threats, human trafficking, and the challenges of implementing artificial intelligence and other technological tools.



ACAMS also launched the **“Know Your Customer” (KYC) certification** for early career professionals and their supervisors to set up young professionals for a career in compliance. The program sets a **new global standard for KYC compliance staff** involved in analysis, onboarding, anti-money laundering prevention and other related roles. It also provides members core competencies required to perform KYC/customer due diligence, including enhanced oversight for higher risk customers with minimal supervision and experience.

OnCourse Learning, one of the largest national providers of training in bank, credit union and mortgage industries, is also taking part in advancing the financial services industry to meet its current demand. During fiscal year 2020, **OnCourse Learning hosted more than 500 webinars**, with a combined total of **nearly 30,000 attendees** and expanded its enterprise partnerships in both mortgage and bank/credit union markets to meet the continued demand for increased mandatory training on regulatory and internal compliance requirements.

Additionally, Becker was reintroduced into the market as an organization **focused on advocacy and education for accountants**. The company’s updated offerings expand outside of CPA exam preparation and into continuing education. Accountants can now turn to Becker for **additional certifications** through its accreditation by the Accrediting Council for Continuing Education & Training. Becker also leverages its partnerships through sponsorships of industry events, such as the Ernst & Young Entrepreneur of the Year Awards.

In addition, Adtalem is focused on **offering training courses** to help our own colleagues grow in their careers and become more successful professionals. A selection of our colleague leadership courses includes:

- **New Leader Immersion:** Onboarding program for newly hired senior level leaders with a focus on building networks, providing a deeper grounding in Adtalem’s leadership expectations and immersion into Adtalem’s culture.
- **Leading the Adtalem Way:** For employees newly promoted or recently hired into a supervisor/manager role, this program helps leaders understand what it takes to succeed as a leader at Adtalem.
- **Key Talent Program:** 12-month accelerated senior level leadership development program.
- **Catalyst:** Two-year executive level leadership development program designed to prepare leaders for senior-level and general management operational roles.



# Cultivating a Diverse and Inclusive Culture

At Adtalem, we believe in equality and social justice. We believe in an inclusive culture. We believe in empowering others through knowledge.

We understand the need to **create diverse workforces** in the healthcare and financial services industries and believe that diversity and inclusion brings new ideas and experiences to **create a better future for all**.

Throughout our global organization, we live by our commitment to diversity and inclusion. To us, diversity and inclusion must be intentional to be impactful. We don't just welcome differences, we celebrate them.



**Students,<sup>1</sup>**  
Fall 2019 enrollment

**85%** female  
**42%** minority<sup>3</sup>



**All Global Colleagues,**  
as of June 30, 2020

**75%** female  
**31%** minority<sup>3</sup>



**Senior Leadership,<sup>2</sup>**  
as of June 30, 2020

**38%** female  
**50%** minority  
**75%** gender and ethnic  
diversity, combined



“What I’ve learned is it’s just not as simple and easy as putting out an edict that you want to have a diverse population of leaders in your organization. You have to be intentional about programs to grow people from within and get them the skills that they need.”

– Lisa Wardell, chairman and CEO of Adtalem Global Education

Adtalem works to encourage diversity and inclusion from inside our institutions to our local communities, which includes our supply chain. Colleagues are encouraged to request a quarterly business review from suppliers to assess their performance and receive details on Tier II\* supplier diversity. Additionally, new Adtalem construction project requests for proposals

include a requirement that at least 20% of the general contractor’s total spend be subcontracted to **diverse suppliers\*\***. As an example of the impact this can have, the construction of one of our new campuses saw over 30% spending with diverse subcontractors due to the implementation of the new requirement.

<sup>1</sup> Students from Title IV schools only. <sup>2</sup> Senior leadership includes CEO, COO, Group Presidents and Senior Vice Presidents. All directly report to the CEO of Adtalem. <sup>3</sup> Minority group includes individuals who selected any category other than white, nonresident alien or unknown/not specified.

\*Tier II spend equates to Adtalem’s suppliers’ contracts with their supply base. \*\*Adtalem defines Diverse Suppliers as self-reported Disability-, HUBZone-, LGBT-, Minority-, Veteran- and/or Woman-owned business enterprises.

In addition to these commitments, Adtalem also supports diversity with an inclusive culture. Through communications and town halls led by Chairman and CEO Lisa Wardell, we tackle today's most important issues. On June 25, 2020, Lisa Wardell; Dr. Gil Singletery, senior director of College of Health Professions at Chamberlain University; Dwight Hamilton, director of equity and access; and Dr. Jessica Shepherd, MD, MBA, FACOG, OB/GYN-gynecologic surgeon at Baylor University Medical Center and RUSM graduate, held a town hall panel discussion. The group addressed the importance of a culture of inclusion, addressing implicit bias and the work we can do as individuals and as an organization to practice anti-racism. In addition to open conversations, Adtalem **launched a required diversity and inclusion training course for all colleagues** to encourage additional education. The training covered topics including: unconscious bias, microinequities, creating an inclusive workplace and responding to workplace challenges.

Furthermore, Adtalem's healthcare and medical institutions - AUC, Chamberlain, RUSM and RUSVM - **adopted a set of commitments to social justice**, and over the course of fiscal year 2020 **created diversity**

**and inclusion task forces** using those commitments as a framework for their individual committees. These task forces are **addressing racism as a public health crisis** and are dedicated to listening, learning, studying and acting to advocate for social justice. They are committed to continuously reviewing the components of our educational programs, systems and processes to ensure that we are addressing systemic bias within our enterprise, as well as partnering with organizations that share our values to collectively address these challenges and have an intentional impact on the broader healthcare industry.

Through these task forces, our institutions are **creating new programs to encourage discussion and change** on campus. For example, Chamberlain completed its **first racial climate survey** in 2019 and created a 16-hour continuing education course focused on educating faculty on how to support multilingual and multicultural students in the classroom. This **Cultural Inclusivity course** is now a requirement for all new full-time faculty and leaders within the first year of their hiring, and existing colleagues are also required to complete the course by the end of the calendar year.





RUSM's task force also established new forums for students to discuss diversity and inclusion as well as work together to mitigate cultural disparities throughout the healthcare system. The task force is working to **create a level of social consciousness** in students so they can better serve their communities and patients. RUSM is also initiating a review of the current curriculum and the academic learning environment to ensure this is included in the students' overall education.

Adtalem's **EDGE network** is another initiative that promotes diversity and inclusion across our organization. EDGE, which stands for **Empowerment, Diversity, Growth and Excellence**, supports the enhanced career experience and advancement of women in the workforce. It is one of Adtalem's most vibrant programs promoting professional development and diversity across 23 global chapters. Some of the events that Adtalem and its institutions hosted to bring awareness to diversity and inclusion, as well as facilitate discussions around social justice, during fiscal year 2020 included:

In honor of World Day for Cultural Diversity, the Adtalem and global chapters of EDGE invited members to listen to a podcast on "**Developing Your Diversity IQ: Perspective, Passion, Collaboration, Patience and Persistence.**" During the podcast, Chamberlain University Dean of Academic Operations, Strategy and Student Success Janelle Sokolowich, PhD, MSN, RN discussed her experience with Chamberlain's diversity and inclusion journey to inspire others.



To recognize Women in Medicine Month, the AUC chapter of EDGE and the American Medical Women's Association hosted a panel to discuss **balancing selfcare and passion as a female professional**. Students, faculty and staff were invited to attend and hear from Sint Maarten leaders, like Dr. Rolinda



Carter, Dean of Academics at the University of Sint Maarten; Sarah Wescot-Williams, Honorable President of Parliament for Sint Maarten; Damali Bryson, nurse leader and change manager at the National Institute for Professional Advancement; and 5th semester AUC student Nicole Shaw.

**The Barbados EDGE chapter's #EachforEqual campaign** was displayed throughout campus to promote International Women's Day on March 8, 2020.



**The St. Kitts EDGE chapter hosted a Purple Tea Party event** on March 8, 2020. The keynote speaker was Gisele Matthews, president of the St. Kitts and Nevis Chamber of Industry Commerce, the organization's first female president in 71 years. All profits were donated to The Garden of Rebirth, an organization that assists women and their children who are victims of gender-based violence.



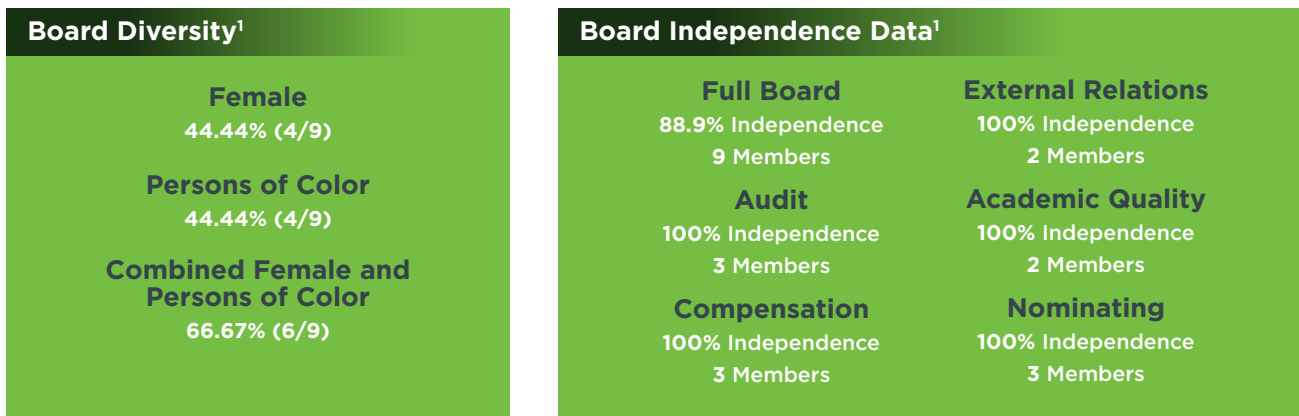
# Adhering to Corporate Governance

Adtalem is committed to the **highest standards of corporate conduct** and we pride ourselves on our **governance standards** and transparency. Our **Code of Conduct and Ethics** sets professional standards for how we operate, including the set of TEACH values that guides our leadership team and the work we do. Adtalem colleagues are asked to review and acknowledge the Code to show their dedication and understanding for these values. Our responsible marketing policy is outlined in the Code, to guide our communications with various stakeholders in a comprehensive and accountable manner.

Adtalem’s dedication to a diverse and successful leadership team and Board of Directors along with a responsibility to data security and integrity is the basis of all that we do.

## Prioritizing Board Diversity and Independence

Since 2016, under the leadership of Chairman and CEO Lisa Wardell, Adtalem has notably **increased female and multicultural representation** on its Board of Directors.



“At Adtalem, we embrace and advocate for diversity and inclusion. It’s not just something we talk about, it’s intentional and a factor in our hiring, our decision making and our culture as an enterprise. I firmly believe that we benefit from a diverse workforce as a business and find great value in how these individuals reinforce our mission to provide access to education to everyone, regardless of their background.”

– Lisa Wardell, chairman and CEO of Adtalem Global Education



<sup>1</sup>As of June 30, 2020

## Protecting Our Data

Adtalem takes the custody of student and employee data seriously and thus employs strong governance practices for **protecting our data security**. As a result, Adtalem's Enterprise Safety and Security team was ranked ninth on [Security Magazine's 2019 Security 500 Report](#) in the Education/University/College/Technical Institutions sector.

To be leaders in this field, Adtalem's Enterprise Information Security Framework policy and Information Governance and Security procedures are modeled on the [National Institute of Standards and Technology 800-53](#) policy framework.



## Valuing Integrity

Adtalem is committed to the **highest standards of corporate conduct** in our business operations. All Adtalem employees are asked to review and acknowledge our Code of Conduct during onboarding.

We offer an **anonymous whistleblower reporting helpline**, which is operated by an independent company. The 24/7, multilingual service receives and

processes the request and shares the report with Adtalem's Integrity and Compliance team. This team is responsible for reviewing all allegations and taking the appropriate course of action.

Beginning in Fall 2019, to aid in **promoting a harassment free work environment**, Adtalem also requires employees to regularly complete harassment training.



We pursue our business objectives with integrity, trust and respect and operate in full compliance of all applicable laws and regulations. Adtalem's policies apply to all colleagues and work environments. In view of our commitment, we are requiring that all colleagues complete a web-based harassment training course, which is designed to increase awareness and knowledge of applicable laws and how they may impact job responsibilities.

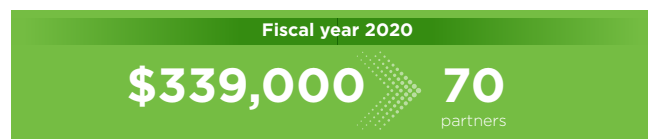


# Making a Global Impact

Adtalem and its family of institutions and companies are committed to **servicing as responsible community citizens**. We provide financial support to charitable and civic organizations globally through the Adtalem Global Education Foundation and through our corporate giving efforts.

## Corporate Giving

Adtalem utilizes corporate giving to further **support the global communities** our institutions and businesses serve. In FY20, Adtalem provided over \$339,000 to 70 global community and civic partners.



## Adtalem Global Education Foundation

Independent from the corporate giving efforts, the **Adtalem Global Education Foundation**, a 501(c)(3) organization founded in 2010, focuses on **supporting global education and workforce initiatives** that advance career opportunities for underserved populations and improve the economic and physical health of local communities. The Foundation supports non-profit organizations that align with the values of its sole member, Adtalem, and promotes a vision of an equitable, healthy and economically productive society.

In fiscal year 2020, the **Foundation awarded 20 grants totaling \$739,000.**

Financials for Fiscal Year Ending June 30, 2020	
<b>Beginning Cash Balance</b>	<b>\$809,283</b>
<b>Revenue</b>	
Contribution Received from ATGE	\$500,000
Interest Income	\$1,790
<b>Expenses</b>	
Grants to Public Charities	\$739,000
Operating Expenses	\$105
<b>Ending Cash Balance</b>	<b>\$571,968</b>

### Board Members<sup>1</sup>

- Pamela Murphy, President and Director
- Susan Groenwald, Director
- Richard Gunst, Director
- Fernando Lau, Director

### Officers

- Lauren Rengel, Vice President and Secretary
- Maureen Resac, Treasurer
- Amar Patel, Assistant Treasurer

<sup>1</sup>Board Members and Officers as of June 30, 2020

# Supporting COVID-19 Relief Efforts

Like many organizations, Adtalem was impacted by the worldwide **COVID-19** pandemic. However, as a leading workforce solutions provider, we stood ready to support our students and members in the continuation of their education during this time. The Adtalem team used our existing technology and platforms to further **expand the way we teach and work in the pandemic setting**. As a result, Adtalem successfully transitioned on-campus programs to online delivery and enabled our financial services customers to move fully virtual in just one week's time. Furthermore, we empowered our colleagues to take care of their health and well-being by facilitating remote work.

## In just one week's time during March 2020, the Adtalem team had...



Taken advantage of our existing platforms and **added more than 15,000 students online**, bringing our total of online students to more than 40,000, enabling the next generation of front-line healthcare professionals to continue their medical education without interruption.



**Enabled thousands of Financial Services members and customers to move to fully virtual environments** by leveraging our existing online platforms - the CPAs who serve as the engines of business, the mortgage brokers who fuel home ownership and the anti-financial crime advocates who protect world economies.



Empowered our thousands of **colleagues to take care of their health, safety and well-being** in support of our people and communities in which they live by facilitating remote work.

**Adtalem's colleagues have continued working; teachers have continued teaching; and students, customers and members have continued learning.**

Adtalem's leadership **continued to find ways to connect with the communities we serve** during this time. Adtalem Chairman and CEO, Lisa Wardell and 17th Surgeon General of the United States, Distinguished Professor at University of Arizona and RUSM and RUSVM Board Member Dr. Richard Carmona had a virtual conversation to discuss COVID-19 and its impact to the world. The conversation focused on

steps the public should take, such as social distancing, to help flatten the curve and how Adtalem graduates have the power to be force multipliers during this ongoing health threat. They **encouraged the Adtalem community to do their part** to support the safety of our communities through education.

## Leading through COVID-19

As the pandemic impacted communities worldwide, Adtalem participated in **recovery efforts to ensure a healthy and safe environment for all**. With support from the Adtalem Global Education Foundation, we

**donated a total of \$300,000** to the American Nurses Foundation and A Better Chicago to assist with economic and mental health support as communities addressed the pandemic.



“At Adtalem Global Education, we recognize the importance of providing accessible healthcare and education opportunities. The COVID-19 crisis has put unprecedented pressure on everyone, with a particular impact on low-income families and those on the front lines fighting this pandemic, which is why we chose the American Nurses Foundation and A Better Chicago for these donations.”

– Lisa Wardell, chairman and CEO of Adtalem Global Education

In addition to this monetary donation, Adtalem and Chamberlain University **provided more than 200,000 medical supplies and personal protective equipment**, including N95 masks, gowns, gloves and sanitizer, to healthcare systems across the U.S. In the Caribbean, Adtalem and its institutions - AUC, RUSM and RUSVM - donated nearly \$100,000 in medical supplies and grants to local organizations helping with the communities' relief efforts.

During the pandemic, we've shown our support for caregivers, ensured our enterprise and other professionals have the resources they need to be safe and continued to prioritize serving our local communities. Adtalem **strives for a better future now more than ever**, as we continue to develop new programs and initiatives to come out of the pandemic healthier and safer than before.

### #CareForCaregivers

Throughout the global pandemic, healthcare workers have been on the front lines in their day-to-day work caring for others. In order to show support for nurses and other healthcare professionals - many of whom are Adtalem's students and alumni - Adtalem created a campaign to **boost healthcare worker morale** and encourage others to post videos, photos and words of gratitude for healthcare workers with [#CareForCaregivers](#) on social media channels and its Wall of Gratitude website.

The [website for the campaign](#) also included information on sending care packages to healthcare departments, sharing front-line stories from healthcare professionals in the field, providing educational and support resources and offering special savings for healthcare workers at many large retailers and restaurants.





## Continuing Education Opportunities

The pandemic brought many new challenges to the healthcare industry and Adtalem was there to help. Chamberlain **created free courses** that allowed healthcare professionals to learn more about the pandemic. Over 13,000 have registered for courses on acute care readiness, NCLEX-RN® test review and contact tracing.\*

The Adtalem enterprise also committed to **incorporating new courses to Adtalem's medical school curriculums**. Beginning in fiscal year 2021, AUC, Chamberlain and RUSM will require students to take mandatory PPE training before starting a clinical clerkship as an added measure to ensure students are safe while in different care environments.

In addition to focusing on the health and safety of Adtalem's students and the general public, **Becker Professional Education and OnCourse Learning created a variety of free courses and toolkits** for the financial services industry. This included tools for working remotely, continuing education courses and webinars focused on the evolution of economic stimulus and implications on tax law due to COVID-19. These courses and resources were very successful and highly sought after with over 25,000 participants registering for the events.

\*The contact tracing course began in July 2020.

### Becker Professional Education

- Held webcasts to discuss COVID-19 and CPA exam updates in March and April 2020.
- Created 24 new continuing professional education courses, including a series of free webcasts for practitioners, covering various aspects of the COVID stimulus packages and the pandemic's impact on accounting and taxes.

### OnCourse Learning

- Offered 12 webinars to the banking community on the implications of COVID-19 in March and April 2020.
- Held a "Weekly Compliance Updates for Uncertain Times" webinar series in May and June 2020.
  - Hosted free webinars, including one with a former United States surgeon general, to learn more about the virus' global impacts.
  - Launched a COVID-19 Pandemic Preparedness Guide with over 50 relevant resources and introduced a series of blogs and eBooks on Pandemic Preparedness, CARES Act, Leading in Uncertain Times and more.

## Engaging Communities

Adtalem strives to serve its local communities, especially during times of crisis. Through monetary and supply donations and local events, we **instill a community-oriented mindset** in our students so they can see the impact they can make on the world. This led to a variety of programs during the pandemic, including:

- AUC and RUSM students created new chapters of **COVIDSitters**, an independent student volunteer group that assists front-line workers with services like running errands and child and pet care during the pandemic. This program garnered media attention, and there are now seven chapters across the United States with AUC and RUSM student participation.
- In April 2020, AUC provided **offsite monitoring for 17 patients diagnosed or showing symptoms of COVID-19**. The students, faculty and colleagues involved in the project remotely monitored patients' daily vital signs, symptom progression, mental health and the criteria for their release from quarantine. More than **600 hours of volunteer time** was completed caring for these patients.
- Dr. Karen Cox, president of Chamberlain University and Dr. Linda MacIntyre, chief nursing officer at the American Red Cross, **hosted a podcast to raise awareness about the need for blood donors** during these uncertain times. This drove interest for Chamberlain University's blood drives, held in partnership with the American Red Cross, in North Brunswick, NJ in fiscal year 2020, with more scheduled for fiscal year 2021.

Adtalem knows the importance of virtual education and recognizes the digital divide felt by many during the pandemic. In an effort to **address this divide and provide technology for online youth education**, Adtalem made multiple donations this past year.

- A **\$10,000 donation to Chicago Public Schools' Children First Fund** that supported 45 students with access to internet connectivity for the completion of the academic year.
- AUC School of Medicine **donated 57 laptops to MVG Technology**, a local electronic repair center, for its **"Recycle for Students"** program that supports local schools and students who do not have the resources to attend class and take exams remotely.
- In June 2020, Adtalem **donated \$7,500 to Massy Technologies InfoCom**, the largest supplier of information and communications technology in the Caribbean, to support the technology needs of students in Barbados. The funds were used to purchase computers for students in need so they can complete their schoolwork remotely.

# Investing in Our Communities



We **provide community support to global charitable and civic organizations** that share Adtalem's values, as we greatly understand the importance of volunteering and engaging with our local communities. We also strive to **instill the value of service** in our students and encourage colleagues and staff to lead by example. This has allowed our entire global organization to volunteer at company- or institution-sponsored events and programs that align with our mission for a total of **nearly 20,000 hours in fiscal year 2020**.

Volunteer hours

## 20,000 hours

Across the global organization

Knowing how important every aspect of our community is, Adtalem gives to a variety of entities that align with our values. From giving back to our local communities to raising awareness of non-communicable diseases to advocating for others, our enterprise serves as responsible community citizens through institution-led events.



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## Enhancing Local Communities

Multiple times throughout the year, AUC hosts [Community Action Days](#), opportunities for the university to collaborate with local organizations on projects benefitting the people and communities of Sint Maarten. During the February 22, 2020 event, members of the AUC community contributed a total of 672 hours of service through a variety of projects with partners including the Mental Health Foundation, Tri-Sport, Tzu Chi Foundation and others. Although the August 1, 2020 Community Action Day could not be held in person due to the COVID-19 pandemic, AUC created a virtual event to continue to provide service to the Sint Maarten community.

Similarly, in Fall 2019, RUSM initiated a **Day of Service** program to give back to the Barbados community. During the inaugural event, more than 120 students volunteered at eight different locations on the island nation. Projects included beach cleanups, preparing beds for a new homeless shelter, reading to hospital patients and planting trees to create more food options for the local monkey population.

Adtalem's companies also donate to the local communities with various **donation drives**. Becker's colleagues participated in a school supply drive in conjunction with People's Resource Center, a non-profit providing food and other basic necessities, as well as education classes and resources, to northeast Illinois. Adtalem also provided a corresponding financial donation in support of People's Resource Center's adult learning and literacy programming.

OnCourse Learning has various **volunteer programs focused on improving their local community** in the Milwaukee, WI region. They partnered with Literacy Services of Wisconsin, an organization that provides access to quality education and skills training to adult learners to improve their lives, enrich their families and strengthen the broader community. This partnership allowed OnCourse Learning to host a **Book Drive** in August and September 2019. The program collected containers of children's books, which were then given to incarcerated parents who recorded themselves reading the books to their children.

In December 2019, OnCourse Learning employees **donated clothing and hygiene items** to Hope Center of Waukesha, a non-profit organization with a mission to reduce the risks of poverty in Waukesha County.

In addition, in 2019 EduPristine launched its **HOPE (Humanity, Opportunity, Purpose and Empowerment) platform** to allow colleagues to volunteer and contribute to community development and social welfare on a voluntary basis. Through this platform, EduPristine launched a pandemic relief initiative in May 2020.

EduPristine, which is based in India, has **continued its English learning program** for colleagues with limited educational backgrounds who want to develop their skills and build confidence. The program also offers computer training courses so colleagues can advance within the organization.





## Addressing and Raising Awareness of Non-Communicable Diseases

To **support cancer research**, Adtalem partners with and sponsors various organizations around the globe. In Fall 2019, Adtalem and its institutions - AUC, RUSM and RUSVM - sponsored CIBC FirstCaribbean's Walk for the Cure, the region's largest cancer fundraising and awareness event. The group took part in walks in Barbados, St. Kitts and St. Maarten.



Despite major strides in early detection and treatment, breast cancer remains the most common cancer in women worldwide. At AUC, we are doing our part to raise awareness of this deadly disease. For the third consecutive year, Dr. Naira Chobanyan, clinical oncologist and professor of clinical medicine, has organized a series of free breast screenings in Sint Maarten. The events are open to the public and provide a space for Dr. Chobanyan to conduct free exams while our clinical medicine fellows and students perform routine health assessments.



RUSM also partnered with the Barbados Cancer Society on a number of student engagement initiatives throughout the year and held a media roundtable during Breast Cancer Awareness Week. AUC continued to offer **free breast cancer screenings with routine health assessments** as part of an ongoing service to the local community. The screenings are part of a larger breast health initiative of AUC, the Ministry of Health and the Positive Foundation to raise awareness of breast cancer and drive local screening policies and protocols in Sint Maarten. Data from the screenings also helps identify the prevalence of breast abnormalities in the Caribbean population.



“Childhood obesity is a challenge in Barbados and across the world and is linked to diet and environment. We are doing our part to positively impact the community and also students who are interfacing with the community...Such programs are important considering that while doctors are usually focused on treating diseases, physicians also hold the responsibility to assist in preventing diseases.”

– Dr. Hedda Dyer, associate professor in the department of clinical foundations, RUSM



The Adtalem enterprise also put a priority on **encouraging healthy lifestyles**. In February 2020, RUSM partnered with **Forlam Clinic** to host an inaugural event to promote a more active lifestyle and help fight non-communicable diseases in Barbados. Through a series of outreach clinics in communities across the island nation, the partners provided information to the public on prevention and healthy behaviors that address childhood obesity and non-communicable diseases. Through this initiative, medical students participated in community projects serving the health of Barbadians.

## Encouraging Quality Youth Education

As **advocates for increased access to higher education**, Adtalem and RUSVM jointly provided scholarships for 14 local students in St. Kitts to attend Clarence Fitzroy Bryant College, which offers undergraduate and continuing education learning opportunities to help local students become personally and professionally self-sufficient by **promoting their intellectual, social, moral and ethical development**.

In addition to scholarships, RUSVM **provided school supplies** to families in need in September 2019. The donations were provided to two primary schools and other community organizations in St. Kitts. With more than 100 students receiving school supplies. RUSVM also gifted school supplies for 40 at-risk youth through Mol-Phil Explorers Club, an organization that engages young people to encourage positive community involvement, and The Singles Mothers' Network, an organization founded by an RUSVM employee that supports more than 30 single mothers in the Federation.



“Ross University School of Veterinary Medicine has given generously to the Mol-Phil Explorers. This contribution is well-appreciated and will support our efforts to cater to the welfare of the children in the Mol-Phil Explorers Club.”

– Inspector Rosemarie Isles Joseph, founder and coordinator of the Explorers Clubs



In November 2019, RUSM's Student National Medical Association **hosted a Mini Med School and Journey to Medicine program** to encourage local high school students to pursue careers in the healthcare field. The students toured the campus, took part in an anatomy exercise, were introduced to heart sounds and high-fidelity simulations and discussed their interests in science and healthcare with RUSM students.



“RUSVM's focus on education and community building will help give moms the supplies they need for the upcoming year. We are thankful for this gesture and happy to begin this meaningful partnership.”

- Danella Hodge, president of The Single Mothers' Network



## Advocating Across the Globe

As part of its goal to **create a healthier community**, RUSVM introduced a [graduate certificate in One Health](#). The program uses an interdisciplinary approach to understanding the interconnectivity between the health of humans, animals and the environment. Upon completion of the certificate, students will be prepared to lead and advocate for issues related to One Health on a global scale. This program garnered national attention when in February 2020, Adtalem leaders and RUSVM Dean Dr. Sean Callanan met with Her Excellency, Dr. Thelma Phillip-Browne, ambassador of St. Kitts and Nevis to the U.S. in Washington D.C. to highlight the One Health program and its connection to public health in the Caribbean region.

In February 2020, ACAMS hosted its first **Anti-Financial Crime and Public Policy Conference** in Washington, D.C. for financial professionals, policy makers and non-governmental organizations. Attendees shared best practices and expertise on pressing issues including global sanctions and proliferation financing, Bank Secrecy Act reform and modern slavery and human trafficking. The event featured Reps. Ann Wagner (R-MO) (see photo) and Carolyn Maloney (D-NY) and other experts discussing important bipartisan work to address these financial crimes.



At the conference, ACAMS also announced a [strategic partnership](#) with the Liechtenstein Initiative for Finance Against Slavery and Trafficking (FAST), a project based at the United Nations University Centre for Policy Research, to further mobilize financial sector stakeholders against modern slavery and human trafficking. ACAMS launched an [Official Pledge](#) in support of FAST, encouraging its more than 80,000 member community in more than 175 countries worldwide to commit to taking action in line with the FAST Blueprint program.

In addition, ACAMS has committed to creating awareness on modern slavery and human trafficking within its global community and beyond through its events, webinars, chapters and editorial content. ACAMS also works closely with its chapters and other key stakeholders to encourage adoption of the FAST blueprint and action the goals outlined.

## Combating Financial Crime and Human Trafficking

To continue to **raise awareness of human trafficking**, FAST and ACAMS launched a new [modern-day slavery and human trafficking certificate](#) for financial sector actors at the ACAMS24+ Virtual Global Summit. This is a first of its kind certificate program and is provided free-of-charge to the public. The certificate has been very successful with over 3,200 professionals from over 100 countries enrolled in the course, as of the end of fiscal year 2020.

In September 2019, OnCourse Learning also began offering a **human trafficking course in collaboration with ACAMS**.



The new modern-day slavery and human trafficking certificate was highlighted during a recent United Nations webinar organized by #FinanceAgainstSlavery that discussed modern slavery during COVID-19 and the role the financial sector can play in fostering effective action against it.





# Appendix: Community Partners

## The Adtalem Global Education Foundation Partners

- A Better Chicago
- American Humane Association
- American Nurses Foundation
- American Red Cross
- Association House of Chicago
- BIO Ventures for Global Health
- Chicago Debate Commission
- Children First Fund – The Chicago Public Schools Foundation
- Communities in Schools of Chicago
- Golden Apple Foundation for Excellence in Teaching
- Inner City Computer Stars Foundation (i.c.stars)
- Junior Achievement of Chicago
- NAMI of DuPage County, IL
- New Leaders Inc.
- OneGoal
- One Love Pets
- Polaris Project
- Summer Search of New York City
- Teach for America
- WINGS Program, Inc.

## U.S. Community and Civic Partners

- After School Matters
- American Cancer Society
- American Heart Association
- American Red Cross
- American Nurses Foundation
- AMVETS
- Association House of Chicago
- Aurora Area Interfaith Food Pantry
- Berkley Neighborhood Watch, Inc.
- Bright Leadership Institute
- Changing Worlds
- Chicago United
- Chicagoland Chamber of Commerce
- Children First Fund – The Chicago Public Schools Foundation
- Communities in Schools
- Cub Scout Pack 134
- Feed My Starving Children
- Girls in the Game
- Greater Chicago Food Depository
- Habitat for Humanity
- International 22q11.2 Foundation, Inc.
- International Women's Forum
- Junior Achievement
- Make a Wish Foundation
- NACD
- Naperville Gymnastics Parents Organization
- Northern Illinois Food Bank
- OneGoal
- People's Resource Center
- Project C.U.R.E.
- Thurgood Marshall College Fund
- University of Chicago Medicine Clinical NeuroSciences Center
- WINGS Program, Inc.
- Women Employed

## Caribbean Community and Civic Partners

- Barbados Cancer Society
- Barbados Diabetes Foundation
- Barbados Ministry of Education, Technological and Vocational Training
- Caribbean Disaster Emergency Management Agency (CDEMA)
- Clarence Fitzroy Bryant College
- Community Outreach Mentorship & Empowerment (C.O.M.E.) International Foundation
- Diabetes Foundation of St. Kitts
- Diabetes Foundation of St. Maarten
- Dr. William Connor Primary School
- Eden Lodge Youth Charitable Trust
- FirstCaribbean International ComTrust Foundation - CIBC Walk For The Cure
- The Forlam Foundation
- Foundation for the Management and Conservation of Nature on St. Maarten
- Garden of Rebirth
- The Heart & Stroke Foundation of Barbados Inc.
- The Hope Foundation
- Irish Town Primary School
- K1 Britannia Foundation
- Mental Health Foundation
- Mol Phil Explorers
- The Myeloma, Lymphoma and Luekemia Foundation of Barbados
- The National Cultural Foundation
- Positive Foundation
- Rotary Club of Barbados South Charitable Trust - Step by Step Diabetes Food Care Programme
- The Royal St. Christopher & Nevis Police Force
- Saddlers Primary School
- Saddlers Secondary School
- Safe Haven
- Sandy Point Primary School
- SILS Renal Care Ltd
- St. Kitts and Nevis Ministry of Agriculture
- St. Kitts and Nevis Ministry of Education
- St. Maarten AIDS Foundation
- St. Pauls Primary School
- Tzu Chi
- Waste2Work



RUSVM Dean Sean Callanan awards community grants to partners in St. Kitts and Nevis.



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