



2019  
**SUSTAINABILITY**  
REPORT

**ADT/LEM**  
GLOBAL EDUCATION

*Dear readers,*

*I'm delighted to introduce Adtalem Global Education's fiscal year (FY) 2019 Sustainability Report. Our global community of faculty, employees, students and members are passionate about delivering meaningful support to our local communities, and within this year's report you will find many examples of this passion and impact where we teach, learn and work together.*

*As a leading global workforce solutions provider, Adtalem graduates physicians, nurses and veterinarians who are providing critical healthcare throughout the United States, and internationally. Similarly, members of our Association of Certified Anti-Money Laundering Specialists (ACAMS) are fighting financial crime worldwide. Together, our institutions and companies are building communities of life-long learners who truly contribute their expertise to revitalize our global community.*

*In addition to community partnership news, investment and volunteerism trends, we are pleased to share how we're leveraging our core capabilities to build stronger, healthier communities. For example, the Caribbean Center for Disaster Medicine launched in Sint Maarten this year and represents our work to create powerful partnerships to improve preparedness for major disasters and emergencies. We've also signed articulation agreements with minority-serving institutions as part of our ongoing work to graduate more underrepresented physicians who are practicing in underserved areas throughout the United States. And in St. Kitts, the One Health Research Foundation works to ensure future medical professionals receive vital transdisciplinary research and training.*

*In FY19, we expanded our Environmental, Social and Governance (ESG) platform, including ESG reporting. We continue to measure our performance and set new goals in areas including academic and policy standards; diversity and inclusion of Adtalem suppliers; and energy and waste reduction programs.*

*Adtalem's sustainability programs support our purpose: to empower students to achieve their goals, find success and make inspiring contributions to our global community. We thank all the members of our global community for their inspiring dedication to making a difference around the world!*



**Lisa Sodeika**

SVP, Corporate Relations, Adtalem Global Education  
President of the Adtalem Global Education Foundation

# Sustainability: Our Environmental, Social and Governance Strategy

Adtalem is committed to a holistic approach in our communities, providing quality learning and working opportunities, caring for the places where we operate, and conducting our business in a transparent and responsible manner. We advanced our ESG strategy during FY19, and remained steadfastly focused on our overarching philosophy of stewardship.

**Our Sustainability Strategy: Adtalem’s ESG practices support our purpose – to empower students to achieve their goals, find success and make inspiring contributions to our global community. Adtalem aims to empower and enhance the communities in which we teach, learn and work by operating sustainably, maintaining responsible governance standards and supporting our global community.**

The global footprint of our organization brings the responsibility to respect cultures, communities and natural resources around the world and the opportunity to create positive change in an array of environments. Adtalem Global Education people and places can be found in 182 countries<sup>1</sup>, including:

Adtalem Global Education  
Headquarters - **Chicago, Illinois, United States**

Adtalem Brazil Headquarters  
- **São Paulo, Brazil**

American University of the Caribbean School of Medicine (AUC School of Medicine) - **Sint Maarten, West Indies, Caribbean**

Association of Certified Anti-Money Laundering Professionals (ACAMS)  
Headquarters - **Miami, Florida, United States**, presence in 180 countries

Becker Professional Education Headquarters - **Chicago, Illinois, United States**

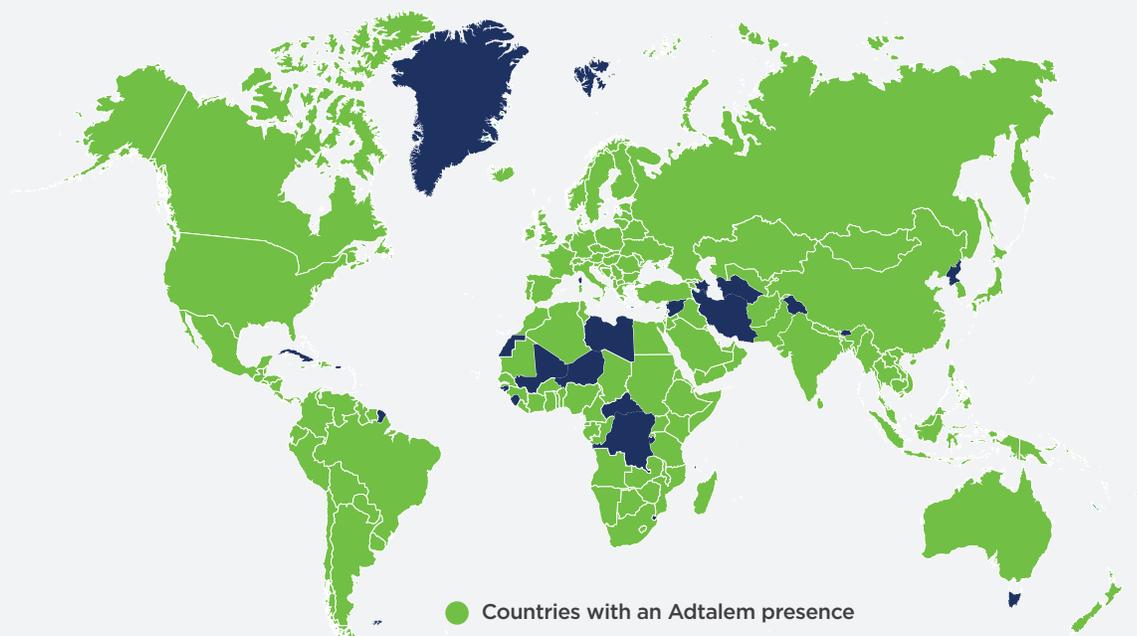
Chamberlain University - 21 campuses in 15 states, **United States**

EduPristine Headquarters - **Mumbai, India**

OnCourse Learning (OCL) Headquarters - **Brookfield, Wisconsin, United States**

Ross University School of Medicine (RUSM) - **Barbados, West Indies, Caribbean**

Ross University School of Veterinary Medicine (RUSVM) - **St. Kitts, West Indies, Caribbean**



<sup>1</sup> Location data as of 6/30/19.

# Environmental Practices

This was a year of enhancing our environmental activities by advancing efforts to use resources wisely as we maintained ongoing best practice programs. This commitment was embodied by efforts of our employees, students and faculty members around the world.



**ENERGY USE:** We made notable progress in the exploration of renewable energy sources for our global organization and continued to encourage our suppliers in their environmentally responsible practices. Our newly constructed student housing for RUSM's campus in Barbados utilizes solar water heaters and solar street lights. RUSVM in St. Kitts began a feasibility study on the use of solar energy for their needs, while in Brazil we began an analysis of programmable energy switchboards for our classrooms. Additionally, we conducted an audit of energy use on campuses and in offices across our global enterprise that will inform a program to increase conservation measures going forward.



**EMISSION REDUCTION:** To incent the use of public transportation, Adualem offers a benefit program for full-time employees that allows the use of pre-tax dollars to offset the cost of public transportation. We continued to promote this transit benefit during the year.



**DISASTER PREPAREDNESS:** AUC School of Medicine forged a partnership with Harvard Medical Faculty Physicians at Beth Israel Deaconess Medical Center to establish the Caribbean Center for Disaster Medicine (CCDM), a regional center of excellence to foster education, research and training on disaster preparedness and response.



**ECOSYSTEM:** Two of our Caribbean campuses, AUC School of Medicine in Sint Maarten and RUSVM in St. Kitts, furthered their recycling efforts and reduced the use of single-use plastics by offering reusable utensils, eliminating the annual use of more than 22,000 plastic utensils. RUSVM also began a "Go Green" project to reduce paper associated with academic projects, exams and administration.

Also on St. Kitts, RUSVM veterinary students supported the St. Kitts Sea Turtle Monitoring Network, a community non-profit organization. The group monitored and tagged turtles, led educational camps on the ecosystem and engaged the community in surveys about sea turtles. The work of this organization continued to encourage responsible behavior by residents and visitors, and was recognized with the 2018 Sustainable Tourism Award from the St. Kitts Tourism Authority.

In Brazil, Wyden Environmental Engineering students and faculty took part in several beach cleanups in Salvador to raise awareness of sound environmental practices. The campus community also held brainstorming sessions to develop new ways to protect the local ecosystem.



Wyden students and faculty collect trash and clean a beach in Salvador, Brazil.

RUSVM students volunteer with the St. Kitts Sea Turtle Monitoring Network.



# Social Practices

At Adtalem, we look for opportunities to improve the world around us. Our TEACH values—Teamwork, Energy, Accountability, Community and Heart—shape how we work together to fulfill our promise to students, members and each other.



**STUDENT COMMITMENTS:** Adtalem’s voluntary Student Commitments build upon our strong foundation of existing practices to benefit, inform and support students at all of our Title IV-participating institutions.

Because we are committed to continuous improvement and transparency, we review and refresh our Commitments annually, and for the second year, an independent third party measured our quality results for a public report. Our Student Commitments are comprehensive and address the following 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



**ACCESS TO MEDICAL EDUCATION FOR UNDERREPRESENTED MINORITY STUDENTS:** The United States is facing a significant absence of diversity in medicine, and the disproportionately low numbers of African-American physicians is contributing to negative health outcomes in communities across the country. RUSM is committed to addressing this critical need by educating and graduating diverse physicians. In the 2018-2019 academic year, the average U.S. medical school graduated only eight black doctors, while RUSM graduated 83.<sup>2</sup>

RUSM has an open and transportable model to diversify enrollment, and other medical schools are encouraged to replicate this model. In FY19, RUSM partnered with Historically Black Colleges and Universities (HBCUs) and a Historically Black Graduate Institution to provide a prescriptive path to medical training for their graduates. Partners included Charles Drew University, Florida A&M University, Tuskegee University and Dillard University. These partnerships will increase opportunities for aspiring students, while helping to improve the participation of physicians of color, especially in primary care medicine. Qualified students in this program receive savings on tuition. Students from groups with limited access to medical school are given facilitated access to RUSM, or to Adtalem’s 15-week medical readiness preparatory program designed to increase their academic success once they matriculate into RUSM.

Additionally, in 2019, Adtalem Global Education joined the HBCU Challenge of the Congressional Black Caucus, becoming the first educational partner to take the challenge. This bipartisan effort invests in creating strategic collaborations with HBCUs and works to increase diversity in key workforce sectors.



Dr. Roberta Troy, Interim Provost and Vice President for Academic Affairs, and Dr. Lily McNair, President, of Tuskegee University join Lisa Wardell, Chairman and CEO of Adtalem, and Dr. William Owen, Dean and Chancellor of RUSM, to sign an articulation agreement.

<sup>2</sup> Source: Association of American Medical Colleges, Graduates by U.S. Medical School and Race/Ethnicity (Alone or In Combination)



**DIVERSE NURSES TO HELP ADDRESS CRITICAL SHORTAGE:** Chamberlain University has the largest nursing school in the United States, and was the largest provider of Bachelor of Science in Nursing (BSN) degrees to underrepresented minority students in the United States<sup>3</sup>, granting 2,787 degrees to these students in the 2018-2019 academic year.

Chamberlain helped to address the critical shortage of nurses in the U.S. by graduating more than 13,000 students in the 2018-2019 school year. Of these graduates, 10,100 received bachelor's degrees and 3,700 earned master's or doctoral degrees. These graduates included students from 20 campuses in 14 states, as well as online students.

At Chamberlain, students are afforded opportunities to gain a deeper understanding of cultural and socioeconomic differences and provide impactful care at a global level. In 2019, students participated in Chamberlain's Global Health Education Program and provided free healthcare to more than 4,300 patients in Haiti, Kenya and Brazil. These students advanced their nursing skills and gained clinical experience on the service trips.



**Total Impact of the Chamberlain University Global Health Education Program:**



More than  
**50,000**  
Patients Served



**11 COUNTRIES**

Bolivia, Brazil, Dominican Republic, Guatemala, Haiti, India, Kenya, Mexico, Nicaragua, Philippines, Uganda

Additionally, Chamberlain formed a first-of-its-kind partnership with the National Institute of Health and Social Studies and the Ministry of Health, Seychelles. Twenty-one graduates from Chamberlain's BSN program and 12 graduates from the Master of Science in Nursing (MSN) program will work to help improve the quality of patient care throughout the Seychelles. Some of the graduates completed the Nurse Educator and Nurse Executive Tracks from the MSN program and will teach future nurses across the Seychelles. These extraordinary nurses received scholarships from their country, worked diligently to advance their education and are better positioned to improve the overall health of those in their country.



<sup>3</sup> Source: Institutional analysis of data from The Integrated Postsecondary Education Data System. Data as of 7/15/19.



**CARIBBEAN WORKFORCE SUPPORT:** As a part of its commitment to the Caribbean region, Adtalem provides its institutions assistance through its Tuition Advantage Program. This has resulted in AUC School of Medicine supporting workforce development on Sint Maarten through job training and tuition assistance for its employees. AUC School of Medicine also hosted local high school students who learned from the AUC School of Medicine IT department during a job shadow week. The students helped to refurbish laptops which were then donated to United Academy, a charitable organization on the island.



**DISRUPTION OF HUMAN TRAFFICKING THROUGH FINANCIAL EXPERTISE:** ACAMS is dedicated to combatting human trafficking and related financial crimes, and supported the development of the STAT (Standing Together Against Trafficking) platform in partnership with Polaris, a leader in the global fight to eradicate modern slavery, and Enigma, a data service company that specializes in evaluating insurance risk and combating money laundering. STAT brings together these leading organizations to foster collaboration and find solutions to this criminal activity. Also in FY19, the Adtalem Global Education Foundation awarded a grant to Polaris to populate STAT with research and resources to help identify money laundering concerns.



**ADVOCATES FOR ONE HEALTH RESEARCH:** The One Health Research Foundation's mission is to improve human, animal and environmental health in the Caribbean and other tropical areas of the world through support of integrative, multidisciplinary research and innovation. Forty RUSVM employees were named Inaugural Research Fellows and Research Scientists by the One Health Research Foundation.



RUSVM student Nicole Artherley gives her award-winning "three minute thesis" presentation on the Caribbean spiny lobster during One Health Week.

In recognition of RUSVM's dedication to the One Health philosophy, the One Health Commission, a nonprofit organization that seeks to educate and create networks to improve health outcomes of humans, animals and plants through a collaborative approach, granted one of two global awards to RUSVM, recognizing our students' One Health projects from October of 2018. This recognition includes a monetary award, which RUSVM will utilize for annual One Health Day events in fall of 2019.

# Diversity and Inclusion

Under the leadership of Chairman and CEO Lisa Wardell, Adtalem has successfully driven diversity at the top and an inclusive culture throughout the organization. Adtalem brings together diverse teams and innovative ideas to best serve our diverse students and members. We work collaboratively, committed to the idea that inclusion leads to innovation and drives the performance of our organization. We empower nearly 12,000 diverse employees around the world to excel on the job and pursue their career goals.



## LEADERSHIP, COLLEAGUE AND STUDENT DIVERSITY

**Board Data<sup>4</sup>:** Diversity at Adtalem begins at the top, with a Board of Directors that is 67 percent diverse when including both gender and ethnicity.

<u>Female: 4/9</u> <b>44%</b>	<u>Minorities: 4/9</u> <b>44%</b>	<u>Combined: 6/9</u> <b>67%</b>
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**Leadership Data:** The Adtalem senior leadership team is nearly 80 percent diverse when considering gender and ethnicity.

<u>Female: 6/14</u> <b>43%</b>	<u>Minority: 6/14</u> <b>43%</b>	<u>Combined: 11/14</u> <b>79%</b>
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**Employee Data<sup>5</sup>:** Our employee base in the U.S. is predominantly female and includes a stronger minority representation than the U.S. labor force. Globally, our employee base is approximately half female.

<u>Female Adtalem</u> <b>77.7%</b>	<u>Female U.S. Labor Force</u> <b>46.8%</b>	<u>Minority Adtalem</u> <b>38.0%</b>	<u>Minority U.S. Labor Force</u> <b>21.7%</b>
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### **Student Data<sup>6</sup>:**

The student population at our Title IV institutions is similarly diverse in gender and ethnicity.

Title IV Schools	<u>Female:</u> <b>84.6%</b>	<u>Minority:</u> <b>38.1%</b>
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## Adtalem All: Our Commitment to Diversity and Inclusion

At Adtalem Global Education, we pride ourselves in nurturing a culture that encourages everyone to bring their full selves to work each day. To us, diversity and inclusion needs to be intentional to be impactful. We don't just welcome differences, we celebrate them. #WeAreAdtalem

<sup>4</sup> Board and Leadership data as of 6/30/19.

<sup>5</sup> Adtalem colleague diversity metrics are for U.S. employees only. Data is as of 6/30/19 and represents those who choose to report. Source of U.S. Averages: U.S. Department of Labor and the U.S. Bureau of Labor Statistics, 2016 Current Population Survey.

<sup>6</sup> Student data is for fall 2018 enrollment at Adtalem's Title IV institutions, and metrics represent the known percentages for the population as a whole.

On our campuses, students experience the benefits of a diverse environment. Our institutions promote and foster diversity through a variety of student-led organizations and activities related to heritage, gender, faith and orientation. As an example, students and alumni from RUSVM attended the 2019 National Association of Black Veterinarians Conference, which focused on advancing minorities in veterinary medicine.



RUSVM students attend the 2019 National Association of Black Veterinarians Conference.



**INCLUSIVE CULTURE:** Adtalem supports a culture where colleagues can bring their full, authentic selves to work, and is inclusive regardless of sexual orientation, gender identity or gender expression. Adtalem supports the Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) community, and it provides healthcare benefits to same-sex life partners of employees, medical coverage for gender reassignment surgery and benefits for adoption by same-sex partners.

New this year to our semi-annual employee engagement survey, colleagues were asked about diversity in the workplace and their comfort level in the work environment. Analyzing their responses will allow Adtalem to identify strengths and weaknesses, and establish strategic plans for continued intentionality in diversity and inclusion.



**SUPPLIER DIVERSITY:** Adtalem is proud to serve a diverse student and member population and our commitment to diversity extends to our supply chain. To this end, Adtalem creates an equal opportunity for suppliers to participate in the procurement process and is committed to diversity and nondiscrimination in its business operations. Program initiatives include: providing tools and resources to assist Adtalem departments and institutions in identifying diverse suppliers; developing strategic relationships with diverse suppliers; monitoring and reporting on supplier diversity spend; and ensuring supplier diversity program awareness across the organization.

In an effort to further the diverse supplier initiative in FY19, Adtalem conducted a third party review of supplier spending for the year and revised the [supplier diversity policy](#) to clarify the categories of diversity. Adtalem's North American operations define diverse suppliers as self-reported Disability-, HUBZone-, LGBT-, Minority-, Veteran- and Woman-owned business enterprises. The updated policy also requires all requests for proposal include at least one diverse supplier, therefore improving the inclusiveness and competitive nature of the event. Tier II supplier diversity reporting calculations were also defined and official templates shared with Adtalem's largest Tier I suppliers to formally collect Tier II spend. Also, in order to promote the supplier diversity conversation with Adtalem's strategic supplier base, all quarterly business reviews now require a status update of supplier diversity efforts.

**EDGE WOMEN'S EMPOWERMENT NETWORK:** With 23 chapters globally, the Adtalem EDGE (Empowerment, Diversity, Growth, Excellence) Network, which supports the enhanced career experience and advancement of women in the workforce, is one of our most vibrant internal programs promoting professional development and diversity. EDGE's vision is to empower an internationally diverse group of women to network, mentor and participate in professional development programs, and our employees were joined by students and members at various EDGE events in FY19.



Adtalem Chairman and CEO Lisa Wardell led discussions with inspiring and accomplished female leaders from business and government at events in Chicago and Barbados during the year. The EDGE chapter at AUC School of Medicine held an event where the Prime Minister of Sint Maarten addressed the group. Additionally, the RUSVM chapter on St. Kitts held the Purple Glam Gala and Awards Ceremony to celebrate the contributions of the country's female leaders and their efforts to further increase gender parity.

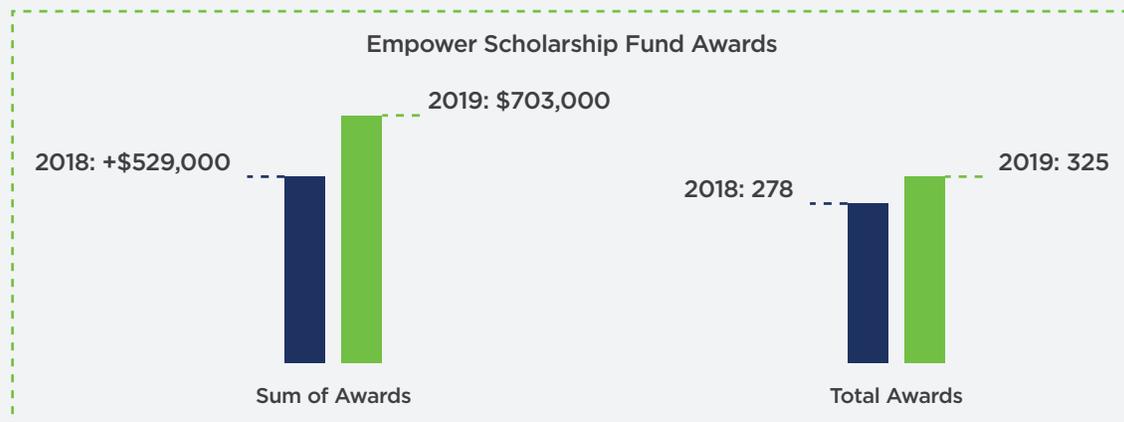


RUSVM EDGE Champion and Director of Lab Services Trelor Fraitres presents a Purple Glam Gala award to Faith Caines of Kajola Kristada Ltd, a manufacturing company in St. Kitts.



Adtalem's Chairman and CEO Lisa Wardell and Loop Capital Markets President Kourtney Gibson discuss the evolving roles of female leaders during an EDGE event in Chicago.

**SCHOLARSHIP SUPPORT:** The Empower Scholarship Fund increased the total dollars and number of recipients who received this valuable financial support for their education in FY19. The Fund strives to help keep education within reach by providing financial support to qualifying students. Established in 2000, the Fund provides scholarships (restricted and unrestricted) to current students, especially those with the greatest need who have established a successful academic track record.



Additionally, Becker Professional Education provided more than \$270,000 in scholarship funds from its annual Newton D. Becker Scholarship Program. Through this program, 80 Certified Public Accountant (CPA) candidates receive full scholarships for Becker's CPA Exam Review. The program, which has awarded \$2.3 million to more than 1,000 students since 2013, honors Newton D. Becker, who founded Becker Professional Education in 1957.

# Governance Practices

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 guide the work we do. Adtalem colleagues are required to review and acknowledge the Code and receive training to enhance their understanding. Our responsible marketing policy is detailed in the Code, to guide our communications with various stakeholders in a comprehensive and accountable manner. The Code also includes instruction on how employees can anonymously report concerns.



**BOARD COMPOSITION<sup>7</sup>:** Our governance principles coupled with the intentional diversity of our Board of Directors and leadership team drive the performance of our global organization. Our Board is 67 percent diverse and all Board Committees are 100 percent independent.

## Independence of Board and Board Committees

	<u>Independence</u>	<u>Members</u>
Full Board	<b>88.9%</b>	<b>9</b>
Audit	<b>100%</b>	<b>4</b>
Compensation	<b>100%</b>	<b>3</b>
External Relations	<b>100%</b>	<b>3</b>
Academic Quality	<b>100%</b>	<b>4</b>
Nominating	<b>100%</b>	<b>4</b>



**INSTITUTIONAL BOARD GOVERNANCE:** To standardize our approach to governance, allow a greater exchange of ideas and develop a stronger board community, this year Adtalem more closely aligned Adtalem’s Institutional Boards with the Association of Governing Boards standards. The boards for the four Title IV-participating institutions have shifted to a common digital board book platform and now include a standard meeting sequence and a quarterly agenda checklist to increase efficiencies.



**DATA SECURITY:** We take seriously the custody of student and employee data, and employ strong governance practices regarding data security. For example, Adtalem’s Enterprise Information Security Framework policy and Information Governance and Security procedures are modeled on the National Institute of Standards and Technology (NIST) 800-53 policy framework.

<sup>7</sup> Board Composition data as of 6/30/19.

# Community Investment

Adtalem Global Education contributes to the well-being of local communities through support of philanthropic organizations and student, faculty and employee volunteer efforts. Through the Adtalem Global Education Foundation and our additional corporate giving efforts, Adtalem's total FY19 community investment equaled \$910,750.

## The Adtalem Global Education Foundation

The Adtalem Global Education Foundation supports non-profit organizations that reflect Adtalem's mission and vision of an equitable, healthy and economically productive society. The Foundation is pleased to provide support with grants to partners and programs in four key areas that align with the corporate mission of Adtalem Global Education.



**EDUCATION:** As a global education provider, the Foundation supports organizations that strive to improve education quality, access and student resources. This includes support of non-profit organizations that work to improve K-12 education, increase access to higher education for underserved populations, and strengthen the transition from high school to college.



**WORKFORCE DEVELOPMENT:** The Foundation works to promote economic and workforce development by supporting workforce initiatives that advance career opportunities for diverse students and improve the economic health of local communities.



**HEALTH AND WELL-BEING:** As an organization with a growing presence in health education, the Foundation supports organizations that improve community health and well-being, in particular for underserved populations in the U.S. and abroad who do not traditionally have access to quality and affordable healthcare.



**VETERANS:** In appreciation of the sacrifices made by military service members and their families, the Foundation supports organizations that honor our nation's veterans, those currently enlisted, and military families.

### FINANCIALS FOR FY19 ENDING JUNE 30, 2019

<b>Beginning Cash Balance</b>	<b>\$738,230</b>
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<b>Revenue</b>	
Contribution Received from ATGE	\$500,000
Interest Income	\$2,875
<b>Expenses</b>	
Grants to Public Charities	\$431,500
Operating Expenses	\$322
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<b>Ending Cash Balance</b>	<b>\$809,283</b>

### BOARD MEMBERS

<b>Lisa Sodeika</b> PRESIDENT AND DIRECTOR	<b>Richard Gunst</b> DIRECTOR
<b>Pamela Murphy</b> VICE PRESIDENT AND DIRECTOR	<b>Fernando Lau</b> DIRECTOR
<b>Susan Groenwald</b> DIRECTOR	<b>Mehul Patel</b> DIRECTOR

### OFFICERS

<b>Patrick Unzicker</b> TREASURER	<b>Lauren Rengel</b> SECRETARY
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## Corporate Giving

In addition to the grants provided by the Adtalem Global Education Foundation, we utilize corporate giving as a means to further support the global communities in which our institutions and businesses are located. In FY19, Adtalem provided \$479,250 in corporate community support to 94 charitable and civic organizations in the United States and the Caribbean.

# Community Engagement

Adtalem Global Education and its family of institutions and companies are committed to serving as responsible community citizens. Our team is passionate about giving back to the communities in which we work, live and teach, and to helping those in need. Around the world this year we collectively used our skills, volunteered our time and contributed financial support in fulfillment of our values.

In the second year of the **Adtalem Month of Service**, Chicagoland employees stepped out of the office and volunteered more than 1,000 hours at various community organizations, including Chicago Public Schools, Dress for Success and local food pantries.



In collaboration with the Positive Foundation and the Sint Maarten Ministry of Public Health, Social Development and Labour, **AUC School of Medicine** offered free health screenings to members of the community. The screenings included a clinical breast examination by Dr. Naira Chobanyan, with the support of AUC School of Medicine medical students and clinical research fellows. AUC School of Medicine students also engaged in another women's health initiative by creating the Danbury, Conn. and Miami, Fla. chapters of #HappyPeriod, which provides menstrual products to women who are homeless or living in poverty.

## OUR COMMUNITY PARTNERS

In the Federation of St. Kitts and Nevis, RUSVM has been a long-standing community partner with organizations fostering education, healthcare and security and safety. This year, RUSVM again donated computers and other equipment to enhance the learning of young students. In partnership with the government and other civic-minded individuals, RUSVM refurbished information technology laboratories at ten primary schools to create positive and productive learning spaces for youth.

“The Ministry of Education is pleased to collaborate with the Ross University School of Veterinary Medicine in the upgrade of primary school information technology spaces. This partnership aligns well with the Ministry’s strategies to integrate information and communication technologies in teaching and learning to enhance student success and equip learners with key 21st century competencies.”

- Honourable Shawn Richards, Minister of Education



Human trafficking is a devastating, illegal enterprise, and is of special importance to the members of the financial crime prevention community who are committed to detecting and disrupting money laundering related to this practice. To create a focused effort against human trafficking, **ACAMS** colleagues formed the Fight Against Human Trafficking Committee to partner with organizations like Kristi House, a haven and support group for young survivors between 11 and 17. The mission of this organization is to empower these young victims to become whole again. ACAMS, with the support of Adtalem, sponsored a Host Table at the 2019 Kristi House Breaking the Silence Luncheon, joining more than 400 members of the Miami community who stand united in the quest to eradicate human trafficking.

In addition to participating in Adtalem’s Month of Service, **Becker** colleagues also support the People’s Resource Center (PRC), which provides food, clothing and rent assistance to people in need, and also offers skill-building resources, such as literacy classes, job assistance, computer training and art classes. This year, Adtalem Global Education provided a grant to support approximately 30 students in PRC’s Adult Learning and Literacy Program, which equips people with the skills they need to communicate well and find better jobs. Classes include English as a Second Language (ESL), General Education Development (GED) prep, computer training classes and job coaching for soft skill development. Becker also supported PRC supply drives, including a back-to-school drive to collect backpacks and supplies, as well as a birthday drive to collect cake mixes and candles for families in need.

Community service is a significant initiative in Brazil. Students and faculty volunteered more than 41,000 hours in FY19, impacting more than 135,000 members of the community. As an example, individuals from the Dentistry Program at **Wyden** worked proactively to provide preventative dental care to families, schools and the community at large. This important service took place at free dental clinics on campus and in partnership with local public health care facilities. In FY19, Dentistry Program volunteers assisted more than 850 members of the community in the city of Imperatriz in Brazil.



Wyden students provide free dental care to local families in Brazil.



High school students observe a simulation lab at Chamberlain University.

Across its campuses, **Chamberlain** hosted a series of nursing experience programs for high school students, including hands-on skill stations, simulation lab tours and panels with faculty and students. Through the Ochsner STAR program, a competitive four-week program focused on educating Louisiana high school seniors about various jobs within the healthcare system, Chamberlain provided students with valuable information about nursing careers. Each summer, the STAR program provides 15 to 20 qualified students with limited means and access with a cost-free opportunity to explore careers in healthcare through a hands-on course focused on science, technology, academics and research.

### OUR COMMUNITY PARTNERS



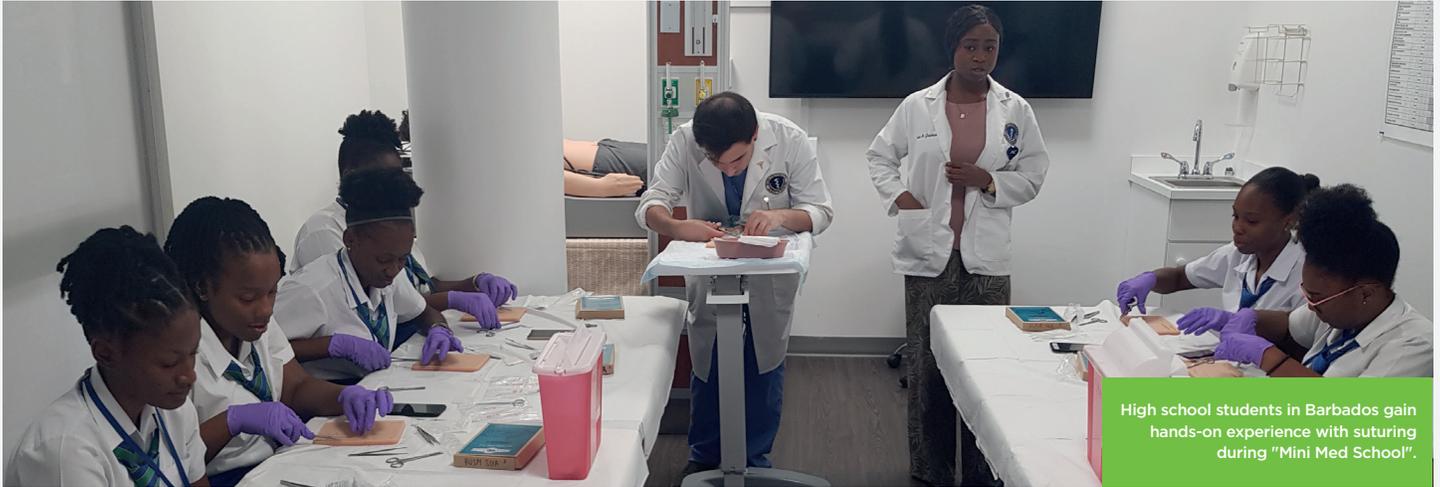
“Adtalem is a vital partner to the Children First Fund, and to the students of Chicago Public Schools (CPS). This year alone, their partnership has yielded profound, tangible results in a variety of areas, including support for new classroom libraries stocked with multicultural books, as well as the new Children First Fund website, which has allowed us to attract and work with new partners who can complement and expand on the great work Adtalem has done for CPS.”

- Francie Richards, Executive Director, Children First Fund

Image provided by Chicago Public Schools.

In India, **EduPristine** taught English to employees who wanted to speak and write the language better, developing their confidence with customers and in their social settings. Taught by faculty for Business Communications, the program also includes soft skills.

**RUSM** offered a "Mini Med School" in Barbados, for local high school students with an interest in medicine. These students, primarily from lower resource backgrounds, were provided with a brief, immersive introduction to the medical profession. The Student National Medical Association delivered the program, which included suture and anatomy labs among other clinical experiences.



High school students in Barbados gain hands-on experience with suturing during "Mini Med School".



One Love Pets volunteers at the grand opening of the Basseterre Animal Rescue Center in St. Kitts.

**RUSVM** partnered closely with One Love Pets in St. Kitts. One Love Pets educates community members about animal welfare, and assists with funding for parasite prevention to dogs and cats in need. In FY19, the Adtalem Global Education Foundation provided a grant to One Love Pets in support of the Basseterre Animal Rescue Center (BARC), the first of its kind in St. Kitts. RUSVM students will complete a rotation at BARC and provide care to the shelter animals.



### OUR COMMUNITY PARTNERS

"Adtalem's grant enabled several high-achieving, low income students to attend the Economics for Leaders program. The support gave these students a critical morale boost: they left the program with the knowledge they were just as prepared academically as students from more privileged backgrounds."

- Ted Tucker, Executive Director of the Foundation for Teaching Economics

## OUR COMMUNITY PARTNERS



"Support from Adtalem plays a key role in our efforts to equip transformational school leaders with the skills they need to drive breakthrough results for our nation's children. Thanks to generous partners like Adtalem, we were able to support over 50 instructional leaders in Chicago and New York City this year. Collectively, they are having a positive impact on thousands of underserved students."

- JEAN DESRAVINES, CHIEF EXECUTIVE OFFICER, NEW LEADERS

"Thanks to Adtalem's generous support, American Humane will be able to train more service dogs for veterans with post-traumatic stress or traumatic brain injury. This means more deserving veterans can get help, at no cost to them, and both the veteran and the dog get a new 'leash' on life."

- DR. AMY MCCULLOUGH, SENIOR RESEARCH ADVISOR AND NATIONAL DIRECTOR,  
PUPS4PATRIOTS PROGRAM, AMERICAN HUMANE



"We are continually grateful for our partnership with Adtalem Global Education. Their dedicated support of our WINGS Metro Safe House improves the health and well-being of families and individuals fleeing the trauma of domestic violence. Working to holistically empower clients, since Adtalem's support, 95% of survivors reported not returning to their abuser."

- REBECCA DARR, CEO, WINGS PROGRAM, INC.

"Mentoring is the critical component of any effective high school program; however, its importance among at-risk youth is much more magnified. In this vein, effective mentoring is the foundation upon which successful outcomes must be built. From realizing basic needs to providing a path to the future, the mentoring program at Association House High School is a holistic approach that is key to the school's mission of supporting under-served students. Adtalem's support is essential in providing the resources needed, allowing mentors at AHHS to provide needed services."

- DAVID PIEPER, PRINCIPAL, ASSOCIATION HOUSE HIGH SCHOOL



"Collaborating with AUC School of Medicine is not only valuable, but, in fact, the success of our mission is dependent on the fantastic relationship we have built over the past 23 years. AUC School of Medicine's expertise with our research, monitoring and evaluation efforts are highly appreciated. As we always stress to the students at the ending of our HIV test days, we can only be successful thanks to their enormous support. We thank AUC School of Medicine and Adtalem Global Education for donating the funds which will secure our testing efforts for another year."

- GERARD VAN OSCH, M.D., PRESIDENT, SINT MAARTEN AIDS FOUNDATION

# Community Partners

## THE ADTALEM GLOBAL EDUCATION FOUNDATION PARTNERS

- American Humane Association
- American Red Cross
- Association House of Chicago
- Brent Sopel Foundation
- The Chicago Debate Commission
- Communities in Schools of Chicago
- Facets Multimedia, Inc.
- The Fund for American Studies
- Giant Steps Illinois, Inc.
- Golden Apple Foundation for Excellence in Teaching
- Junior Achievement of Chicago
- NAMI of DuPage County, IL
- New Leaders Inc.
- One Goal
- One Love Pets
- One Love Pets – Basseterre Animal Rescue Center
- Polaris Project
- WINGS Program, Inc.

## U.S. COMMUNITY AND CIVIC PARTNERS

- After School Matters
- Almost Home Kids
- American Cancer Society
- American Heart Association
- American Lung Association
- American Red Cross
- AMVETS
- Anti-Defamation League of Philadelphia
- Association House of Chicago
- Aurora Area Interfaith Food Pantry
- Barn on Baseline
- Berkeley Neighborhood Watch, Inc.
- Congregation Ohav Shalom
- Care for Friends
- Changing Worlds
- Chicagoland Chamber of Commerce
- Chicago Public Schools - Children First Fund
- Chicago United
- Cradles to Crayons
- Dade County Medical Association
- DuPage Children’s Museum
- Fair Trade USA
- The Field Museum
- GiGi’s Playhouse Chicago LLC
- Girls in the Game
- Girls on the Run
- Habitat for Humanity
- Harding University
- Junior Achievement
- Kenan-Flagler Center for of Business Health
- Kristi House
- Ladder Up
- Leadership Institute for Women of Color Attorneys
- The Make-a-Wish Foundation
- Mercy Home
- Muscular Dystrophy Association
- Naperville Area Humane Society
- National Association of Corporate Directors
- Northern Illinois Food Bank
- Oak Park River Forest Food Pantry
- People’s Resource Center
- Project C.U.R.E.

- River Fund New York
- Sharing Connections, Inc.
- Share Our Spare
- Summer Search of New York City
- Teach for America
- Thurgood Marshall College Fund
- WINGS Program, Inc.
- Women Employed
- World Wildlife Foundation
- Year Up, National Capital Region

## CARIBBEAN COMMUNITY AND CIVIC PARTNERS

- American Chamber of Commerce for Barbados and the Eastern Caribbean
- ArtCraftCafe Foundation
- Barbados Cancer Society
- Barbados Diabetes Foundation - Type 1 Diabetes Registry
- Caribbean Ophthalmology Research Center Alliance
- CFBC-Jenkins Ltd Leadership Course
- Clarence Fitzroy Bryant College
- Community Outreach Mentorship & Empowerment (C.O.M.E.) International Foundation
- Deane-Glasford Primary School
- Diabetes Foundation of Barbados
- Diabetes Foundation of St. Maarten
- Dr. William Connor Primary School
- Eden Lodge Youth Charitable Trust
- Edgar T. Morris Primary School
- Essence of Hope Breast Cancer Foundation
- Estridge Primary School
- Foundation for the Management and Conservation of Nature on St. Maarten
- The Heart and Stroke Foundation of Barbados Inc.
- I CAN Foundation
- Irishtown Primary School
- Joshua Obadiah Williams Primary School
- K1 Britannia Foundation
- K9 Friends
- Mental Health Foundation
- MolPhil Explorers
- The Myeloma, Lymphoma and Leukemia Foundation of Barbados
- Newton Ground Primary School
- Positive Foundation
- Precious Touch Foundation Inc.
- The Royal St. Christopher & Nevis Police Force
- Rotary Club of Barbados South Charitable Trust - Step by Step Diabetes Foot Care Program
- Saddlers Primary School
- Safe Haven
- Sandy Point Primary School
- St. Kitts and Nevis Ministry of Agriculture
- St. Kitts and Nevis Ministry of Education
- St. Kitts and Nevis Ministry of Health
- St. Kitts and Nevis Ministry of National Security
- St. Maarten AIDS Foundation
- St. Paul’s Primary School
- Tyrell Williams Primary School
- Violet Petty Primary School
- Windward Island Emergency Medical Services

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