

**Contact us today for your free consultation!**



# **Diversity, Equity & Inclusion (DEI) Strategic Partnerships**



# The Harbor Group of Companies



## The Harbor Institute

2020 Pennsylvania Ave, NW #550

Washington, DC 20006

(202) 599-2155

[info@theharborinstitute.com](mailto:info@theharborinstitute.com)

educate. evaluate. **EMPOWER!**

## Rasheed Ali Cromwell, Esq.

President, The Harbor Institute

and Harbor Group of Companies

[racromwell@theharborinstitute.com](mailto:racromwell@theharborinstitute.com) | (202) 599-2155



## E. Ni Pualwan

President, Harbor NEXT!

A member of the Harbor Group of Companies

[ni@harbor-next.com](mailto:ni@harbor-next.com) | (202) 599-2155

# Who we are

The Harbor Institute is an educational firm based out of Washington, DC that provides consulting, educational experiences, products, and services that educate, empower, and position individuals, institutions, and organizations for change.

Harbor NEXT! provides diversity, equity & inclusion (DEI) consultancy, strategic business planning, diverse talent acquisition, market research & professional education to institutions, organizations, and companies. Harbor NEXT! is a member of the Harbor Group of Companies.

We approach DEI with a common core of relevant and comprehensive strategies that are tailored to you. These strategies are based on diverse and extensive insights gained from research, evaluations, assessments, experience as practitioners, and our work with professionals in the field.



We value an inclusive approach that is collaborative, strategic, sustainable, and proceeds from a careful analysis of DEI within your specific organizational context. We also blend your internal approach with our internal Harbor approach to serve as a well-balanced partner and extension of your family.

Combining the work of your Board and staff leadership, DEI committee, and organizational-wide strategic objectives we empower you with both short- and long-term sustainable DEI business plans and resources for your organization, school, or company.

**We call this *The Harbor Difference*.**

# Our principles

We pride ourselves on providing you with a personal, unique, and holistic experience that is:

**Relational not transactional** – we understand the interconnectedness of the human experience and the important role that relationships play in our lives. Our approach is unique to you, and anything but “off the shelf.”

**Grounded in the fraternal experience** – Our company was founded by a fourth generation Historically Black College and University (HBCU) graduate and proud member of the Omega Psi Phi Fraternity, Inc. – the same fraternity his father is a member of. Many of our Harbor team are members of a variety of, and work closely with, fraternities and sororities.

**Based on lived experiences** – Our work in DEI is not only based on our extensive professional experiences but also our team’s diverse experiences. We represent a diversity of races, ethnicities, religions, and socio-economic backgrounds that is reflected in our work.



**Market research expertise** that is broad and spans across multiple markets – We are led by, and partner with, a team that focuses on higher education and the not-for profit, health, fraternal, and organizational sectors. Additionally, we have broad experience in quantitative and qualitative research, focus groups and one on one interviewing.

**Infused with communication and PR strategies** and materials – these valuable resources assist you in externally announcing your initiatives, achieving high survey response rates, and internally communicating progress (i.e., press releases, internal comms, chapter comms, progress reports, ways to get involved etc.).

**Accessible and flexible** – We develop and implement cost-effective and efficient results within your budget and timeframes.

# An Integrated approach to DEI

We begin our DEI process by evaluating your specific goals, objectives, unique aspects of the organization; previous surveys, materials, trainings, presentations; any history of incidents and issues; and former work in DEI.

Our customized and integrated approach to DEI includes a menu of items that you can tailor for your specific needs, timelines, and budget. These include:



**Onboarding & Planning**



**Background Research & Audit of Materials**



**Quantitative & Qualitative Market Research – surveying, focus groups, one-on-one interviews**



**Analysis & Reports & Presentation of Findings**



**Strategic Business Planning, One-three Year Recommendations, 30-60-90 Day Plans, Executive Summaries, Action**

Plans



**Trainings and Educational Experiences**



**Resource development such as:**

- DEI Chairs' Manual
- Communication and Crisis Communication Plans and Guides
- Train the Trainer Models
- Annual Survey Tool
- Staff Trainings

# Additional Resources

## Harbor DEI Strategic Consulting

Our consulting agreements are available in blocks of 40 hours and are flexible for you to utilize as you see fit. We can also create a more targeted structure of hours for a specific engagement or project.

We are more than happy to work with you on a budget and deliverables that fit your needs.

Contact us at [info@theharborinstitute.com](mailto:info@theharborinstitute.com) to learn more.



**Harbor Institute** Diversity, Equity & Inclusion (DEI) Strategy Consulting **Harbor NEXT**

We are your strategy partner in diversity, equity & inclusion (DEI). We build strategies to positively position your brand in a complex and evolving world. Attract and retain talent who reflect our diverse society.

STRATEGIC CONSULTING	TALENT ACQUISITION	Scan the QR to contact us!
DEI audit/climate assessments (Corporate and Higher Education)	Harbor Synapse™ Events (Lead generation)	
Analysis/talent surveying of brand perception & beta testing concepts/materials	Building Pipelines to identify & convert talent	
Trainings/Speaking Engagements	Acquiring & onboarding & retaining diverse talent	

harborgrp.com | partner@harbor-next.com | 202-999-2155

## Order from Amazon



## Harbor Guide to Culturally Based Fraternal Organizations, 2nd Edition

This book is the only one of its kind that showcases over 200 culturally based fraternal organizations (CBFOs), organized by Race/Ethnicity, Religion and Sexual and Gender Identity, plus the councils that serve them. Organizational listings include founding date, location, mission, history, purpose, contact information and, new to our 2nd Edition, social media accounts.

Also, new to the 2nd Edition is our comprehensive **Culture and Context** section. More than a Glossary, it is designed to provide context and usage for many terms and phrases used in the CBFO community, share similar and related terminology, and provide perspective for how to communicate each term and phrase properly.

# Additional Resources



## Brave & Bold Dialogues: Diversity, Equity & Inclusion™

*Brave & Bold Dialogues™: Diversity, Equity & Inclusion* is an interactive and engaging e-learning educational experience leading participants through real-life scenarios, assisting in increasing awareness and understanding, and provides a four-step approach to becoming a more inclusive member of society: **Be aware. Be considerate. Express understanding. Talk about it.** Visit <https://prevent.zone/harbor>

*Winner of the 2001 Excellence in Educational Programming Award presented by the Association of Fraternity/Sorority Advisors.*

**Bring a Harbor Educational Experience to you!**

**SEE ALL OUR PROGRAMS AT <https://theharborinstitute.com/programs>**

Our more than 20 interactive, engaging virtual or in-person live educational experiences provide historical narratives, compelling examples, and thought-provoking dialogues through multimedia presentations. They are inclusive experiences that allow audiences to engage and participate in constructive and authentic dialogue.

Here is just one of our programs you can choose from:

## Be Color Brave, Not Color Blind™

Being *Color Blind* sounds politically correct.

It is, however, culturally, scientifically, historically, and operationally problematic. We utilize compelling examples and thought-provoking dialogues to debunk this commonly used myth. We also empower participants with insight and strategy to become stronger, coalition-building change agents in their communities.



**Contact us today for your free consultation!**

The Harbor Institute

Harbor NEXT!

2020 Pennsylvania Ave, NW #550

Washington, DC 20006

(202) 599-2155

[info@theharborinstitute.com](mailto:info@theharborinstitute.com)

**VISIT OUR WEBSITE**

