



### ***All We Do is Step, Stoll, Hop?!: What is a Black Greek?™***

A campus-wide interactive educational program experience  
*Available in-person or virtual*

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## ***All We Do is Step, Stoll, Hop?!: What is a Black Greek?™***

*Available as an in-person or virtual engagement*

### **PROGRAM OVERVIEW**

African American Collegiate Greek-Letter Fraternities and Sororities boast a rich legacy. Unfortunately, many undergraduate collegiate members often hold various misconceptions and misunderstandings regarding the important purpose, mission, and history of these beloved organizations.

This interactive, innovative, fun, engaging and campus-wide educational session that dispels these stereotypes. The session also offers practical short-term and long-term solutions for both ***Divine Nine*** members and non-members to positively change the expectation and culture related to these organizations.

### **Purpose**

Cultural Empowerment/Awareness

### **Format**

An interactive, multi-media presentation with engaging audience participation and Q/A session following the presentation

This program is customized to feature famous African Americans and their educational, entertainment and political contributions to American history and culture. These connections tie into the overall purpose of these organizations and empower students with a new appreciation and awareness for the relevancy of why they currently exist.

### **The Result?**

Powerful, holistic, and relevant sessions that your campus will find powerful and practical. No matter the council size, institution demographic, or extent of your challenges, these sessions empower your campus!

### **Audience**

Appropriate for your entire campus student body and organizations

### **Length**

75 minutes

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### **BENEFITS TO YOUR CAMPUS!**

#### **Raise the awareness of Black Greek-Letter Organizations on campus.**

Both non-members and members of other organizations get to learn about the history of the *Divine Nine* and their true purpose. This helps students, administrators and various organizations work more efficiently and effectively together. It also helps increase communication between groups and students from diverse backgrounds work towards common goals.

#### **It is a fun, creative and engaging way to learn – it is not a lecture...It is an *XPERIENCE!***

Social activities are not the only thing that is fun. Harbor prides itself on making education relevant, interesting, and fun at the same time. By mixing in audience participation, music, and history we connect with participants to give them a memorable experience. It is not only what you say but also how you say it. Most presenters, particularly in this subject area, tend to talk “at you” and not “to you”. All our presenters are not only experts in their respective areas but are aware of this issue. We understand the significance of relating to our audience without coming across “preachy”.

#### **It is a great way for *Divine Nine* members to interact and network with others**

Speaking of social events – it seems like this is the only time when the *Divine Nine* comes together – across chapter lines. Our programming is aware of these challenges and purposely designs these as educational opportunities that encourage different people from different fraternities/sororities and a variety of student organizations to work together throughout an engaging learning process.

#### **It renews a sense of Purpose, Pride and Perspective.**

These three Ps are important with our programs. The *XPERIENCE!*™ constantly revolves around these principles to not only educate but empower participants as agents of change.

## ***All We Do is Step, Stoll, Hop?!: What is a Black Greek?*™**

### **SYNOPSIS**

Black Greek-letter fraternities and sororities have extensively contributed to society educationally, socially, economically, politically, and culturally. For over 100 years they continue to make these contributions through their foundational values of brotherhood/sisterhood, academic excellence and community service.

Despite this fact, the public still knows very little about the historical significance and major contributions that these organizations and its members have made throughout the world. ***All We Do is Step, Stroll, Hop and Salute?!*** is a very interactive and engaging presentation that ultimately answers the question: “What is a Black Greek Letter Organization?” The facilitator directly addresses this by shattering the stereotype that the *Divine Nine* primarily focuses on stepping and social activities. To illustrate the evolution of these organizations, the program creatively incorporates and blends music, Black History, audience participation and demonstrations of African traditions and customs, as well as highlights the mass media’s influences through pop culture. The facilitator also shares the relationships between Black Greek-letter organizations and how they can work together to have a stronger community impact.

After discussing this evolution, the presenter outlines current roles and relevancy of the Divine Nine on today’s campus by addressing famous African Americans and their educational, entertainment and political contributions to American history and culture. These connections tie into the overall purpose of these organizations and empower students with a new appreciation and awareness.

Utilizing this framework, the presenter outlines what both members and non-members can do to help these organizations on collegiate campuses to realign themselves with their original purposes and missions. Afterwards, the presenter, honestly and candidly answers any questions from the audience pertaining to these fraternities and sororities and their future.

Join a passionate and experienced speaker who has presented to thousands of students at over 300 different colleges and universities around the country. As a former undergraduate member and chapter officer and current graduate member he ties both his personal and professional experiences to share real, humorous, and heartfelt stories that both members and non-members can relate to.

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### **PROGRAM DETAILS**

This program is customized to fit audiences ranging from 25-1,000+ students. Most often this program is utilized as a campus wide program to educate the entire community on these organizations (i.e., *Meet the Greeks*). However, this program can also be customized for a smaller group and be more interactive as well (i.e., workshop style).

**10 minutes | Opening/Ice Breaker** (Adapted for large crowds as well/Expectations)

#### **20 minutes | Part I**

- Origins and values of Black Greek Letter Organizations (BGLOs)
- American history and its influences on BGLOs (IFC/NPC relationship/correlations)
- Famous African Americans and their initial influences on BGLOs
- What value/benefits do BGLOs offer members?
- Review/Action Items for Members, Non-Members (Interests)

#### **20 minutes | Part II**

- Integration of popular traditions into BGLOs Greeks
- Balancing those traditions with relevancy in today's society
- Famous Black leaders in these organizations and their impact on the world
- Review/Action Items for Members, Non-Members (Interests)

#### **25 minutes | Part III**

- Audience demonstration/interactive activity
- Influences on BGLOs to Multicultural and Latinx Based Organizations
- Pop culture merger with BGLO | Full Circle Evaluation
- Challenges for Generation Z and BGLOs
- Review/Action Items for Members, Non-Members (Interests)

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### **LEARNING OBJECTIVES & OUTCOMES**

The Harbor Institute has taken careful time to be intentional about what participants gain from our each of our educational programming. The programming for this experience reflects learning outcomes from Learning Reconsidered,<sup>1</sup> a joint publication published by the National Association of Student Personnel Administrators (NASPA) and ACPA - College Student Educators International. The following learning outcomes reflect these guidelines:

#### **Cognitive Complexity:**

- Participants will develop critical thinking skills
- Participants will develop an understanding of change processes, and be able to think critically about obstacles to change as it relates to their leadership development

#### **Knowledge Acquisition, Integration and Application:**

- Participants will be able to integrate their lived experiences into their personal leadership development process

#### **Interpersonal Competence:**

- Participants will gain a greater understanding of their own personal identities, how their identities shape their personal leadership

#### **Intrapersonal Competence:**

- Participants will learn to explore, re-evaluate, and actualize their personal values.
- Participants will develop and build a sense of confidence and belief in themselves, their ideas, and their life decision choices. Their confidence will allow them to be challenged without feeling minimized. This will be reinforced by networking, and speaking to others about their personal beliefs

#### **Practical Competence:**

- Participants will articulate personal values and goals

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<sup>1</sup> Keeling, Richard P. (2004). ***Learning Reconsidered: A Campus-Wide Focus on the Student Experience***. Washington, DC. NASPA-ACPA Joint Publication.

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### **CUSTOMIZABLE**

### **Customize Our Program and Make it Your *OWN!***

Often our clients combine our program and put their unique spin on it. We not only encourage this but also want to share some of the ideas that we have seen presenting one of our most popular programs around the country.

#### **Chapter Introductions/Mini-History**

- Have at least one representative from each active Divine Nine (D9) organization do a presentation of no more than 3-5 minutes on their chapter
- Encourage them to personalize their story on what made them decide to join their organization
- Allow time for students to ask questions to the speakers after the last chapter presentation

#### **Alumni Panel/Networking Reception**

- Have at least one representative from each D9 org who graduated from your institution (try and get people who graduated in different decades)
- Encourage each panelist to share their experience while being an undergrad member but also tie in how it helps them in the current profession
- After the panel have light food and drinks and allow the audience to meet the alumni and undergrad D9 members in a professional atmosphere



## **SPEAKER**

### **Rasheed Ali Cromwell, Esq.**

Author of the forthcoming book *A Pledge For Life*™



Rasheed Ali Cromwell, Esq. is one of the leading authorities on fraternity and sorority life on college campuses. Through the Harbor Institute, he has presented dynamic keynote speeches, interactive and engaging training sessions, and consulting for thousands of students/ administrators at over 300 colleges/universities around the country.

Mr. Cromwell taught and co-developed the curriculum for the Fraternal Values and Leadership Series at Howard University (Washington, DC) (2010-2015). He served as a co-professor and co-developed the curriculum for a Black Greek leadership class at The Ohio State University (OSU)(Columbus) from (2010-2013) which the university required as a pre-requisite to any membership intake process at OSU. He also facilitates advisor training for NPHC advisors across the country with the National Pan-Hellenic Council (NPHC) at their national conferences (2010, 2011, 2013) and also served as a member of the anti-hazing task force at Florida A&M University (Tallahassee, Florida) and chair of the 3rd District (Washington, DC and Virginia) Stop the Violence Committee Chair for Omega Psi Phi Fraternity, Inc.

Co-author of [\*Burning Sands\*, Essence magazine's feature on social justice in Black Greek Sororities \(July 2015, Reality v. Roots\)](#) and published articles in [\*Hazing Prevention's\* annual National Hazing Prevention Week Resource \(July 2017, Sept 2015\)](#) guide as well as the [\*Association of Fraternal and Sorority Advisors \(AFA\) Essentials\* magazine \(Sept 2015\)](#).

He graduated from North Carolina Agricultural and Technical State University with a bachelor's degree in Chemical Engineering where he served as Student Government President, Vice-Basileus (President) of the Mu Psi Chapter of Omega Psi Phi Fraternity, Inc. and marched in the band. He graduated with a Juris Doctorate from Texas Southern University and later served as a federal law clerk in U.S. Federal District Court in the Southern District of Texas (Houston Division). Afterwards, he worked as an attorney at Finnegan & Henderson, a prominent intellectual property law firm in Washington, D.C.

He later founded and is currently President of The Harbor Institute, a premier educational consulting firm, based out of Washington D.C. He specializes in the areas of hazing prevention/intervention, cultural competency, leadership development and recruitment/retention with regard to culturally based fraternal organizations (CBFOs).

He currently is a financially active member of his Omega Psi Phi Fraternity, Inc. graduate chapter, Kappa Psi, in Washington, DC and as [attorney/advisor for DC-National Pan-Hellenic Council \(DCNPHC\)](#). He also serves as [in-house counsel at the Tran Arrowsmith Law Firm](#) where he specializes in fraternal law and hazing.