

A letter from our president...

As a fourth-generation graduate of a Historical Black College and University (HBCU) I know first-hand the value of mentorship and the importance of belonging. The support that I received as both an undergraduate and an HBCU law school graduate empowered me to succeed as a federal law clerk, practicing attorney and entrepreneur. Fourth generation means not only a linear lineage it means a village concept that included not only both my parents who met at an HBCU, all four of my dad's sisters graduating from HBCUs along with my cousins and close friends who join me on this educational journey.

This village extended throughout my higher education experience with a strong support system that consisted of undergraduate professors, my collegiate band directors, fraternity brothers, law professors and my federal judge who all looked like me. This empowered me with a confidence, insight and understanding that was instilled in me through continuous mentorship, coaching and advising at all levels.

As I speak, present and train at over 250 colleges and universities in 38 states across the country I realize that most students of color don't share my unique experience. Statistically, over 1/3 of brown and black college students are proud first-generation college students, and over half of this demographic is working part-time and/or full-time jobs. These dynamics, compounded with familial and other cultural considerations, present challenges that can impede, derail and in some instances prevent their professional success.

That's why I dedicated my work to bridge these gaps. My ancestors successfully fought for access to educational opportunities. I now continue their fight to empowering the next generation on how to leverage these opportunities, culturally connect to collaborate and build legacies that are equitable, constructive and productive.

For over ten years, the Harbor Group of Companies (HGC) has been the leader in authentic, dynamic, and impactful engagements with diverse groups of college students throughout the United States. Our on-campus and virtual programming, customized curricula and conferences

address cultural empowerment, fraternity & sorority life (FSL), diversity, equity & inclusion (DEI), leadership development, hazing prevention and career success.

We build relationships with students, helping them thrive in their college careers, and positioning them for leadership roles on campus and in their communities. Through mentorship, trainings, leadership development and career readiness coaching, the students we serve are better positioned and prepared for internships, early career positions and fulfilling careers in their chosen fields.

We work with colleges/universities, organizations and companies as strategy consultants in diversity, equity & inclusion – supporting you to build a comprehensive and holistic strategy that positively positions your brand in a complex and evolving world, and attracts, acquires and retains talent who reflect the diverse society we live in.

Our team would love to learn more about your organization or company to see how we can continue partnering for success.




Rasheed Ali Cromwell, Esq.
President & CEO
Harbor Group of Companies



THE HARBOR GROUP OF COMPANIES



WE EDUCATE. EVALUATE.
EMPOWER!™



Build your diversity, equity and inclusion (DEI) strategy and initiatives for engagement, with specific proven strategies that engage with and speak to students and young professionals of color

- ✓ **Expand** your reach to students of color at colleges and universities around the country
- ✓ **Implement** a DEI audit that evaluates and assesses your corporate culture, cultural competencies, and perceptions regarding diversity, equity, inclusion and belonging.
- ✓ **Test** key initiatives and product concepts, approaches, language, engagement and conversion factors prior to your launch or outreach.
- ✓ **Create** a diverse talent acquisition plan that exceeds your DEI objectives, goals and initiatives for internships and job recruitment, retention and career growth.
- ✓ **Prepare** your incoming classes of interns and early career professionals to thrive and succeed in your company and its culture.
- ✓ **Develop**, customize and implement engaging DEI training and development for your staff and leadership that focuses on inclusiveness and belonging, ensuring that every voice is heard and valued.
- ✓ **Increase** your brand relevancy with the leaders of tomorrow.



10,000+ personal connections

Over 10,000 students of color directly engage with our Harbor Institute virtual and in-person campus programs each year and we maintain that relationship through their college experience, building trust and meaningful personal relationships that they carry with them throughout their careers. Students trust Harbor to share brands and opportunities with them that will make a difference in their lives.

In addition to our educational experiences, more than 50,000 students interact with Harbor companies and brands at conferences where we have a presence, through our e-learning courses, student-created Harbor EDGE! talent profiles, our Pledge for Unity and on social media, providing our partners multiple touch points for brand awareness and outreach.

250+ schools

We have relationships with and serve more than 250 colleges and universities around the country with impactful in-person and virtual educational experiences, events and conferences.

60+ HBCUs/15+ HSIs

Harbor currently has partnerships and has worked with more than 60 Historically Black Colleges and Universities (HBCUs) around the nation. We also have experiences empowering students of color at Hispanic-Serving Institutions (HSIs) through our diverse educational programs and partnerships that have lead us to work with 15 leading HSIs.

Students trust us to share internships, service and volunteer opportunities, career openings and brands with them that will make a difference in their lives

Build Long-Lasting Relationships

We consult with companies on their long-term DEI goals to increase brand awareness with diverse students around the country. Creating campaigns is one component of brand management but ensuring that these campaigns actually *CONNECT* is just as significant. Harbor utilizes proven strategies, grounded in evidence-based research from a diverse blend of inter-disciplinary professions to address these challenges. Moreover, we include students of color in our approaches and strategies to maximize results.

Potential employees will go where they feel welcomed and valued - when they see that companies are invested in diversity, equity and inclusion, and demonstrate that commitment from the top down. We help you lead and set an example in a world that is becoming more racially & ethnically diverse each day.

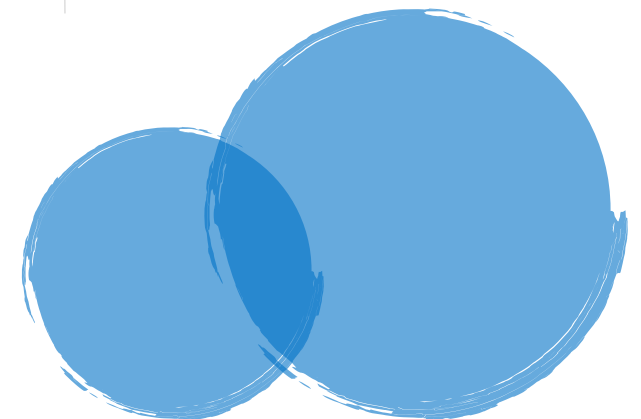
Facilitate Transition from College to Career

Qualified talent is one thing, ensuring they are career-ready is another. We partner with organizations, companies and colleges/universities to provide career preparation, cultural competency and professional development, so students are better prepared to make a post collegiate transition into the real world. Through Harbor NEXT! we develop and implement customized onboarding trainings for your incoming interns and new employees. We also offer DEI training to your entire workforce.

That's the Harbor difference – our holistic approach that builds a relationship with students from their first steps on campus, through their college experience, to matriculation, internships, jobs and careers. Learn how partnering with us can help you build meaningful and lasting relationship with diverse leaders of tomorrow.

Experience the Harbor difference -

**BRAND IMPACT.
TALENT ACQUISITION.
CAREER TRANSITION.**



We offer...

Strategic Consulting

Successful engagement begins with building a comprehensive and interwoven diversity, equity and inclusion (DEI) strategy to achieve your long-term goals. This can include assessment of your current corporate climate, audit of existing structures and initiatives, cultural competency review as well as strategic consulting on the audiences you wish to reach and the goals you wish to achieve. We work as a partner and advisor with your existing team – from marketing, to PR & communications, to internship programs to talent acquisition. Our flexible strategy consulting packages allow you to engage with us on your terms as we adjust to accommodate your company's priority and needs.

Contact us to learn more about our packages.

Diversity, Equity & Inclusion Trainings, New Talent and Internship Onboarding, Presentations and Keynotes

Harbor is a leader in educational experiences that are thought-provoking, inclusive and engaging. Whether you wish to onboard incoming classes of interns, train existing staff and volunteers, conduct Board retreats or host a speaker for your annual meeting, we can tailor something specifically for your needs. Both in-person and virtual engagements are available.

Contact us to learn more about our trainings.

Corporate Partnerships for Talent Acquisition and Increased Brand Impact

In addition to our strategy consulting and training services, we provide opportunities for companies who partner with us to reach our diverse audience of students through Harbor EDGE!, our student-centric platform. We support your talent acquisition goals by sharing opportunities for internships, services year, volunteer positions and career job postings, as well as avenues to showcase your brand. Levels include:

PLATINUM CORPORATE PARTNER

GOLD CORPORATE PARTNER

SUPPORTING PARTNER

We also offer companies the opportunity to list their open internships and job opportunities on our **Jobs & Internship Board**, and share these positions with thousands of students of color around the country.

Our PASSION is helping students achieve their very best. If you share our passion, we can help you enhance your diversity, equity & inclusion outreach, attract and retain the best and most diverse talent for your internships & jobs, enhance your brand, and increase your reach with tomorrow's leaders.

CONTACT US TODAY TO LEARN MORE!

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