



THE UNITED STATES IS BECOMING AN
INCREASINGLY MULTICULTURAL SOCIETY.

THE U.S. CENSUS BUREAU PROJECTS
THAT BY THE YEAR 2042 AMERICA'S
ETHNIC MINORITIES WILL OUTNUMBER
NON-HISPANIC WHITES.

THESE CHANGING DEMOGRAPHICS,
HOWEVER, ARE NOT YET REFLECTED IN OUR
INSTITUTIONS OF HIGHER EDUCATION.

THE DISCREPANCY IS ESPECIALLY
PRONOUNCED AT MANY OF THE MOST
SELECTIVE COLLEGES AND UNIVERSITIES,
WHICH ACT AS GATEWAYS TO LEADERSHIP
OPPORTUNITIES IN THE WORKPLACE.

LEFT UNADDRESSED, THIS GROWING
DISPARITY THREATENS TO ERODE
THE FABRIC OF OUR DEMOCRACY BY
CREATING A SYSTEM THAT MARGINALIZES
THE VOICES, TALENTS AND AMBITIONS OF
LARGE SEGMENTS OF OUR
UNIQUELY DIVERSE POPULATION ● ● ●

posse : *a twenty-year retrospective*

retrospective the posse foundation



• • • The Posse Foundation works to rectify these inequities through its college access and leadership development program. Founded 20 years ago because of one New York City public high school graduate who said, "I never would have dropped out of college if I had my posse with me," Posse has since sent over 2,650 Scholars from six cities to top-tier colleges and universities around the country and today boasts over

BY THE YEAR 2020, POSSE WILL DOUBLE ITS NATIONAL FOOTPRINT WITH SITES IN 10 CITIES, 60 COLLEGE AND UNIVERSITY PARTNERS, AND 6,000 ALUMNI IN THE WORKFORCE

700 Alumni. These young people are excelling on campus, graduating at an impressive rate of over 90 percent, and fast becoming leaders in the workplace.

In 1989, The Posse Foundation started with one partner institution, Vanderbilt University. Today, 33 elite colleges and universities from around the country have joined the movement. By the year 2020, Posse will double its national footprint with sites in 10 cities, 60 college and university partners, and 6,000 Alumni in the workforce. This powerful new leadership network will reflect this nation's great diversity and represent the myriad voices, ideals and dreams of all Americans.

The dream of truly diverse education in integrated colleges has been under relentless attack by opponents of affirmative action who have succeeded in enacting bans in several states. Standardized testing usually just reflects social and educational advantages. It is vitally important to find and implement other ways to assess students of color with great potential and to support them into college. Posse is a national leader in this effort. Gary Orfield, *Professor of Education, Law, Political Science, and Urban Planning, UCLA; Co-Director, The Civil Rights Project/ Proyecto Derechos Civiles*



¹ U.S. Census Bureau News. *An Older and More Diverse Nation by Midcentury*. August 14, 2008.

² Minckler, David. United States Department of State. *U.S. Minority Population Continues to Grow*, May 14, 2008. <www.america.gov>

³ U.S. Department of Education. National Center for Education Statistics. *Digest of Education Statistics*, Table 275: 2007. <nces.ed.gov>

⁴ The United States Equal Opportunity Commission. *Job Patterns for Minorities and Women in Private Industry*, 2007. <www.eeoc.gov>

why posse is needed



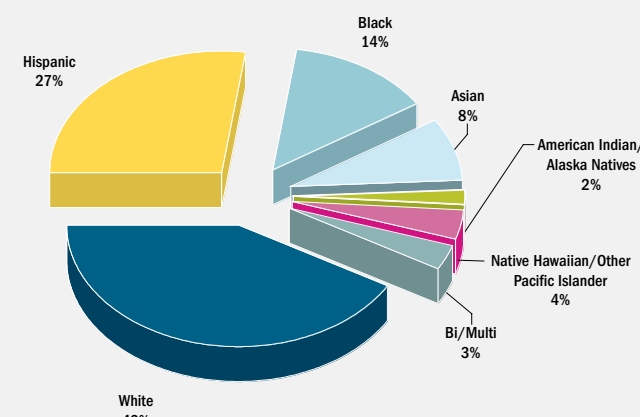
According to U.S. Census projections, by the year 2042, non-Hispanic whites will no longer represent the majority population in the country.¹ Currently, more than one-third of the nation's population is made up of minorities. Hispanics are the largest minority group, making up 15 percent of the population, followed by blacks (13.5 percent) and Asians (5 percent).²

Student profiles at four-year colleges and universities in the nation, however, do not yet reflect the changing demographics of the United States. For instance, nearly three-quarters of bachelor degree recipients from 2005-2006 were white.³

A look at the racial breakdown of those in positions of power in the workforce in the United States also illustrates a significant disparity. In the private sector, for example, blacks and Hispanics are far more likely to be laborers and service workers than to hold positions of leadership; the opposite is true for whites and Asians.⁴

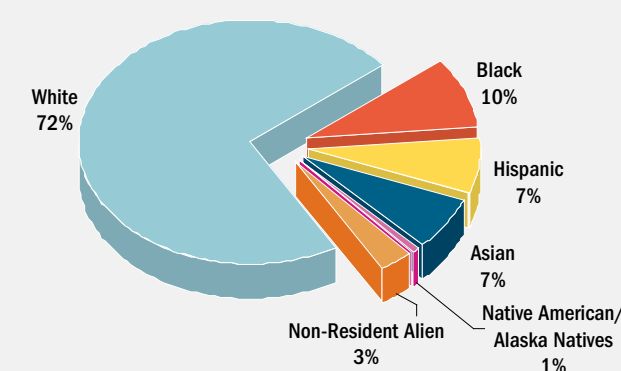
PROJECTED U.S. POPULATION BY 2050 [BY RACE]

Source: U.S. Census Bureau, 2008.



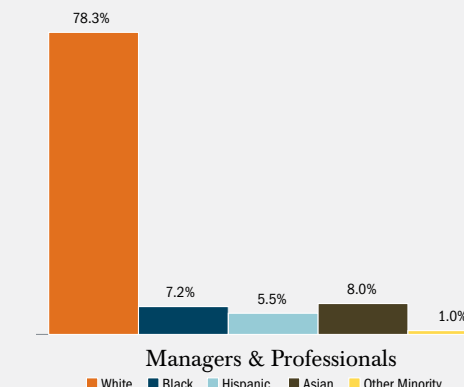
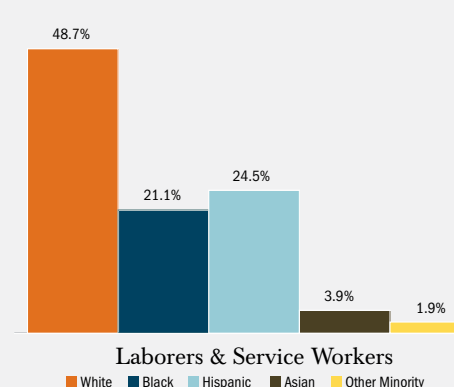
BACHELOR DEGREE RECIPIENTS [BY RACE]

Source: National Center for Education Statistics, 2007.



US PRIVATE SECTOR EMPLOYMENT BY RACE, 2007

Source: US Equal Opportunity Commission, 2007.



... unequal representation

The unequal representation of racial groups receiving bachelor degrees and working in the private sector are only two examples where such inequity exists. If these trends continue, we risk failing to create a country where the leadership is truly representative of its people.

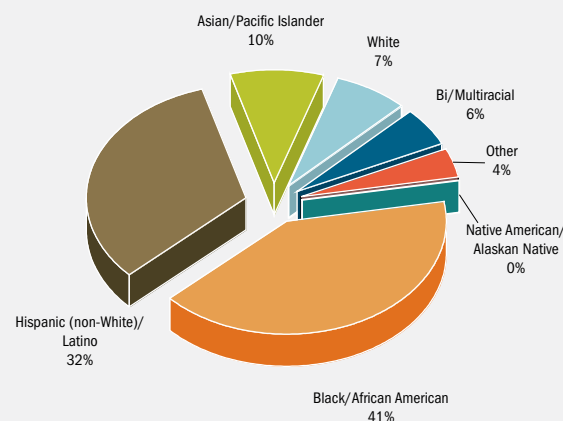
This nation is facing significant challenges, including, among others, the need for health care and social security reform, a struggling economy and an education system that is largely failing its citizens. Posse believes that the leaders of this new century should reflect the country's rich demographic mix and that the key to a promising future for our nation rests on the ability of strong leaders from diverse backgrounds to develop consensus solutions to complex social problems such as these.

Posse Scholars are recruited from some of the largest public school systems in the country and represent a diverse and unique sample of the population from urban cities. They represent a new kind of leadership network—one that will sit at the tables where decisions are made and better represent the voices of all Americans. Posse

POSSE BELIEVES THAT THE LEADERS OF THIS NEW CENTURY SHOULD REFLECT THE COUNTRY'S RICH DEMOGRAPHIC MIX

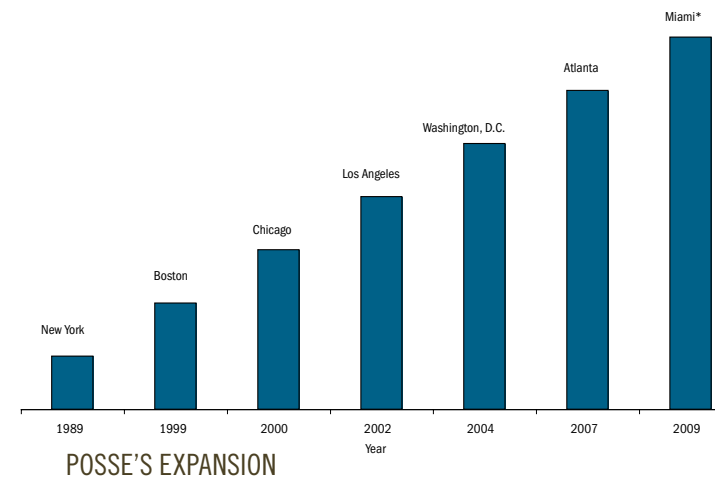
Scholars and Alumni are incredibly diverse in terms of race, class, religious beliefs and talents. Because of their diversity and proven leadership, Posse Scholars are well positioned to meet the challenges of this great nation head-on.

2008 POSSE SCHOLARS [BY RACE]



We all know that Posse Scholars have an impact on campus that far exceeds their numbers. When two percent of the students take home 42 percent of the awards, you know you're talking about a high-impact group.

Gordon Weil, former Associate Provost and Professor of Economics, Wheaton College



posse's history



Posse started because of one student who said, "I never would have dropped out of college if I had my posse with me." That simple idea of sending a group of students to college together to act as a support system for one another was the impetus for a program that today has become one of the most comprehensive college access programs in the United States.

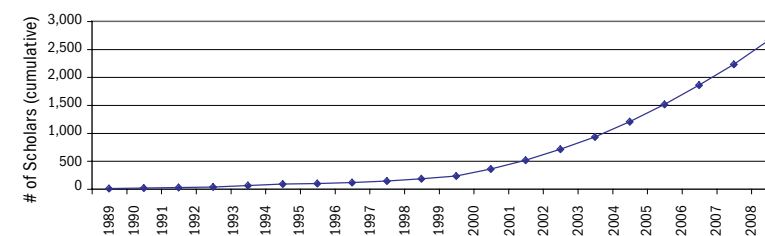
Vanderbilt University was Posse's first partner institution and took a Posse of five students from New York City in 1989. Four years after setting foot on Vanderbilt's campus, all five members of the first Posse graduated with honors and accolades. Since then, Posse has opened sites in six

NATIONALLY, POSSE SCHOLARS HAVE WON \$265 MILLION IN SCHOLARSHIPS FROM POSSE PARTNER INSTITUTIONS

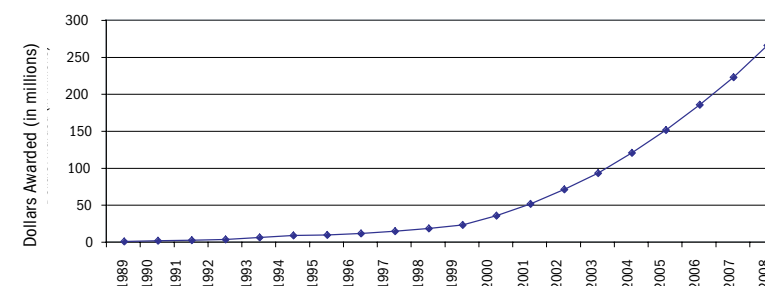
additional cities,* partnered with dozens of top-tier colleges and universities, and established a multi-million dollar endowment to guarantee its longevity and continued growth. This expansion has enabled Posse to serve an increasing number of deserving public high school students each year.

Since 1989, Posse has sent 2,650 Scholars to top-tier colleges and universities throughout the country. Nationally, Posse Scholars have won \$265 million in scholarships from Posse partner institutions and are persisting and graduating at a rate of 90 percent—significantly above the national average.

NUMBER OF POSSE SCHOLARS SELECTED TO DATE



SCHOLARSHIP DOLLARS AWARDED TO DATE



*Posse Miami is scheduled for a July 2009 launch.



KABRAL TEFAMICAEL
Was born in Riad, Saudi Arabia. He moved to Massachusetts and became a Bowdoin Posse Scholar where he majored in Greek literature. Today, he is an investment banker.

CARLOS CARELA
Grew up in Washington Heights, New York and went to a high school with over 5,000 students. He turned down a baseball scholarship to become a Vanderbilt Posse Scholar. Today, he owns a tapas bar on Manhattan's Upper West Side.



TIFFANY TYLER
Is the youngest of six girls. Her parents worked in factories for 30 years. She graduated from Carleton College in 2005 and is now a full-time medical student at Northeastern University.

ERICA SPATZ
Grew up in Staten Island, New York. She graduated from Vanderbilt, became chief resident at Montefiore Hospital and is now an internist and fellow in the Robert Wood Johnson Clinical Scholars Program at Yale University.

A 3x7 grid of plus signs (+) arranged in three rows and seven columns.



+

Posse removes the blindfold, the process and opportunity to love Posse for the education already in your life. Jenny Rickard.

A group of five young women are posing for a photo in a room. From left to right: a Black woman in a white and grey striped shirt; a white woman with glasses in a black top; an Asian woman in a light blue turtleneck; a woman in a green jacket; and a woman with curly hair in a dark blue jacket. The background features a wall covered in various posters and a sign that reads 'MIDDLEBURY COLLEGE'. A bookshelf is visible on the right.



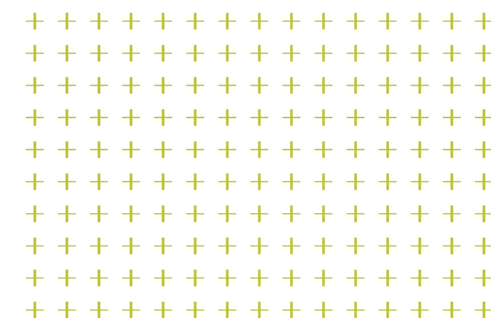
2. Pre-Collegiate Training Program



The diagram consists of four concentric circles. The outermost circle is light blue and contains the word "workforce" at the top. The next circle inward is a slightly darker blue and contains the word "campus" at the top. The center of the diagram is a dark blue circle containing the word "Posse" in a white, stylized font. The innermost circle is a very light blue and contains the word "community" at the bottom.

Patricia Gándara, *Professor of Education, UCLA;*
Co-Director, The Civil Rights Project/Proyecto
Derechos Civiles

In 1990, five Scholars completed the Pre-Collegiate Training Program. In 2009 alone, over 400 Scholars completed the program. In total, 2,650 students have received Posse Scholarships and taken part in the Pre-Collegiate Training Program.



3. Campus Program

Posse Scholars continue to receive support after arriving on campus. Posse staff members visit each university four times a year for meetings with Posse Scholars, campus liaisons and mentors. Each mentor meets weekly with the Posse as a team and with each Scholar individually every two weeks during the first two years in college.

An important element of the Campus Program is the PossePlus Retreat, which helps partner colleges and universities build more integrated and welcoming campus communities. This year alone, close to 2,300 participants took part in PossePlus Retreats across the country.

The annual, weekend-long PossePlus Retreat brings together members of the larger student body, faculty and administration to discuss an important social issue identified by Posse Scholars. Over the years, PossePlus Retreats have focused on topics such as social responsibility, education, race, class and gender. These retreats also offer The Posse Institute, the research arm of the Foundation, an opportunity to survey participants about these important topics

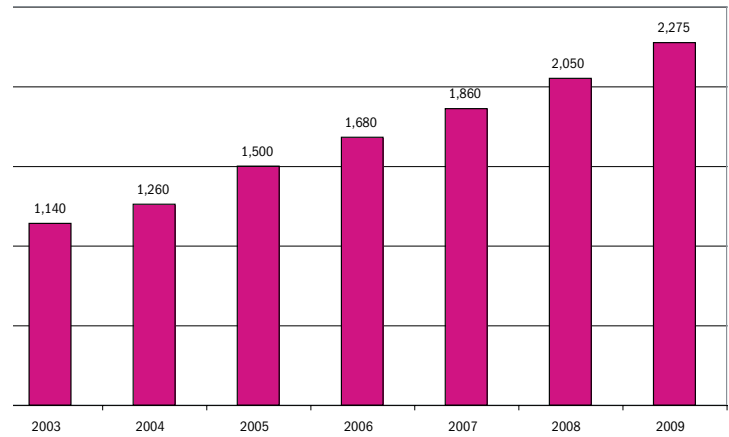
THE POSSE INSTITUTE, FOUNDED IN 2007 WITH A GENEROUS GRANT FROM THE FORD FOUNDATION, SEEKS TO CONDUCT AND PUBLISH RESEARCH ON MATTERS RELATING TO ACCESS, LEADERSHIP, DIVERSITY AND RETENTION IN HIGHER EDUCATION

and publish a report based on the findings.

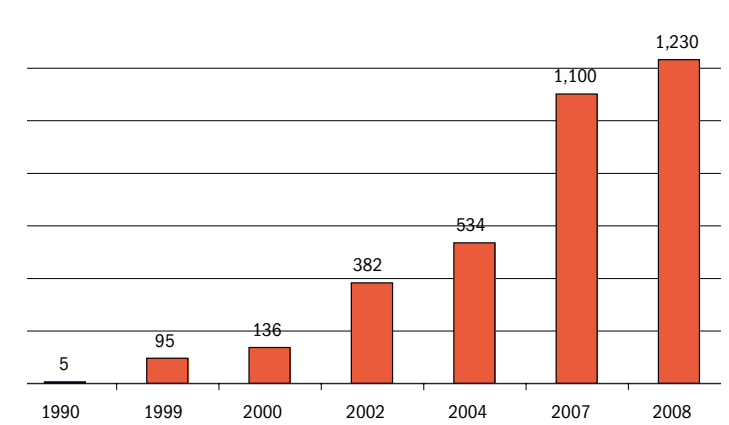
Posse Scholars are having an incredible impact on their campuses. They sit in the front of their classes, know their professors and stimulate dialogue in their classrooms. Numerous Posse Scholars have been student body presidents, resident advisors, radio announcers, newspaper reporters, athletic team leaders and more. A report by TCC Group, an outside evaluation firm, found that 70 percent of Posse Scholars start or lead an organization, club or academic program on campus.



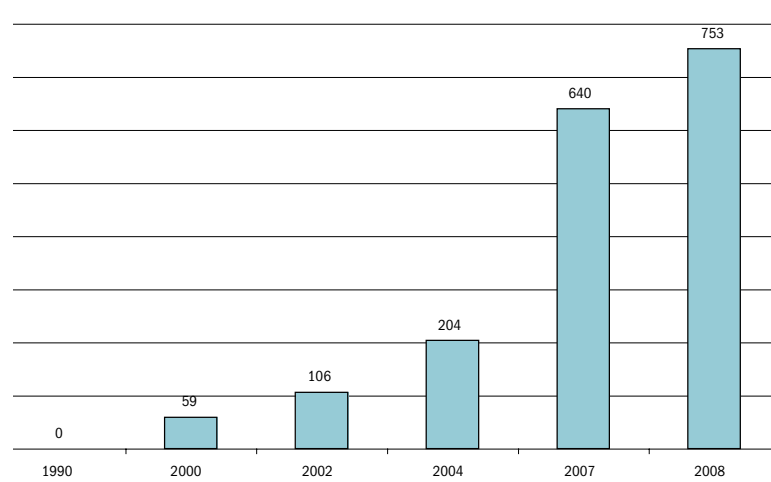
POSSEPLUS RETREAT ATTENDEES BY YEAR (ESTIMATED)



NUMBER OF SCHOLARS ON CAMPUS BY YEAR



NUMBER OF POSSE ALUMNI BY YEAR



4. Career + Alumni Program

Posse plays an integral role in the professional development of its Scholars and Alumni by providing them with the tools and opportunities necessary to secure highly competitive and career-enhancing internships and jobs. Since the first Posse graduated in 1994, the number of Posse Alumni has grown substantially. Over 700 Posse Alumni are currently in graduate school or in the workforce, quickly becoming the new face of leadership in a diversity of fields.

Designed to achieve Posse’s third goal of generating a new leadership network in this country, the Career Program has three core components:

- The Internship Program
- Career Services
- Networking Events & Programming

Over the years, Posse has developed internship partnerships and currently has over 100 exceptional companies and organizations offering Scholars work opportunities, both nationally and abroad. Posse Alumni are working in a wide range of industries, including business, education, healthcare, non-profit and many more.

Currently, 45 percent of Posse Alumni with two or more years of experience have or are pursuing graduate degrees in a variety of fields, including, among others, medicine, business, education and law. Posse Alumni have received numerous coveted awards, including 17 Fulbright Scholarships in the past three years and a Marshall Scholarship in 2008.

In 2006, Posse began developing relationships with graduate schools, providing opportunities for Posse Scholars

CURRENTLY, 45 PERCENT OF POSSE ALUMNI WITH TWO OR MORE YEARS OF EXPERIENCE HAVE OR ARE PURSUING GRADUATE DEGREES IN A VARIETY OF FIELDS, INCLUDING, AMONG OTHERS, MEDICINE, BUSINESS, EDUCATION AND LAW.

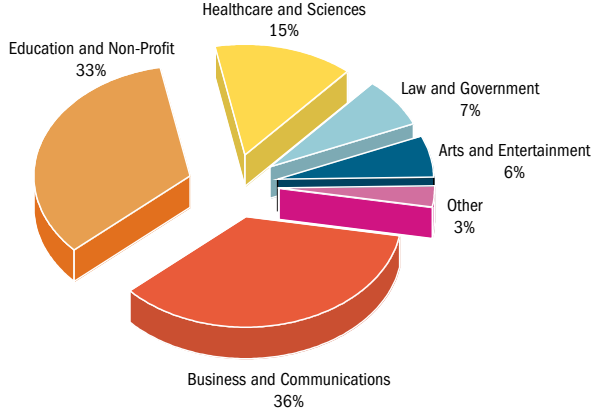
to obtain advanced degrees at some of the nation’s most selective institutions. The development of these partnerships is a testament to Posse Scholars’ myriad successes and Posse Alumni’s growing reputation of excellence.

5. Posse Access

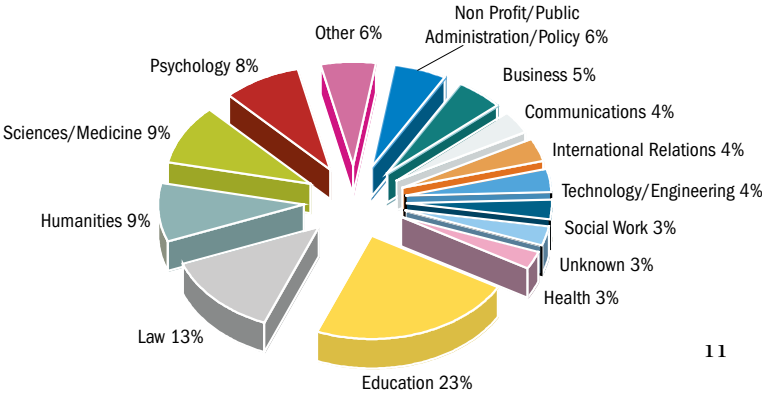
In 2008, The Posse Foundation launched a fifth program component, Posse Access—a new virtual database designed to support the hundreds of finalists nationwide who are not selected as Posse Scholars. These students can opt to have their personal profiles and applications uploaded, thereby connecting them to Posse’s exclusive list of college and university partners. By identifying candidates through Posse Access, partner schools benefit from Posse’s holistic approach to evaluating student potential and see a much larger pool of highly qualified students. College admissions officers are able to consider these applications for admission, and in doing so, broaden opportunities for deserving public high school students. Through Posse Access, Posse provides many more amazing students with the opportunity to attend a top institution of higher education.

Through its five program components, Posse is successfully increasing the number of qualified students from diverse backgrounds attending first-rate universities and preparing the next generation of leaders.

BREAKDOWN OF JOB INDUSTRIES FOR POSSE ALUMNI



GRADUATE DEGREES (BY FIELD) FOR POSSE ALUMNI





IBRAHIMA BAH

Is an immigrant from Senegal, West Africa and became part of the Lafayette College Posse. Today, he is pursuing a Ph.D. in physics at the University of Michigan.

FRANKIE CEVALLOS

Was born in the Philippines and raised in the Bronx, New York. She graduated with her Posse from Rice University. Today, she is a senior IT analyst for Markets Application Development in the Federal Reserve Bank of New York.



JASON REA

Faced gang violence in Los Angeles. However, he went on to become senior class president of his high school and to win a Posse Scholarship to the University of Wisconsin-Madison, where he studied philosophy and law.

NATALEE GRAHAM

Attended high school in Brooklyn, New York and went with her Posse to Brandeis University. She graduated from New York Law School and is now a consultant for the SIPC Trustee for the Lehman Brothers Inc. Estate.

national recognition

Over the past 20 years, Posse has achieved national recognition as one of the most important initiatives in higher education in the United States. From the higher education community to the national media circuit, Posse has been identified as an important model for improving access and promoting equity.

In 2007, President Barack Obama singled out the Posse Program in an interview with *The Chronicle of Higher Education*. And, over the years, Posse has been covered by *The New York Times*, *Chicago Tribune*, *Los Angeles Times*, *The Boston Globe* and many more. These articles have praised the ingenuity of Posse and its impact on the students, universities and communities it serves. Posse has also been featured on *CBS Evening News with Katie Couric* and was invited to take part in a panel discussion at the Clinton Global Initiative Annual Meeting.

In 2007, the John D. and Catherine T. MacArthur Foundation awarded Deborah Bial, Posse's president and founder, with a MacArthur "Genius" Fellowship for her work as "an education strategist ... demonstrating the importance of less-recognized skills in educational achievement" and for "reframing college admissions into a more successful and inclusive process."

Since 2004, Charity Navigator, America's largest and premier independent charity evaluator, has given The Posse Foundation four stars, the highest rating possible, for its stability as an organization. Only three percent of organizations reviewed by Charity Navigator have received four stars for five consecutive years.

Posse's national success is anchored by the impressive accomplishments of its local chapters in Atlanta, Boston, Chicago, Los Angeles, New York and Washington, D.C. Posse has garnered attention from luminaries in each of these cities. In 2008, then CEO of Chicago Public Schools Arne Duncan boasted, "My goal is to make Chicago the Posse capital of the world." In Boston, Posse has support from government leaders, from Mayor Thomas Menino to Governor Deval Patrick and First Lady Diane Patrick. Posse is extremely fortunate to have such strong advocates throughout the nation.



Diversity enriches education ... Some measures traditionally used to determine college admissions—such as college entrance exam scores—might not necessarily be the best predictors of college success, placing some very talented students at a disadvantage.

One of this year's MacArthur awardees—the "genius" awards—is an innovator named Deborah Bial. She proposed a model to identify promising students from disadvantaged urban backgrounds, using an alternative set of qualities as predictors of success in college ... The students that are selected form a "posse," and are provided with extra supports, and end up graduating from selective colleges with a very high success rate.

This shows the validity of using less-recognized skills as indicators of likely educational success.

Barack Obama in *The Chronicle of Higher Education*, November 11, 2007



I WOULD SUGGEST THAT THIS IS ALL ABOUT THE AMERICAN DREAM.
Bob Herbert, *New York Times* Op-Ed columnist

I think one of the things that Posse does is to let children shine. When I look at these alum and I have a chance to talk to them, I have such confidence and faith—faith in our future. It would be wonderful if we had a Posse in every city in this country.

Diane Patrick, *Partner, Ropes & Gray LLP*; *First Lady of Massachusetts*

THE BOSTON GLOBE • TUESDAY

MY GOAL IS TO MAKE CHICAGO THE POSSE CAPITAL OF THE WORLD.
Arne Duncan, in 2008, then CEO of Chicago Public Schools



the future of posse



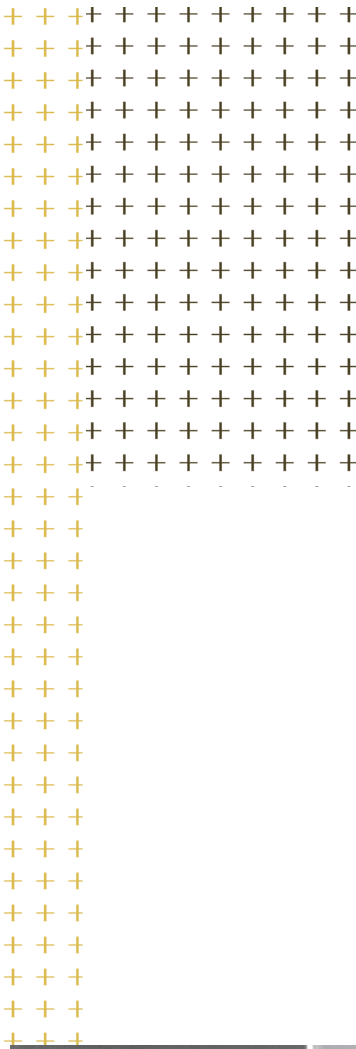
Posse is working on expanding access for students in specific fields. In 2006, the Howard Hughes Medical Institute awarded Brandeis chemist Irving Epstein \$1 million to develop a Science Posse at

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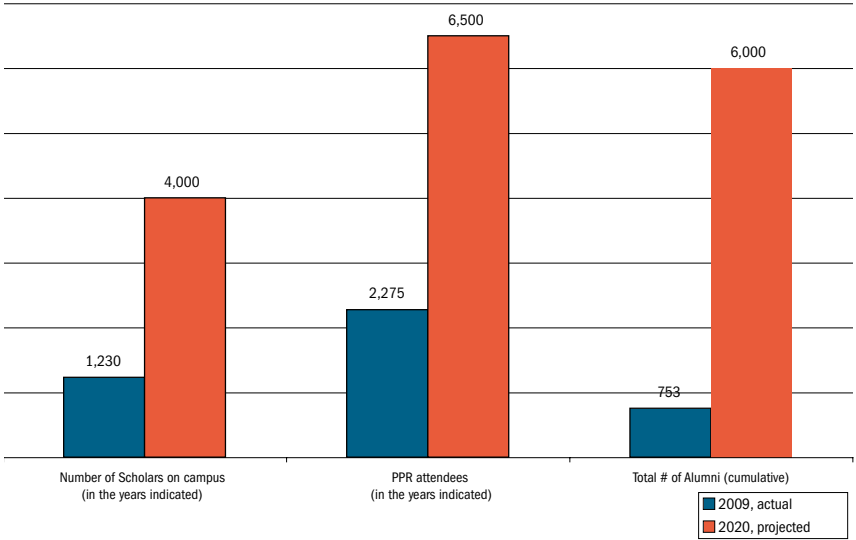
Brandeis University. Posse plans to expand this initiative over the next several years. There is great need to increase diversity in the United States in every academic field, including the arts, education and other humanities.

By the year 2020, The Posse Foundation will double the size of its national footprint. It will have sites in 10 cities, 60 partner colleges and universities, and recruit 1,000 students who will receive over \$100 million dollars in scholarships per year. There will be 4,000 Posse Scholars on campuses across the country and 6,000 Posse Alumni in the workforce. By 2020, Posse Scholars will have won an astonishing \$1 billion dollars in scholarships.

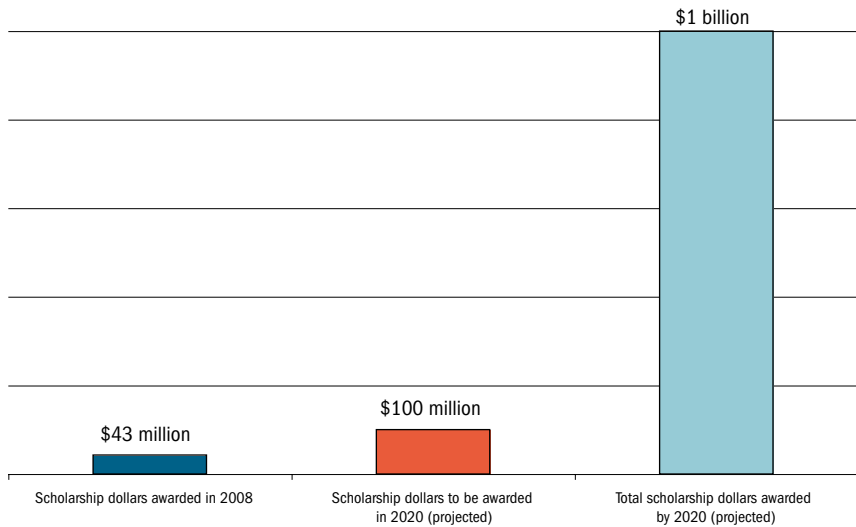
The past 20 years have shown that Posse has developed a model that works. Today, we celebrate the vision that is quickly becoming a reality. Posse Scholars will be the leaders of our future in classrooms and board rooms, running for office and making positive change around the globe.



PROJECTED GROWTH

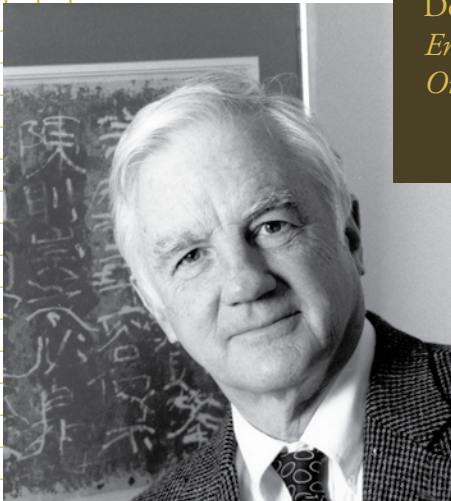


PROJECTED GROWTH (SCHOLARSHIP DOLLARS)



The American dream doesn't mean anything if people can be screened out of opportunities simply by the accidents of their birth and by the accidents of where they grew up. And so, we have to attack that in many, many different ways. And one of the ways is by trying to find young people who really do have what it takes, but don't show up on the conventional measures. Posse is about finding people who have passed tests with distinction other than the standardized tests. Posse can teach other organizations and other colleges how to identify a talent and not allow it to be overlooked for circumstances that are not of the students' own making.

Derek Bok, 300th Anniversary University Professor, University President Emeritus, and Faculty Chair of the Hauser Center for Nonprofit Organizations, Harvard University





DEBANGSHU ROYCHOUDHURY

Grew up in Queens, New York. Part of his undergraduate research at Vanderbilt was published in a book on organizational diversity. He is now attending NYU and working towards his master's degree in psychology.

SHIRLEY RAMIREZ

Was a member of the first Posse in the Foundation's history. The daughter of Dominican immigrants and the first in her family to attend college, she received her Ph.D. in clinical psychology from Duke University. She is now vice president for institutional planning and community engagement at Lafayette College.



Posse selection is the hardest part of our partnership. Choosing only 10 students is unbelievably difficult. But in the course of making our choices, we learn more about the power of student leadership and how lives can be changed. As the America of the 21st century takes shape, it's organizations like Posse that will assure a generation of leaders who will be prepared to make a difference in their neighborhoods, communities, regions, and the world.

*Gail Berson, Vice President and Dean of Admission,
Wheaton College*



J.R. WALLACE

Is from the Bronx, New York. While at Wheaton College he became student government association president. He won a Fulbright Scholarship to conduct research in Thailand and, in 2008, was one of 40 students nationwide to win a Marshall Scholarship.

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posse partner colleges + universities

BABSON COLLEGE

BARD COLLEGE

BOSTON UNIVERSITY

BRANDEIS UNIVERSITY

BRYN MAWR COLLEGE

BUCKNELL UNIVERSITY

CARLETON COLLEGE

CENTRE COLLEGE

CLAREMONT MCKENNA COLLEGE

COLBY COLLEGE

THE COLLEGE OF WOOSTER

CONNECTICUT COLLEGE

DENISON UNIVERSITY

DEPAUW UNIVERSITY

DICKINSON COLLEGE

FRANKLIN & MARSHALL COLLEGE

GRINNELL COLLEGE

HAMILTON COLLEGE

KALAMAZOO COLLEGE

LAFAYETTE COLLEGE

LAWRENCE UNIVERSITY

MIDDLEBURY COLLEGE

OBERLIN COLLEGE

POMONA COLLEGE

SEWANEE: THE UNIVERSITY OF THE SOUTH

TRINITY COLLEGE

TULANE UNIVERSITY

UNION COLLEGE

UNIVERSITY OF CALIFORNIA, BERKELEY

UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN

UNIVERSITY OF WISCONSIN-MADISON

VANDERBILT UNIVERSITY

WHEATON COLLEGE

Posse Partner Graduate Schools

NORTHEASTERN UNIVERSITY GRADUATE SCHOOL OF
BUSINESS ADMINISTRATION

NORTHWESTERN UNIVERSITY KELLOGG SCHOOL OF MANAGEMENT

NORTHWESTERN UNIVERSITY SCHOOL OF LAW

UNIVERSITY OF WASHINGTON EVANS SCHOOL OF PUBLIC AFFAIRS

UNIVERSITY OF WASHINGTON INFORMATION SCHOOL

UNIVERSITY OF WASHINGTON SCHOOL OF EDUCATION

UNIVERSITY OF WASHINGTON SCHOOL OF SOCIAL WORK

I was a professor for most of two decades at Dartmouth College and then the president of Kenyon and now the president of Carleton College. So I speak with some fair experience about higher education when I say that I think that one of the best ideas in higher education in the last quarter of a century, and perhaps even the best idea in the history of higher education of the last several decades, is the Posse Program.

Robert A. Oden Jr., President, Carleton College



Everywhere I turned in my first year on campus, I would ask a question about “who’s doing this?” or “who’s doing that?” or “who was that student?” and more often than I can remember, I was told “That’s a Posse student.” I quickly became a believer.

Daniel Weiss, President, Lafayette College



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POSSE'S 20TH ANNIVERSARY

posse : *a twenty-year retrospective*

Posse Scholars have experiences and developed skills that are underrepresented on college campuses. So their presence adds to the sophistication of all students' experiences on campus. [Posse is] at a 20-year anniversary here. That's a lot of expertise. I would like to see institutions of higher education take advantage of that expertise.

Claude Steele, Lucy Stern Professor of Psychology, Stanford University



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