The Initiative for Institutional Anti-racism and Accountability (IARA) is a newly formed initiative at the Harvard Kennedy School of Government's Shorenstein Center. The goal of IARA is to use research and policy to help institutions adopt anti-racism as a core value and norm throughout the US and globe.

While diversity and inclusion work is an important step in the process of building equitable institutional practices, anti-racist change encompasses equitable shifts at every level of an institution in conjunction with the adoption of new norms, values, and practices.

Implicit bias training, for example, helps uncover the problem of racial prejudice and racist stereotypes among individuals but does not resolve the question of how to change institutional policies and practices rooted in racial exclusion and organizational cultures narrowly defined by the lived experiences of white people. Individual awareness of bias is one thing; institutional transformation based on that training is something else.

IARA works at the intersection of community programs, academia, and policy to address intellectual and practical questions related to anti-racist institutional change. The objective of IARA is to promote anti-racism as a core value for organizations by critically evaluating structures and policies within institutions.

"Anti-racism is the active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably" (NAC International Perspectives: Women and Global Solidarity).

The initiative aims to examine the current field of anti-racist practice through the lens of research. Through participatory action research, dialogue, and community involvement, we seek to understand the landscape of organizational racial justice work, and answer the following questions:

- What organizations and individuals provide anti-racist training and capacity building? What is their underlying approach and pedagogy, and how do they assess their impact?
- Who are the organizations – both public and private – taking on equitable institutional change?
- In addition, what industry level norms are appropriate for assessing the efficacy of anti-racist transformation?

Our work focuses on researching existing organizations that conduct anti-racism training and development while analyzing their effectiveness and promoting best practices in the field. Additionally, we study the implementation of anti-racism work among institutions that have taken on organizational change processes, and we promote our findings to help organizations create accountability structures so they might better achieve their goals. Lessons learned are applicable and useful for further organizations who choose to undertake anti-racist institutional change.

We see great potential in the creation of research, platforms and convenings that unite practices from the field of anti-racist pedagogy, uniting scholars, practitioners and organizational leaders and employees. Our vision is to be a leader in organizational anti-racism research, policy, and advocacy, and propose change in institutions and media in the public, private, non-profit, and digital sectors.

2. Diversity and Inclusion as defined by INDEED.com states that "Diversity and inclusion is a company's mission, strategies, and practices to support a diverse workplace and leverage the effects of diversity to achieve a competitive business advantage." https://ideal.com/diversity-and-inclusion/. Accessed Oct 31st, 2018
**RECENT EVENTS**

**Striving to Build an Anti-Racist Education Community**
Shorenstein Center Speaker Series Event with Jeff Ginsberg, Executive Director of the East Harlem Tutorial Program, in conversation with Prof. Khalil Gibran Muhammad

**Caste Matters**
Shorenstein Center Speaker Series Event with Suraj Yengde, Post-Doctoral Fellow with the IARA program, in conversation with Prof. Khalil Gibran Muhammad

**The Politics of Difference: Race, Technology, and Inclusion**
JFK Jr. Forum Panel Event at Harvard Kennedy School with Prof. Khalil Gibran Muhammad, Prof. Ruha Benjamin (Princeton), Latoya Peterson, and Dr. Joan Donovan

**Truth and Transformation Conference: The First Step Towards Institutional Change**
IARA annual conference on the experiences of anti-racism and institutional change practices

**TEAM**

**Professor Khalil Gibran Muhammad**
Faculty Director
Professor of History, Race, and Public Policy at Harvard Kennedy School
Suzanne Young Murray Professor at the Radcliffe Institute for Advanced Studies

**Suraj Yengde, PhD**
Research Fellow
Post-Doctoral Fellow, Shorenstein Center on Media, Politics and Public Policy

**Erica Licht, MSc**
Research Assistant
MPA Student, Harvard Kennedy School

**Miriam Aschkenasy, MD, MPH, MPA**
Program Manager

**PUBLICATIONS**

**Caste Matters**
Bestseller
Suraj Yengde, Penguin India, July 2019

**The Barbaric History of Sugar in America**

**Why Police Accountability Remains Out of Reach**
Khalil Gibran Muhammad in *The Washington Post*, July 2019

**The Condemnation of Blackness: Race, Crime, and the Making of Modern Urban America**
2nd Edition
Khalil Gibran Muhammad, Harvard University Press, 2nd edition, July 2019

**Contact Us:** iara@hks.harvard.edu | Learn more: shorensteincenter.org/iara

**Follow the Shorenstein Center:** @ShorensteinCtr | /shorensteincenter | Email: shorensteincenter.org/sign-up