



HARVARD Kennedy School

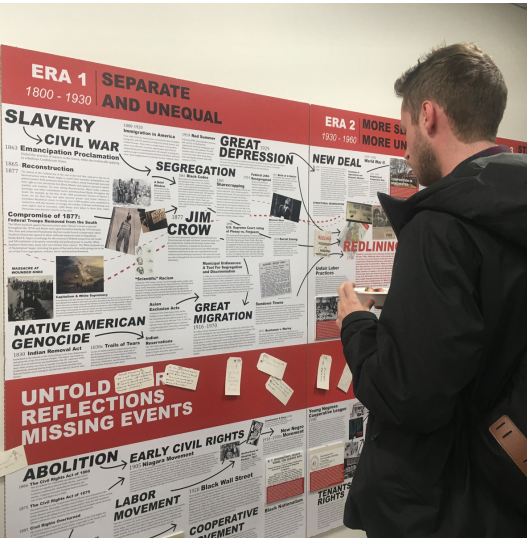
ASH CENTER

for Democratic Governance
and Innovation

INSTITUTIONAL ANTIRACISM
AND ACCOUNTABILITY PROJECT

INITIATIVE FOR INSTITUTIONAL ANTIRACISM AND ACCOUNTABILITY

ash.harvard.edu/iara



Institutional Antiracism and Accountability Project

SNAPSHOT

Leadership: Khalil Gibran Muhammad, Ford Foundation Professor of History, Race, and Public Policy.

Convening: IARA sponsors the annual Truth and Transformation Conference as well as other events focused on racial equity.

Research: IARA is working in New Zealand and 7 additional countries, to examine societal processes of racial justice, truth-telling, and healing.

About the Initiative

The Institutional Antiracism and Accountability (IARA) Project uses research and policy to promote antiracism as a core value and institutional norm. We aim to move organizations from words to action to accountability by critically evaluating their policies and practices. To achieve lasting antiracist change, institutions must commit to equity and hold leadership and staff accountable to one another and their stakeholders.

We aim to move organizations from words to action to accountability by critically evaluating their policies and practices.

OUR PROGRAM

IARA works to identify organizational best practices that lead to long-term and sustainable antiracist change. Our cross-sector research puts us in a unique position to independently evaluate organizational behavior in terms of diversity, equity, and antiracist trainings. By studying how institutions that identify as antiracist or racially equitable achieve their goals and hold themselves accountable, we can promote best practices and propose effective structural changes across organizations in the public, private, and nonprofit sectors. Building on the United Nation's sustainability (ESG) goals, IARA centers accountability as the key driver of organizational change rather than good intentions and goodwill. Our vision is to be a leader in institutional antiracism research, policy, and advocacy.

The Team

Khalil Gibran Muhammad,

Ford Foundation Professor
of History, Race, and Public
Policy and IARA Faculty
Director

Miriam Aschkenasy

IARA Program Director

Erica Licht

IARA Senior Fellow

Ángel Rodríguez

IARA Research Fellow

FOR MORE INFORMATION

Learn more about the
program and how to get
involved at

ash.harvard.edu/IARA

Race, Research & Policy Portal

IARA's Race, Research & Policy Portal (RRAPP) is a free online resource dedicated to helping changemakers learn about and find the tools they need. It summarizes and promotes research publications on diversity, racial equity, and antiracist organizational change in private, public and nonprofit firms and entities. Many of RRAPP's resources highlight academic studies, which are often underutilized due to being hidden behind subscription paywalls. Visit rrapp.hks.harvard.edu to learn more.

Research

How do institutions achieve sustainable organizational change? How do they measure their "success" in working towards antiracist institutional change? And why do organizations claim to value diversity and inclusion but fail to achieve their goals? Truth-telling is to organizational change what science is to innovation. By examining antiracism interventions in the US and globally, we help organizations understand the value of reckoning with their past as a predicate to transformation.

Truth and Transformation

This annual convention explores and examines critical steps in understanding and engaging with institutions when forging a path toward equity. Past conventions have examined the role of historical reckoning in antiracist change, business models for diversity, and private and nonprofit sector promises of antiracist change.