Research Fellow: Institutional Antiracism and Accountability Project

IARA: The goal of the Institutional Antiracism and Accountability (IARA) Project, based at the Harvard Kennedy School's Ash Center, is to use research and policy to promote antiracism as a core value and organizational norm, and to create national accountability standards. IARA's faculty director is HKS Professor Khalil Gibran Muhammad, a leading scholar of race and racism in the United States.

Robert Wood Johnson Foundation Project: The existing field of research on systemic racism is populated predominantly with data on how racism impacts the social determinants of health in communities of color. Research is limited on successful interventions and policy changes that directly address these inequities and shift institutional practice. Accountability standards allow for evaluating effectiveness, provide organizations a road map to success, and allow stakeholders to be transparent and benchmark their progress. Accountability standards can provide an outline and identify what success looks like when it comes to racial equity. IARA will assess, analyze and document effective measures of health care organizations engaging in internally focused antiracist change. In order to reach this goal, the IARA project will produce at least two case reports of antiracist change in organizations and publish several summaries of pivotal research in the field, as well as create an accountability framework. This framework would also act as a road map and guide for organizations to determine the best next steps in their own institutional antiracist work.

The Position: The Research Fellow's activities would include documenting successful antiracist organizational transformation via case reports of existing work and a scan of the healthcare-focused literature to identify examples of successful initiatives in the area. The end product of the research would be to develop a framework for accountability for healthcare institutions that can act as both a roadmap for organizations that want to take on work towards an antiracist framework, and to evaluate organizations that have already begun the work. Additionally, this role would benefit from the support of, and work closely with, two graduate student research assistants. The fellow would conduct background research on academic studies, healthcare industry reports, and non-profit practitioners' reports of what works and what

does not work to achieve racial equity in health-focused organizations. This would build on IARA's existing work in this area, documented in the Race Research and Policy Portal at www.rrapp.org. In Phase II, the fellow would compile case reports of institutional antiracist change based on existing available data. In the third and final stage, the technical writer and research assistant will independently verify how effective diversity training, racial equity audits, and interventions are based on companies or non-profits that claim success. Establish an accountability framework and standards for racial equity and antiracism in the healthcare sector and develop a nonproprietary, transparent audit for independent verification, and promote accountability among analysts and other stakeholders in the field.

The Research Fellow will play a leadership role under the direction of the Faculty Director and Principal Investigator for this grant, working in close coordination with the IARA project Program Director and program team. The fellow would be asked to weigh in on the hiring of the research assistants, project design, task management, developing and executing research protocols, and developing deliverables as outlined in the original grant. They will participate in other areas of IARA program development and implementation as needed including joining weekly team meetings, supporting conferences, events, study groups, and special programs as appropriate. Some domestic travel may be required and will abide by all COVID 19 travel policies.

Outcomes: The Research Fellow, with the support of at least two research assistants, will achieve the following outcomes:
- At least two, possibly three, comprehensive case reports of existing successful organizational antiracism change with lessons learned and best practices highlighted.
- A comprehensive scan of the antiracism research space in healthcare, specifically, which types of research dominate the space, who and where that research is occurring, what is being demonstrated consistently to work, and identify gaps to be addressed in future work.
- An accountability framework for healthcare institutions to utilize in audits of their antiracist change efforts. This same framework can be used as a roadmap for organizations that want to take on antiracist institutional transformation work.
- A final open-source published report on the findings from this work.

Qualifications:
Required:

- Masters Degree or Ph.D. in related work (including but not limited to public health/healthcare, public policy, public administration, sociology)
- 3-5 years experience in social science research and/or program evaluation
- Experience in the field of healthcare and intersecting systems of oppression

Desired Skills:
- Experience in Racial Equity audit and/or organizational analysis
- Strong project management
- Ability to work independently, and cooperatively as a team member
- Ability to delegate tasks, structure project timeline planning, and engage with project partners
- Demonstrated commitment to racial and social justice

Additional Details:
This is a full-time fellowship with a one-year appointment. The fellowship is located in Cambridge, MA. Remote work is a possibility as long as the applicant is based in the US. The salary range for this fellowship is $85,000 - $100,000 based on relevant experience. This appointment comes with health benefits and access to Harvard's library system. This position can be considered for remote work as long a the applicant is based in the US.

We seek to advance diversity, equity, and inclusion in the work of the Ash Center's Democratic Governance Programs, whether among the US and international fellows we host, the topics and speakers that we convene, and the research that we foster. The fellow must be adept in designing and executing the work of the Democratic Governance Programs through this lens of diversity, equity, and inclusion.

For more information or to apply, please send resume, cover letter, and writing sample to iara@hks.harvard.edu. We are committed to building and fostering a diverse and inclusive team of staff, students, faculty, and fellows and we seek candidates who share our commitment and values.