

To our community,

As many of you know, next month begins my new faculty appointment at Princeton University, where I will join the [School of Public and International Affairs](#) and the [Department of African American Studies](#) as the inaugural Professor of African American Studies and Public Affairs.

I am excited to share that the Institutional Antiracism and Accountability (IARA) Project will begin its next chapter at Princeton University in the new year.

This transition comes at a pivotal moment, as the importance of our work deepens amid unprecedented global challenges to democratic norms and values. At the tail end of a ‘super year’ of elections, we see mounting legal challenges to racial equity, resurgent xenophobia, and the further erosion of academic freedom. It is increasingly perilous in universities and corporate workplaces to even discuss—let alone teach about or study solutions to—systemic racism, gender discrimination or attacks on the rights of non-gender conforming people. At Harvard, university leaders at every level from administrators to research directors are no longer allowed to describe these developments empirically without risk of violating the [institutional voice policy](#). The IARA Project’s work is more important than ever.

Many in this community are asking: ***how do we defend our values and continue to pursue truth and equity?***

The IARA Project remains committed to answering this question at the institutional level through real-time, solutions-oriented research.

This year, the conversations we hosted were aimed at offering useful strategic advice, including:

- At our sixth Truth and Transformation Conference, seasoned speakers offered [practical strategies for confronting the anti-DEI movement](#).
- In this [animated one-on-one conversation](#), Professor Jason Stanley and I unpacked homegrown U.S. fascism — and what can stop it.
- In this [webinar analyzing exit poll data](#), Professor Leah Wright Rigueur and I worked together to make sense of the election’s outcome.
- We also had the joy of hosting Emmy-nominated filmmaker and screenwriter Ava DuVernay for a [talk on fulfilling the political potential of film](#).

As we prepare for the chapter ahead, I would like to highlight our continuing work:

1. Over the past three years, the IARA team has conducted a study surveying examples of truth-telling, justice, and healing efforts from around the world. I invite you to learn from our recent symposium on the topic in this [event report](#) and hear from study participants in this [video](#). The study will be published through the Ash Center for Democratic Governance and Innovation early in the new year.
2. A [groundbreaking new project](#) is underway, investigating the archives of the American Medical Association (AMA). This initiative uncovers the historical roots of racial disparities in healthcare and aims to develop actionable strategies for restorative justice and health equity.
3. Our [Race, Research, and Policy Portal \(RRAPP\)](#) database now includes over 150 article summaries, and it will continue to serve as a vital resource for scholars, practitioners, and students committed to racial equity work. If you're new to RRAPP, I encourage you to explore the database.
4. Our newest project, [Bias Education](#), identifies curricula for pre-K to 8 classrooms to reduce the harmful effects of bias among children, such as bullying, while addressing systemic inequities in the long term. If you are interested in collaborating on this initiative, please reach out.

Before I look too far into the future, I want to pause and take a moment to express my heartfelt gratitude to all those who have supported us. Reflecting on the past several years, I am struck by the sense of community that has defined our work. At the Ash Center, we found a home that nurtured our vision and ambitions, fostering an environment of grace, support, and warmth. The IARA Project would not have thrived without the support of the Ash Center.

In my time at the Harvard Kennedy School, I've had the privilege of collaborating with many thoughtful, passionate, and dedicated individuals—from my wonderful and insightful students, to the courageous speakers who have shared their truth and wisdom, and all the attendees who made our events vibrant spaces of learning and exchange. And of course, to my passionate, resourceful, ride-or-die team. Thank you.

In 2025, I want to extend a warm welcome to you all to visit us on campus and reach out with your ideas for collaboration. Your voice and participation are essential to advancing this work.

Wishing you a restful end to the year,

Professor Khalil Gibran Muhammad