

Dear [First Name],

My name is Glenn Harris, and it is my honor to serve as President of the new Race Forward and Publisher of Colorlines. The new Race Forward is the merger of Race Forward and Center for Social Inclusion (CSI), where I served as President starting in 2014.

I extend my deepest appreciation to Rinku Sen. I have had the honor of working in the movement with her for many years, and I am constantly inspired by her leadership, clarity of vision, and unwavering commitment to racial justice. I look forward to her future contributions to our movement.

I also thank all of you who are a part of the Race Forward community. With your support, Race Forward has helped re-shape how we discuss race as a nation--from "Drop the I-Word" to the groundbreaking work of Colorlines. Race Forward, from its inception, has elevated the work of communities most impacted by structural racism and helped to lay the groundwork for meaningful action towards racial justice led by and for those communities.

I often think about how I came to this work, and when I think about my earliest memories, I think about my Great Uncle James.

My Great Uncle James was part of the Tuskegee Experiments—a clinical study to observe the effects of untreated syphilis in rural Black men in Alabama to the point of death. Those Black men, though, were unaware of the intent, and instead, thought they were receiving free health care and treatment for syphilis. When I was 15 years old my family received a check for \$27 and an apology letter from the federal government for its role in experimenting on Black men.

This history made me realize how much institutions have a profound impact on the lives of people of color and that meaningful redress is necessary and possible. That moment in my life was a personal understanding of what race meant; and it gave me an understanding of how race plays out institutionally. This wasn't an act of an individual; this was an act of government impacting the lives of people—people of color in particular. I realized that if we want justice and equity, then it's essential that we transform the institutions that impact our lives.

This moment was the start of my journey in the racial justice movement.

My journey led me to organizing, primarily in the Northwest. It eventually led me to the City of Seattle where I served as Manager of the Race & Social Justice Initiative (RSJI), the first of its kind in the nation. At RSJI we dramatically increased the civic participation of Seattle residents to advance racial equity, tripled non-construction city contracts for women and people of

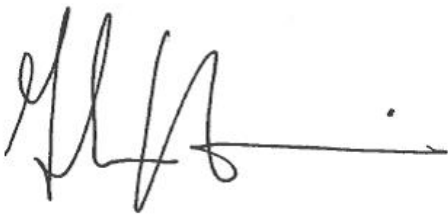
color-owned businesses, increased access to government services for non-English speakers, and trained over 10,000 city government employees on institutionalizing racial equity.

I took this work to Center for Social Inclusion (CSI) where I tripled the organization's institutional change work. Through this work, we engaged community-based organizations, philanthropic institutions, advocacy organizations, and local government agencies on how to operationalize or “bake in” racial equity in both institutional policy and practice. Additionally, in our policy work we convened our first ever cohort of First Food advocates and continued our advocacy for Energy Democracy in New York State.

I bring all of these experiences to my role as President of the new Race Forward. Alongside all of you and the incredible staff and board of both organizations, I am excited to start this new chapter.

My hope for this new chapter is that we harness the incredible talent, wisdom, and experiences of both organizations so that we can effectively catalyze and support racial justice movements all across the country. The need to build a multiracial movement for racial justice is urgent, and I believe that by uniting as one organization, we will scale our collective work in a way that catalyzes the deep transformation necessary—across multiple institutions and sectors—to achieve racial justice in this country.

In love and solidarity,



Glenn Harris

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For more information, please visit the Race Forward website, or contact Michell Speight, Chief of Staff, at mspeight@raceforward.org.