Three questions for discussion were posed to the panel:

1. Is racism and prejudice innate? And if it is just “human nature” to look down on someone else is there anything that can be done to address it?
   - Racism isn’t innate; rather, it’s a set of attitudes and behaviors learned from society, family, peers, and friends.
   - The 5 Cs of mentoring can be used when addressing hatred, bigotry, and racism to build both trust and community:
     - Commitment, communication, caring, consistency, candor
   - When discussing racism, it is important to include discussions of classism, colorism, and white supremacy
   - Racism has become an economic system
   - Prejudice is an attitude, and everyone has some level of prejudice
   - Three levels of racism: personal, interpersonal, and systemic (structural and institutional)
   - Racism equals prejudice plus the agency to act on it to create policies that have a negative impact on people.
   - Important to acknowledge internalized oppression, in which one takes in negative messages and start to believe and act upon those messages
   - Also important to understand implicit vs. explicit racism (“smiling faces tell lies”)

2. Has the nature of racism changed, as some claim, over the past 50 years since the Civil Rights Era—and if so, how?
   - It’s different but still exists; has mutated, acquired multiple layers
   - The frame is now interpersonal racism because the structural issues are invisible
     - An example is laws that are not themselves discriminatory; however, how they are implemented causes discrimination to occur (examples discussed included GI Bill and Levittown)
   - Terms and definitions can be weapons that either speak or hide the truth
     - Discussion around moving towards using the word ‘Caucasian’ instead of ‘white’
       1. White is the only racial group that has stayed the same since the census was developed
       2. The term Caucasian is being used now to avoid the loaded historical meaning of the term white
3. What are the two or three of the most critical issues that you think need to be addressed in a symposium focusing on issues of racism, especially as they apply to Baltimore?
   - Create spaces where people know that they can speak the truth; encourage cross generational discussions
   - Know your history!

Open discussion among participants with panel:
   - There is a bitterness that exists for individuals who have experiences with racism.
   - What role do allies have in the movement?
     - Important for white allies to follow and take instruction. Next Baltimore Racial Justice Action event on November 13th will focus on the role of white allies.
   - How does one address institutional racism?
     - Organize and advocate for change
   - Focus needs to be on engaging and empowering youth
   - Need to acknowledge that racism is a spiritual disease
   - Need to address how to dismantle systems that discriminate
   - How can we hold the city accountable for laws that discriminate (zoning, housing, etc.)?
   - How can we hold the city accountable for the job and community services they are supposed to provide rather than simply sending people to private programs such as the Men and Families Center?
   - An End to Ignorance hosts Circles of Voices, which are facilitated discussions around these issues…all are welcome to next Circle on November 14th at Amazing Grace Lutheran from 6-9 p.m.
   - Should engage law students from the University of Baltimore in our planning discussions?
   - Book was recommended: “Racism: Unraveling the Fear” by Nathan Rutstein
   - Individuals from around the room shared personal experiences with racism.

Final thoughts
   - Fight for justice on the streets and in suites (inside/outside strategy)
   - Think about collusion: how and why and in what ways do each of us conspire for a harmful purpose
   - Examine how each of us uses our privilege
   - Become familiar with appropriate terms and definitions
   - Organize!

NOTE: Rather than stop the dialogue and move into small group planning discussions, a follow-up meeting (on October 27th) was scheduled to focus on planning for the symposium