Introduction by Bob, with reflections on the discussion at the second planning meeting. He said his takeaways included:

- Racial literacy is a key theme
- Knowing your history is important
- The conversation was authentic and emotions shared were powerful, going beyond the typical academic type of discourse.

Bob shared the background of last year’s symposium and described initiatives since then to address community-level trauma:

- Sending a team from Henderson-Hopkins to visit a successful “trauma-sensitive” school in San Diego;
- Working with the University of Maryland on a project to train service providers on trauma;
- Forming a network of schools in East Baltimore in which everyone would be trained to create a trauma-sensitive environment that promotes resilience.

Bob also talked briefly about previous symposia, as well as the need to understand what is happening in Baltimore with regards to race, racism, and healing before we finalize our own plans.

He described the goals of the 2016 symposium as two-fold:

- To introduce a public discussion of race at Johns Hopkins;
- To identify points of opportunity for action that can include Johns Hopkins.

Small Group #1 Notes

Participants: Ross Pologe, Patricia Cobb, Christina Ramsey, Bernetha Williams, JC Faulk, Pamela Nathaniel, Dianne Lyday, Rejane Frederick, Jeff Kaplan, and Lisa Libowitz.

We were asked to determine potential panel discussion/speaker topics as well as potential speakers. Three primary panel topics emerged:

- Racial literacy
- Intersection between race and health
- Personal, institutional and structural racism and systems of oppression

Recommended speakers included:

- Ta-Nehisi Coates, author of *Between the World and Me, etc.*
• Dr. Marisela Gomez, Social Health Concepts and Practices, socialhealthconcepts@gmail.com
• A. Adar Ayira, Baltimore Racial Justice Action (http://bmoreantiracist.org/about-brja/bios/)
• JC Faulk, community organizer, End to Ignorance
• Dr. Camara Jones (TED talk on Allegories on Race and Racism)
• Verna Myers (Baltimore native--Ted Talk on “How to Overcome Our Biases?”)
• Dr. Erica Taylor, Alterity, Inc. drrericataylor@earthlink.net
• Arline Geronimus, research professor at University of Michigan who focuses on racial disparities, institutional discrimination and its effects on health, and structural racism
• Phillip Atiba Goff, Social Psychology Professor, focus on implicit bias

Comments/Suggestions:

• Multiple people expressed concerns that this symposium needs to go beyond the academic, to find a way for people to share their stories in a safe space and to make room for stories of personal experiences of racism as well as investigate structural and institutional racism. “Last year’s symposium seemed impersonal and didn’t really connect us,” one participant said.
• There also was a strong feeling in the group that Johns Hopkins must acknowledge and own its history and ongoing negative impact in the community. “On the streets, Hopkins is a plantation,” one participant said.
• It is important to identify who are audiences are and how we can speak, authentically, to them. Is it even possible to engage 800 people at one time? Is one day long enough? There was a sense that we might want to begin with smaller, intimate community-based gatherings before (and possibly after) the symposium.
• We need to engage youth in the symposium in a serious manner that gives them both a voice and a way to connect to others at the symposium. “Spoken word artists are not the answer,” one participant said. We need to highlight the work of groups like Leaders of a Beautiful Struggle.
• Finally, there was a plea for UHI to offer real, practical tools to help people living in fear in our community, people who have been victims or known too many victims. While acknowledging that much of the crime in Baltimore is “black on black,” there was a sense that telling this story at Hopkins might lead to ignoring the nuances of other kinds of “deaths” that occur in the community every day that are not “black on black”: the death of hope, of health, of connection.

Small Group #2 Notes

Christine Ogbue, Ernest Smith, Reginald, John Morris, Phil Leaf, Leon Henry, Danielle German, Marc Shi, Amy Gawad, Bob Blum, Netanya Frohman

Recommended speakers included:

• Dr. Thomas LaVeist - Health Disparities - Access to care
• Dr. David Kennedy at John Jay Criminal Justice
• Adar Ayira
• Dr. Lawrence Brown of Morgan State University - historical trauma

Overarching Themes:

• Historical trauma
• Racial literacy
- Knowing your history
- Action/activism
- Projects, groups, movements - focusing on the positive
- Trauma-informed care
- Children in Baltimore
- Families

Comments/Suggestions:
- The challenge, when talking about race and racism, is moving beyond talking into action.
- We should address the role of public health in addressing social issues
- Identify areas where public health and social issues intersect?
- Where we have common ground, what is the common ground?
- We need to address the fact that there are huge variations within Baltimore community.
- Issues of race and racism are not new issues in Baltimore.
- Why have there not been sustained conversations around these issues? What has kept that from happening?
- How can we create an event to bring together a diverse audience? For those who are advantaged, why would they bother...? To come? To care? To participate? What would make it worthwhile for everyone to engage in that conversation?
- For many, having conversations about race/racism when they were growing up was not considered "polite," which results in feelings of discomfort when discussing these issues in public now.
- People are afraid to speak up or out. People fear messing up or saying the wrong thing in public.
- Identify what type of racism will be the focus: interpersonal, institutional, structural, or personal.
- Hopkins=privilege,=whiteness
- We all think we have a definition of racism, based in whatever world we may be coming from. We need to define what we are talking about before we can discuss a paradigm shift.
- What are the structures that are in place at the cost of other people?
- How do we develop structural equity?
- Often, the negative events of the past dominate the conversation, which means we never talk about the future and where we need to go.
- We need to address power structures of oppression, both the negative and positive, so we can talk about how to dismantle them.
- Questions to consider
  - What do we want to get done before the symposium?
  - What do we want to get done there, then?
  - Who needs to be in the audience?
  - How are we going to help the UHI move forward?
- Should we model the day similar to the way local TED Talk-style meetings take place, with lots of built in spaces for people who are there and conversation starters located in those spaces and on everyone’s name tags? Is this the best way to hear the voices
- How do we ensure that we have space/time to hear people’s stories and experiences?
- We should look at navigating Baltimore and race from a child's perspective
- What do I tell my son about racism in Baltimore?
• How does this discussion intersect with education—public vs. charter schools in Baltimore? How does racism affect a child growing up? How do you cope with it...?
• Around the city right now there are people doing amazing work—how can we showcase that?
• If we have a vision of what the dream is, what's stopping it?
• What are the questions we need to answer in order to make progress?
• Let's make sure that at the end of the day we have made very clear: What are the questions that would be worth answering? What should we do next that is new and different that would be helpful?
• When do our perceptions of children change, based on racism? When do black boys transform from being "cute" to "dangerous"?