Moderated Panel Discussion with Debra Furr-Holden, Debra Hickman and Lester Spence began by viewing a short YouTube video by Matthew Cook entitled Race Baiting 101 (https://www.youtube.com/watch?v=ILgLIljnpZyU). Bob then posed three questions for discussion amongst the panel:

1. Is racism and prejudice innate? And if it is just “human nature” to look down on someone else is there really nothing that can be done to address it?
   - Racism tends to be more cultural, gender, race-based than innate
   - Racism is a learned behavior that gets spread like a virus
   - Media messaging often reinforces stereotypes, which often get internalized
   - Racism is a public health problem
   - Comment re: the video: Blacks tell their story all the time, but when a white man gets it, feels it, sees it, internalizes it, and is able to call a spade a spade it makes an impact.
   - Race as a way of marking people – example of the Census, racial categories have changed across time. France doesn’t collect racial data; Brazil collects it in a specific way, Haiti collect it in a way different than the US.

2. Has the nature of racism changed, as some claim, over the past 50 years since the Civil Rights era and if so how?
   - There 3 fundamental features of racism persistent throughout time:
     - Violence
     - Subjugation
     - Plunder
   - Nature of racism hasn’t changed, but tools used to enact structural racism have.
   - The myth of meritocracy
   - Redlining and the effects of redlining is a topic that has been understudied
   - Differences between racial communities as well as within each racial community generate different policies; racism surrounding vs. racism within

3. What are the two or three most critical issues that you think need to be addressed in a symposium focusing on issues of racism especially as they apply to Baltimore?
   - Important to acknowledge that while some may feel uncomfortable discussing issues of race and racism, the need to move beyond that is pressing. Note: needs to be a balance of heat and light
   - Panelists need to represent a cross-section of all areas impacted by these issues
   - Focus on the roles of institutions
   - Focus on systems and structural racism
Open discussion amongst participants with panel:

- What is role of family in looking at race and racism? Families are a place where we protect or ameliorate.
- [Opposing views were expressed on] whether disparities in family income/financial status among African Americans has clear and significant impact on how they are perceived and treated by law enforcement. (myth of meritocracy)
- Blacks are very diverse. Are middle and upper-class African Americans significantly more accepted by the majority, and therefore benefit from a certain level of privilege, by comparison to poorer African-Americans in those same areas (i.e., do the “haves” and “have-nots”) have very different experiences?
- If we focus too much on how race is the same, we miss the mechanisms of various forces at work.
- When we speak of race, we are viewing from a perspective influenced by gender, class, culture, demographics.
- 4 main factors which determine social justice/well-being of African Americans and are at the root of systemic racism:
  - Incarceration
  - Law enforcement violence
  - Public health/disparities
  - Resources- internalize
- Opposite of wealth is “compound deprivation”. How are networks formed? How do networks increase or decrease in strength? Thought is that if groups are broken down, these groups will have less power. Racism is accompanied by systems set in place- networking components + cohesion. How can we structure research around this?
- What is the direct relationship between housing instability and incarceration?
- What can we do at Hopkins in holding a colloquium to bring about changes? One goal could be to develop a set of resources for people interested in conversations to move something forward
- Young people feel older people need to step aside because what they bring to the conversation about the status quo of African Americans is no longer relevant.
- What are accelerants and decelerates of racial inequality?

Breakout Group Notes

What issues are essential to be on the table for discussion at the Symposium?

- Important to base the event on historical context; the only way to get past so much hurt is to acknowledge the history
- Title and keynote speaker needs to be thought through in order to draw a wide variety of participants
- In addition to history, start by focusing on how we identify current levers of the issue and how we should be approaching the problem
- Trauma-enforced racism
- Personal, Institutional, structural racism
- Racism as a system
- Family dynamics
- Criminalized behavior, zero tolerance policy
- Generation of lowered expectations
• Children are robbed of their childhoods, they have to act as adults
• Enforcement of the rules at the schools
• Being uncomfortable is critical – intent to create this for audience and find a way to allow people to express it / release without censorship and judgment
• Identify line between an attack and “good intentions”, educate public on which activities / comments are racially colored, disrespectful and harassing
• Respectful listening and talking
• Discrimination power imbalance stereotypes; the impacts of racism – violence
• The system behind racism- it is tricky and we can't see it. It used to be palpable, clarifying those things are important
• Discussion on segregation
• How can racism as a learned behavior be addressed?
• How can cycles of racism be broken?
• What is the impact on children, families, and institutions or racism? When do changes in behavior (particularly with children) take place?
• What are the Determinants for Bad outcomes
• Finding people who have studied how certain privilege communities have form
• How does an organization gets stronger, how deals are, cut
• Racial socialization
• Policies in one system effects other policies in other areas (jail impacts housing)
• Discuss how to work together - CBPR studies
• How to build stronger families and communities

Are there people (locally, nationally, internationally) who you would recommend be to be a speaker at this symposium?

• Camara Jones (TED talk on Allegories on Race and Racism)
• Tim Wise (TED talk On White Privilege)
• Michelle Alexander (author of The New Jim Crow)
• Matthew Cooke (Oscar Nominated Documentary Film Producer / Editor; Race Baiting 101 on YouTube)
• Emily Cleath (journalist, quote “We should never say the word “poverty” without the words “inequality” and “injustice” being close behind. People become poor not by personal failing but because the system is engineered to push them down and keep them down.”)
• Youth
• Dr. Francis Cress Welsing - those who have been impacted directly by racism (https://en.m.wikipedia.org/wiki/FRANCES_CRESS_WELSYNG)
• Robert Sampson- Neighborhood Effect (neighborhoods, violent crime, community structure)
• Victor Rios- UCSB, book --- “Punished; Policing the Lives of Black and Latino Boys”
• Jennifer Richeson- prejudice, stereotyping intergroup relations (http://www.ipr.northwestern.edu/faculty-experts/fellows/richeson.html)
• Sharon ___?_______ - ‘stress moms’
• Mario Luis Small- urban policy, support networks (http://scholar.harvard.edu/mariosmall/home)
• Provide historical context: Dick Gregory, Yuma Johnson
• A. Adar Ayira, Baltimore Racial Justice Action (http://bmoreantiracist.org/about-brja/bios/)
• Communities/individuals impacted by racism
• Brian Stevenson, author of Just Mercy
• Dr. Roy Wade, is the pediatrician/researcher from Philadelphia who has done research on racism as an adverse childhood experience.  http://thenotebook.org/december-2014/147966/researcher-delves-adverse-childhood-experiences

• Other resources:
  o book by Gunnar Myrdal An American Dilemma
  o documentary American Denial
  o Tim Wise
  o Matthew Cooke
  o Panelists from conference in NOLA that Rev Hickman attended in early September

Additional comments / suggestions:
• As steps preceding to the Symposium, have webpages with resources (articles, videos, contact info) inviting to the conversation
• Clearly state what outcomes are expected from event, who is invited to participate
• The impact is larger when people who are not involved stand up and step up
• Empathy goes a long way
• Common saying “best intentions” do not excuse racism

NEXT STEPS:
• On the SDH 2016 mini-site (www.urbanhealth.jhu.edu/SDH2016) create a webpage with resources: videos, articles, publications, etc.
• Be very specific about who is invited to the event:
• This symposium is for the ‘cadre of the willing’, it’s not for race baiters or rabble-rousers, or those who wish to grand stand. It’s for people who want to be a part of a conversation and to move things forward.
• Need to have clarity about the expected outcome from the event
• Start discussion on Facebook/Twitter by asking audience the questions presented to the panelists during each of the planning meetings
• For the day of the Symposium find a way and arrange SOMETHING that would allow people to express the feelings (intensity, compassion, anger, frustrations, helplessness, hope) and comments in a positive way:
  • Record 2 min audio and/or video with an option to erase or give permission to share
    o Use this instrument as a way to collect feedback about the event, panels, etc.

ADDITIONAL SUGGESTIONS RECEIVED FOLLOWING THE MEETING

Baltimore-Focused Experts
  o Marisela Gomez
  o A. Adar Ayira
  o Dotty Burt-Markowitz – recommend contacting Dottyte first*:  pasoconsulting@fastmail.fm
  o Jamal Mubdi-Bey
  o Maggie Potapchuk
  o Avis Ransom
  o Harriet Smith

**U.S. Racial Historical Context**

- **Michelle Alexander**, Associate Professor of Law, Ohio State University, [http://moritzlaw.osu.edu/faculty/professor/michelle-alexander/](http://moritzlaw.osu.edu/faculty/professor/michelle-alexander/)
- **Bryan Stevenson**, Founder and Executive Director, Equal Justice Initiative, [http://www.eji.org/BryanStevenson](http://www.eji.org/BryanStevenson)
- **john a. powell**, HAAS Institute Director, [http://diversity.berkeley.edu/staff-faculty](http://diversity.berkeley.edu/staff-faculty)

**Black Lives Matter Movement/Young People Activism**

- **Charlene Carruthers**, National Director, Black Youth Project 100, [http://byp100.org/charlene-a-carruthers/](http://byp100.org/charlene-a-carruthers/)
- **Heidi Williamson**, Senior Policy Analyst, Center for American Progress, [https://www.americanprogress.org/about/staff/williamson-heidi/bio/](https://www.americanprogress.org/about/staff/williamson-heidi/bio/)

**Equity/Health Justice**

- **Natalie Burke**, President & CEO, CommonHealth ACTION, [http://www.commonhealthaction.org/home](http://www.commonhealthaction.org/home)

**Epigenetics/Racisms’ Effects on Health**

- **Arlene Geronimus**, Professor, Health Behavior & Health Education, University of Michigan, [http://sph.umich.edu/faculty-profiles/geronimus-arline.html](http://sph.umich.edu/faculty-profiles/geronimus-arline.html)
- **Nancy Krieger**, Professor of Social Epidemiology, Harvard School of Public Health, [http://www.hsph.harvard.edu/nancy-krieger/](http://www.hsph.harvard.edu/nancy-krieger/)
- **David Williams**, Florence Sprague Norman and Laura Smart Norman Professor of Public Health, Harvard School of Public Health, [http://www.hsph.harvard.edu/david-williams/](http://www.hsph.harvard.edu/david-williams/)

**Psycho-social Conditioning/Racial Implicit Bias**

- **Phillip Atiba Goff**, Social Psychology Professor, Expert on Implicit Bias, [https://www.psych.ucla.edu/faculty/page/goff](https://www.psych.ucla.edu/faculty/page/goff)
• **Howard Stevenson**, Professor of Applied Psychology and Human Development, UPenn, [http://scholar.gse.upenn.edu/stevenson](http://scholar.gse.upenn.edu/stevenson)


• **Edwin J. Nichols**, Industrial Psychologist, [http://ejnichols.org/about.html](http://ejnichols.org/about.html)

• **Alfred Frederick** (International Perspective/Multiculturalism), Distinguished Service Professor in Curriculum and Instruction, [http://www.oswego.edu/news/index.php/site/news_story/brazil_education_conference](http://www.oswego.edu/news/index.php/site/news_story/brazil_education_conference)

**Anti-Racism Experts (Policies and Practices, Historical to Present)**

  - Kimberley Richards
  - Diana Dunn
  - Ron Chisom
  - John Morrin
  - Maria I. Reinat-Pumarejo
  - Michael Washington


• **Dorothy Brown**, Emory University, [http://law.emory.edu/faculty-and-scholarship/faculty-profiles/brown-profile.html](http://law.emory.edu/faculty-and-scholarship/faculty-profiles/brown-profile.html)