We encourage you to watch the videos in the *Putting Racism on the Table* series with your colleagues and to then use these discussion questions to facilitate conversation and action. For more information and links to the videos, visit [www.washingtongrantmakers.org](http://www.washingtongrantmakers.org).

**Session Four**  
**Topic:** Mass Incarceration  
**Speaker:** James Bell  
Founder and Executive Director  
The W. Haywood Burns Institute

- James Bell offers a number of historical examples of the incarceration of youth of color. What did it feel like to be reminded of the historical foundation that informs current justice practices?

- How do structural racism, implicit bias, and white privilege impact how justice is dispensed in the U.S. from kindergarten to adulthood?

- James Bell indicated that, as a society, the U.S. has to make a choice between “two visions of justice: one that is custody, control, and suppression; and the other that is intervention, services, and an asset-based approach to behavior change.” What might it take for the second vision to be embraced in the U.S.?

- James Bell suggests that the foundation for mass incarceration is a desire for safety. Given the importance of a sense of safety to everyone, what other ways might there be for a community to achieve a sense of safety?

- James Bell stated that the justice system is not a system, but a decentralized grouping of autonomous agencies working together at the county level with no accountability to each other. What are potential interventions for transforming this way of dispensing justice?

*While this discussion guide was developed for the philanthropic community, please adapt it for use with your community/sector.*