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Abstract for an Invited Paper  
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**Panel Topic Discussion**

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(PANEL DISCUSSION SESSION) The almost non-existent representativity of under-represented minorities (URMs) in physics is proof that our field is no exception to bias and discrimination. In light of the recent murders of black people, we have seen a flurry of statements from many organizations condemning racism and expressing commitment towards diversity and inclusion. But, are these just aspirational? Is there a real action plan? Where is oversight and accountability to these statements? URMs have been waiting for generations for change, there is urgency to act now, not 20 years from now. This panel discussion will discuss challenges around deconstructing racism in physics and what immediate actions one can take now to bring real change.