

Johns Hopkins University Police Accountability Board
Monday June 8th, 2020
Meeting Minutes

Board members present:

1. Lorraine Dean
2. Cynthia Gross
3. Shanice Guthrie
4. Ed Kangethe
5. Pier Larson
6. Regina Gail Malloy
7. Jed McCormick
8. Alexander McLin
9. Sonja Merchant-Jones
10. Katie J. O’Conor
11. Noah Patton
12. Pritika Parmar
13. Kwame Amancio Romero-Sackey
14. P. Logan Weygandt

Staff present:

1. Jarron Jackson
2. Rianna Matthews-Brown
3. Kaitlyn Rothaus Moser
4. Stephen Ruckman
5. Emily Scheck
6. Evie Uhlfelder

Guests present: Interpreter, closed captioner

Opening

A regular meeting of the Johns Hopkins Police Accountability Board was called to order at 06:31PM on Monday June 8th, 2020 via the Zoom conference application by Rianna Matthews-Brown.

1. Welcome

Rianna introduced herself and thanked everyone for their time and interest in serving in this capacity. Rianna provided an overview of the purpose and mission of the Accountability Board, as articulated in state statute, and took a moment to acknowledge the lost lives of George Floyd and Breonna Taylor at the hands of police.

2. Board Member Introductions

Meeting attendees, including Board members and Johns Hopkins staff, were invited to introduce themselves and share their backgrounds and personal interests in serving on the Board.

3. Introduction from JH Safety and Security

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Jarron Jackson introduced himself and provided an overview of his role in JH Safety and Security. Jarron indicated that he will be serving as the JH Security liaison to the Board. He also expressed his desire for change and growth within the Johns Hopkins Security Department.

4. The Accountability Board: An Overview of Legislative Requirements, JH Commitments, and Bylaws

Stephen Ruckman provided an overview of the Senate Bill 793 that took effect on July 1, 2019. He explained that there are two main components to the bill: 1) community investments to help address root causes of crime, and 2) the authorization for a Johns Hopkins Police Department. The community investments include: increased funding for the Seed Community Development Anchor Institution Fund, funding for the Baltimore City Children and Youth Fund, funding for the Baltimore City YouthWorks Summer Program, establishment of the Maryland Law Enforcement Cadet Apprenticeship Program and the establishment of the JHPD Police Athletic League.

Stephen shared that the legislation allows for Johns Hopkins to establish a police department based on a memorandum of understanding (MOU) between JHU and the Baltimore City Police Department. The department may have no more than 100 employees and may operate on the Homewood, East Baltimore, and Peabody campuses.

Stephen summarized key mechanisms for transparency outlined within the legislation. These mechanisms include: the application of the Maryland Public Information Act to department law enforcement records; mandatory annual reporting to the state; mandatory evaluation of the department by the Department of Legislative Services; and mandatory use of body worn cameras. Stephen also shared that the legislation prohibits use of military grade equipment or hardware.

Stephen then reviewed measures of public accountability that are outlined in bill. These measures include: the creation of the 15-member JHU Police Accountability Board; the department being subject to the Civilian Review Board; establishment of an administrative hearing board if disciplinary steps are recommended against an officer of the JHPD and that officer requests an administrative hearing by a hearing board (this board would include up to two voting members of the public); establishment of a public complaint process; and no civil immunity in department court cases.

Stephen explained that while the bill establishes statutory requirements for a future JHPD, Johns Hopkins has publicly committed to a number of other measures that will be part of the future JHPD. These commitments go above and beyond what's specified in the legislation. An example is the commitment to recruit and train officers to serve diverse communities by doing the following:

- Promoting, recruiting, and hiring diverse candidates, using local hiring and residency initiatives;
- Advancing impartial and non-discriminatory policing practices that promote disability and diversity awareness and prevent profiling and implicit bias against racial, ethnic, sexual, religious, and other minorities;
- Promoting appropriate interactions with youth and individuals who are in crisis or have behavioral health or other disabilities;
- Building trust between victims of sexual assault and the police department and other university officials; and
- Promoting robust community engagement;

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Additional commitments include:

- Prioritizing, to the extent permitted by law, officer candidates who have a demonstrated history of positive interactions with diverse groups;
- Performing a pre-employment screening of candidates, through both written examinations and scenario-based testing, to determine candidates' treatment of diverse populations;
- Requiring training in crisis intervention, including detecting behavior that calls for a medical and/or behavioral health intervention rather than a traditional law enforcement stop;
- Requiring newly hired officers to complete rigorous training on preventing racial profiling and combatting implicit bias and on minority community expectations and reservations around policing in Baltimore; and
- Requiring field training in the neighborhoods that the officers will serve, including introductions to community leaders, and equipping them with a contact list of all leaders within minority and immigrant communities in/near the patrol areas, so that those leaders can be reached quickly during a time of crisis.

Stephen concluded by sharing that more information could be found about these commitments at <https://publicsafetyinitiatives.jhu.edu/interim-study-report/> (particularly in appendices P1-P5).

During his presentation, Stephen shared his screen with the meeting participants and reviewed a brief slide deck, which is enclosed for reference.

Discussion included the Accountability Board's relationship to the Civilian Review Board. A question was also raised around community input for any expansion of the JHPD footprint, which was noted as a future meeting agenda topic.

5. Priorities for the Board and its Members: Input, Ideas, Values, and Vision

At the request of Board members, Rianna opened this portion of the meeting for an open discussion around what guidelines, structures, or programs the Board would like to see in place with the JHPD as well as what issues the Board would like to prioritize during its initial meetings.

Discussion included the structure of the Accountability Board and the Board members expressed interest in better understanding where the Board sits within the University structure. There was further discussion of the Board's independence from Johns Hopkins and the possibility of applying for the Seed Community Development Anchor Institution funding in order to help staff the Board and provide outside legal counsel.

Other priorities expressed by the Board included getting information on training and figuring out how the board will structure itself and receive feedback from the community.

6. Updates from Security

Jarron shared that the Vice President (VP) for Security search is still ongoing and Hopkins is being very intentional with this search. He clarified that the role is for global security operations, not just for Baltimore operations. The search for the VP includes a search committee that consists of students, faculty members, staff, and community members that have no affiliation with Johns Hopkins. Jarron

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acknowledged that the COVID-19 pandemic did slowdown the search process. Jarron explained that the VP will be the person to spearhead the direction of the police department so the JHPD implementation process will not move forward beyond the formation of the Accountability Board until that person is selected.

In response to a Board member's question about moving forward with the JHPD in light of current events, Jarron shared that these events have shown that Johns Hopkins needs to get the police department right. Johns Hopkins has to have community input and buy-in and cannot move forward with the status-quo. One of the ways Hopkins is doing this is by putting the Accountability Board in place ahead of having hired a VP for Security.

Q&A- Questions for subsequent meetings

- How does Johns Hopkins plan to demonstrate that they have obtained majority support from "members of the relevant" campus-adjacent community?
- Out of the 100 officers, how many will be armed?
- Can we explore applying for seed money for outside legal counsel?
- Is it possible to have a discussion with the VP and Jarron to ask questions about current use of BPD off-duty officers and plans for JHPD?
- Can Board members be supplied with 5 years of crime logs from all three campuses in question with the JHPD?
- Will the Board members have a role in the hiring/recruiting process to avoid dealing with problems that would arise otherwise?
- Could the Board have a role in all of the development of the JHPD, i.e., training, hiring, policy development, etc.?
- When does the University aim to begin implementing the JHPD?
- Request for a poll regarding future meeting lengths and frequency.
- Has there been any listening sessions via the search committee recently? When was the last broader community interaction with the community?
- Can the JHPD be a part of unions/FOP?
- Can we form subcommittees, given the breadth of Board responsibilities?
- What resources/budget is available for the JHPAB?
- Can Accountability Board members have an additional e-mail address or way for hearing about community concerns that the members all have access to?

Closing remarks

Rianna thanked everyone for their questions and acknowledged a request for a poll in preparation for the next meeting to see how frequently people can meet with options of weekly, bi-weekly, monthly, etc. Someone will be in touch to get recommendations for the next meeting agenda. Rianna thanked everyone for their time and concluded the meeting.

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Meeting adjourned

The meeting was adjourned at 7:37PM.

Follow-up Items

- Circulate draft meeting minutes for review/edit (JHU staff)
- Develop poll on meeting frequency (JHU staff)
- Provide crime logs (JHU staff)