

Johns Hopkins University Police Accountability Board Meeting

Wednesday, November 16, 2022

Accountability Board Members:

Noah Patton	Absent
Cynthia Gross	Present
Edward Kangethe	Present
Sonja Merchant-Jones	Absent
Doris Minor-Terrell	Present
Lorraine Dean	Present
P. Logan Weygandt	Present
Michael Wilkinson	Present
Katie O'Connor	Present
Elise Favia	Absent
Terri Massie-Burrell	Present
Thomas Judge	Absent

Johns Hopkins Staff present:

1. LaTicia Douglas
2. Jarron Jackson
3. Liam Haviv
4. Rodney Hill
5. Jennifer Mielke
6. Rianna Matthews-Brown
7. Gus Sentementes (Livestream Technician)

Opening

The meeting was called to order at 6:00 p.m. by Edward Kangethe, JHPD accountability board member, on Wednesday, November 16, 2022, via Zoom. The meeting was broadcast live via toll-free call-in and on the [Accountability Board meetings live-stream webpage](#).

Approval of Prior Meeting Minutes

Minutes from the September 12th meeting were proposed for approval. A motion was made by Kangethe and seconded by Michael Wilkinson. The motion was approved unanimously by the board. As there were no amendments to the minutes from the October 17th meeting, a motion to approve was made by Lorraine Dean. The motion was seconded by P. Logan Weygandt and approved unanimously by the board.

Annual Public Forum

As mandated in the [Community Safety and Strengthening Act](#), the JHAB must hold at least one public meeting each year to seek input on police department policies, procedures, and training from the community members of Baltimore City. This meeting will be held on December 12, 2022. Wilkinson motioned to hold the public forum in December; Dean seconded this, and the board approved the motion unanimously. This will be an opportunity for the community to provide feedback on the JHPD

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and MOU. The board will email LaTicia Douglas outlining their vision for the forum, which may include a presentation by 21CP.

Public Forum Format

Community members should be allowed to ask questions in real-time for transparency; if questions are submitted online before the meeting, it will be difficult to know who is screening/selecting the questions. (Wilkinson)

We will need resources, such as a moderator, crowd control, and other logistics. (Gross)

JHU staff assistance is available. We will need a proposal from the board regarding space and set-up. (Matthews-Brown)

The board should be prepared for peaceful protesting. (O'Connor and Massie-Terrell)

The Board should establish a subcommittee to organize this event, time permitting. (Weygandt)

Matthews-Brown recommended that the Board work with the Baltimore Community Mediation Center to find a moderator for the event. Board members can email LaTicia Douglas at accountabilityboard@jhu.edu to express interest in serving on the public forum planning subcommittee.

MOU Updates

Rodney Hill, Senior Advisor, provided updates on the MOU. As a reminder, the MOU is an agreement between the Baltimore Police Department and Johns Hopkins University; these agreements are very common.

What makes this MOU unique is that it was shared publicly. The MOU is currently under review by Baltimore City Council as part of the review process. There have been roughly two hundred fifty community feedback responses to the MOU. New inquiries are sent to 21CP weekly to consolidate into a final report. Feedback received has been on a range of issues and not just on the MOU (JHU police department, policies/procedures). Where appropriate, feedback is being incorporated directly into the MOU and on the Public Safety website FAQ page. Briefings have been held with members of the Baltimore City Council (Conway, Glover; Stokes to be rescheduled), and a Town Hall with Councilwoman Odette Ramos took place earlier this month.

Q: Kangethe - How long is the public comment period?

Wilkinson - Can the board submit comments after the comment period is over?

A: Hill - November 17, 2022, is the end date for the public and City council comment periods. Adjustments can be made as needed as comments continue to come in until November 17th at 11:59 p.m. The next step is to finalize the MOU with the Baltimore Police Department (BPD). Comments from City Council had not been received as of 11/16/2022. Board members are encouraged to submit feedback as soon as possible. Many comments have been about policy, whereas the MOU only outlines how two agencies (Baltimore Police Department and JHU PD) will work together.

Matthews-Brown - The 60-day comment period will not be extended. 21CP's comprehensive summary of feedback will be posted publicly and shared with the board. The final MOU, as per the statute, will also be posted publicly.

Q: Wilkinson - What is the timeline for the signing of the MOU?

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A: Matthews-Brown - The timeline depends on the review of the feedback that is still coming in and follow-up conversations with the Baltimore Police Department. Dr. Bard wants to be very thoughtful in incorporating feedback from the community into the MOU.

Q: Wilkinson - Regarding the incident that happened last weekend with the off-duty Baltimore Police officer, there have been calls to pause the MOU until an investigation into this incident is complete. What are the University's thoughts on that?

A: Matthews-Brown - As a reminder, in the absence of a JHU police department, we will always rely on Baltimore Police Department. Any updates about that incident will be shared publicly and with the board.

Jackson - BPD is the primary investigative agency for this incident, but JHU has already taken steps to suspend the officer in question until the investigation is resolved.

Q: Gross - I attended the Town Hall hosted by Odette Ramos but realized that BPD did not speak. I want to ensure JHU did not ask the BPD not to speak. How are JHU and BPD going to interact?

A: Hill - Hopkins did not ask BPD not to speak during Odette Ramos' Town Hall. The overwhelming majority of the questions were directed at JHU and, thus, were not relevant for BPD to answer, which is why they did not speak. There were no side conversations between JHU and BPD.

Q: Gross - The maps of patrol areas and areas of jurisdiction are very confusing. Will maps that are easier to read and understand be forthcoming?

A: Matthews-Brown – Yes, and we agree that the maps are confusing. We are working on updating them to include buildings, but this is in process, and when complete, an updated set of maps will be shared with the board. The website FAQs have been updated to include more information regarding jurisdictional boundaries.

Q: Dean - Given the incident last Sunday involving a BPD officer and that hiring current/former BPD officers is part of the MOU, I want to consider the relationship between JHPD and BPD and what it should look like. My concern is that with hiring officers steeped in a system with policies that have allowed inappropriate and harmful behavior - how will moving them to the JHPD change those learned behaviors?

A: Hill - We are relying on BPD now, and that will not change once the JHPD is established; we will always rely on the larger agency. That is how it is with each jurisdiction. The incident in question exacerbates the need for our own officers. For example, we have no control over the length of the internal investigation of the officer in question. Reminder, JHPD officers will not have qualified immunity, nor will they have the protections of the State and Local Torts Claims Act which caps lawsuits. We will require additional training and have policies to protect against this behavior, including mandating body-worn cameras. The first place we will look for background information on current and former police officers is their internal affairs records. I am more concerned with the attitude of the prospective hires as opposed to where they have come from. It is critically important to be very selective in the hiring process.

Matthews-Brown – It is a very important reminder that we are not the employer of the off-duty BPD officer, so we cannot mandate any additional training or other consequences for such behavior. The authority of the institution is minimal.

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Q: Dean - Is there a national registry for police files that can be checked to avoid officers moving from one department to another without having their entire file reviewed/released? What about officers who move from out of state?

A: Hill - No, there is not a national registry, but there is a state registry, the State of Maryland Police Training Commission. Officers from out of state would not be part of this registry. However, they would still be subject to rigorous background checks, including a review of prior police departments they've worked for (including arrest records) and an assessment of that state's judicial case search.

Q: Wilkinson - If hiring from the BPD is so controversial and those hires would make up no more than 5 of the entire force (excluding retirees), why even bother hiring from BPD?

A: Hill – We do not want to limit ourselves from where we hire. However, there is no discussion around simply hiring a bunch of BPD officers; we are looking to hire the best officers we can.

Matthews-Brown – It may be helpful to think about this in principle. For example, it would not sit right if an employer refused to hire a JHU employee simply because of their employment at JHU. The reasoning behind the cap of no more than 5 BPD officers hired is to avoid draining the BPD of highly-qualified officers. We want to make sure we are not limiting an officer's career path as a result of what police department they are coming from. The number is a cap, not a target number of hires.

Q: Wilkinson - Why is there a cap for current BPD officers (5) but not on retired officers?

A: Matthews-Brown – We want to be very careful about appearing to bash BPD or any other police departments; there are, unfortunately, many troubled police departments. The cap will not prevent us from hiring bad apples; that is what the rigorous screening process will do.

O'Connor echoed the questions and comments about hiring. Dean also mentioned that many industries (technology and defense) have restrictions on where their employees can be hired; thus, if JHPD had similar restrictions, it would not be career-limiting. She raised the question of restricting hiring to departments not under consent decree as an option. Matthews-Brown pointed out that the restrictions on future places of employment are clear at the outset, so employees know what their options are in going forward.

Q: Gross - Regarding the current practice of using off-duty BPD officers, is there initial training or instruction that the officers will go through before working on campus? What are the current expectations from JHU of these off-duty officers? Will there be any changes to any training in light of this incident?

A: Jackson – Broadly, it is the expectation of Hopkins that all employees mirror the values of the University. JHU cannot mandate additional certification training, but off-duty officers undergo an orientation that includes campus culture, values, and expectations. This is certainly a time to reevaluate current policies and procedures to see what changes and improvements can be made. We do not want to jump to conclusions, but the BPD investigation does not preclude JHU from changing its training.

Board Retreat

The board retreat will be held on Wednesday, December 14, 2022, from 5 p.m. to 8 p.m. Locations suggested were:

- Red Emma's
- Mount Washington Conference Center

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- Busboys and Poets
- Hopkins Club (closed)

JHU Staff will work on finalizing a location, and the board will submit a proposal regarding the event. The proposal should be submitted within a week to arrange accommodations (location and catering). The board thanked LaTicia for her hard work in organizing the event. A speaker on the legislation (2019 Community Safety and Strengthening Act) may be invited.

Meetings for the 2023 Calendar Year

Gross sent a survey to the board members to find days and times that worked for the group, and so far, there has not been a consensus on a day that worked for all board members. Wilkinson suggested maintaining a virtual meeting even if an in-person location is found (hybrid meeting style). Monthly meetings in the evenings work best, but meetings may be more frequent when policy review increases closer to the formation of the JHPD. Consensus formed around Wednesday evenings, with the 3rd Wednesday of the month being determined for the 2023 meeting dates. Meetings will rotate between the three campuses (Homewood, Peabody, and East Baltimore).

Future Agenda Items

The next regular meeting will be in January 2023, as the December meeting will be the public forum. Future agenda items would include updates on the MOU and what is next with that process.

Open Discussion

Dean asked about the status of the board's proposal for administrative support. Kangethe stated that he would submit the proposal on 11/17/2022 as he is awaiting additional comments from board members who need more time to review the proposal.

Next Steps

- Find a location for the board retreat
- Find a location for the public forum (December 2022 meeting) pending suggestions from the board
 - Confirm whether 21CP will present
- More granular/detailed maps of the JHUPD jurisdiction (in progress)

Closing

Gross made a motion to adjourn at 7:31 p.m. Massie-Burrell seconded the motion. Kangethe thanked everyone for their time.