

Johns Hopkins University Police Accountability Board Meeting

Wednesday, April 19, 2023

Accountability Board Members:

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

Johns Hopkins Staff present:

1. Dr. Branville Bard
2. LaTicia Douglas
3. Jarron Jackson
4. Jim Gillis
5. Liam Haviv
6. Jennifer Mielke
7. Kelly Allen/Gus Sentementes (Livestream Technicians)

Opening

The meeting was called to order by Sonja Merchant-Jones, JH Accountability Board (JHAB) member, at 6:00 p.m. on Wednesday, April 19, 2023, via Zoom and in person. The meeting was broadcast live via toll-free call-in and on the [Accountability Board meetings live-stream webpage](#). Roll for the Board and Johns Hopkins administration was called.

Theme

The meeting’s theme was general Board business.

Approval of Prior Meeting Minutes

Minutes from the March 15th meeting were proposed for approval.

Merchant-Jones moved to approve and the motion was seconded by P. Logan Weygandt. The minutes were unanimously approved.

Committee Updates

- Communications/Media
 - Lori Dean discussed an email received on February 19, 2023. A draft was shared with Board members for comments and thoughts. *Note: Public Safety responded to the email, with the Board’s approved response, on Thursday, April 20, 2023.* Merchant-Jones asked for clarity around Dr. Bard’s comments, as referenced in the email. Dr. Bard

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responded that the University's position has always been to hire administrative support for the Accountability Board, as it does for other University Boards; this is a common practice. The position was posted last Friday, April 14, 2023. Dr. Bard reiterated that the Board's independence does not mean complete isolation and separation from University Administration and encouraged the Board to think about how they would like to interact with the administrative support staff. He also reminded the Board that processes can be changed if it does not work. Additionally, Dr. Bard confirmed that the administrative support staff would report to LaTicia Douglas, Special Assistant. Dean noted that the question in the email was not the provision of administrative support, which had always been approved, but the mechanism for how the hiring would happen. Merchant-Jones reminded Board members that there are differing opinions among Board members and the goal is to reach a compromise. Elise Favia, another member of the Communications committee, will draft a response to an email received on April 11, 2023. The email of April 11th is about the public attending in-person Board meetings.

- Governance
 - Presentation on materials from the Baltimore Civilian Review Board will take place during the May 2023 meeting.
- Outreach/Community Relations
 - Merchant-Jones is working with Ganesha Martin, a 21CP consultant, on building community relations. In light of those conversations, Merchant-Jones recommends that Board members meet in smaller groups with community organizations to receive feedback. She looks forward to presenting more during future meetings with updates from the committee along with the other committee member, Michael Wilkinson.

Board Business: By Laws

Merchant-Jones encouraged Board members to read the draft of the By Laws and communicate any feedback to Ed Kangethe, fellow Accountability Board member. Dean noted that Judge is looking at By Laws from comparable organizations and will, hopefully, present his findings during the May meeting.

Board Business: Administrative Support

The position has been posted and is available online for interested parties to apply.

Board Business: Meeting with President Daniels

A request was raised at the March meeting to meet with President Daniels. Dr. Bard noted that the Board should follow the process in its By Laws as to how to submit a formal request for a meeting. **Dean moved to set-up a meeting with President Daniels and the Accountability Board at least once per year; Weygandt seconded the move. The motion was unanimously carried by the Board.**

Board Business: Summer 2023 Meeting Schedule

There was a proposal to cancel the Board meetings in June and July for a summer break. *Note: as of April 20, 2023, the June 2023 meeting has been canceled to accommodate new Board member Orientation.*

Board Business: Disclosures

Dean raised the issue of disclosure because it is a large part of her work in medicine and public health and noted that it could be applicable to the Board's work in creating a culture of transparency. Noah

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Patton added that his employer also requires disclosures. Typically, this is done at least once per year and could be noted on the Board's website. Disclosures often cover past and current relationships so the By Laws would need to indicate a timeline (past 3-5 years, as an example). Both Dean and Merchant-Jones noted that disclosures would fit with recusals. Favia noted that, with a high number of government officials in Maryland, some may not be able to disclose certain pieces of information. Dean clarified to include only disclosures relevant to Board business.

Board Business: JHPS Process for Reviewing/Responding to JHAB Recommendations

Per terms of the legislation, the Board is to make recommendations to Administration which is required to respond within 120 days. Dr. Bard encouraged the Board to develop a process by which they submit recommendations so it is clear the recommendations come from the Board as a whole, rather than a single member. This process could be outlined in the By Laws. Members are welcome to make recommendations as individuals, in addition to recommendations made by the Board as a whole.

Updates from Dr. Bard: JHPD Policy Process

Dr. Bard shared the policy creation and review process for the Johns Hopkins Police Department. Policy creation and review is overseen by the Senior Director for Policy, Accreditation and Training and Associate General Counsel, with guidance from peer institutions and law enforcement agencies. Recommendations from the Department of Justice and civil liberties organizations will also be included in the policy process. All draft policies will be shared with the Accountability Board and be posted publicly on the Public Safety website. Dr. Bard noted that Board members are not meant to be policy subject matter experts, but are reviewing policies with an eye toward understandability (is the policy clear?) and if it reflects the values of Johns Hopkins and Baltimore community. Feedback from the Board and general public will be solicited via the website. In total, there will be roughly 150 policies for review. The first policies to rollout will be those considered of "high interest" per national conversations on policing; the Board is welcome to make suggestions as to which policies to include in this batch. The second rollout will involve those policies that are not deemed as high interest and would include policies along the lines of phone etiquette and callout procedures. Each batch of policies would have a 60-day review period with a feedback report, posted on the website, after the review window closes. The goal is to have a complete policy manual by October 2023. The Public Safety website will have a section devoted to policy review, including a feedback form.

Weygandt asked what happens with the recommendations from the Board/public. Dr. Bard responded to clarify that the Board can always make recommendations; their feedback is never time-limited. Whether or not feedback is included will be noted in the feedback report which will be posted on the website after policy review concludes.

Weygandt asked would there be review of the recommendations that are incorporated after the review period ends?

Dr. Bard clarified that the Board can always review and make recommendations, but the process cannot be continuously iterative; at some point, the policies have to be adopted.

Weygandt expressed that the concern is not the timeframe for the policy review, but the actual changes to the policy, based on the feedback. Dr. Bard reminded the Board that they are always welcome to make recommendations and suggestions. Dean asked for clarity around the scope of the policies. Dr.

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Bard noted that the policies will cover all aspects of department operations. The JHPD policies will be divided into four sections:

1. 100: Governance, Conduct, & Responsibility
2. 200: Administrative Procedures
 - a. This is where more of the “lower interest” policies will reside.
3. 300: Personnel Procedures
4. 400: Operations Procedures
 - a. There is where the bulk of the “high interest” policies will reside.

Upcoming Meeting Updates

The next Board meeting is Wednesday, May 17, 2023.

Next Steps/Action Items

- By Laws review
 - An updated draft will be circulated to the Board
 - Discussion around disclosures and recommendations to be added as topics for the next meeting

Closing

Merchant-Jones moved to adjourn the meeting at 7:03 p.m.; the Board gave consent unanimously.

Merchant-Jones thanked everyone for their time.