

Johns Hopkins University Police Accountability Board Meeting

Wednesday, August 16, 2023

Accountability Board Members:

Ryan Alezz	Present
Samuel Johnson	Absent
Edward Kangethe	Present
Sonja Merchant-Jones	Present
Doris Minor-Terrell	Present
Ovais Khalil	Present
Elizabeth Hazel	Present
Sam Crankshaw	Absent
Katie O'Connor	Present
Douglas (Duke) Tremiere	Present
Madhu Subramanian	Present
Kimyatta Ricks	Present
Kamaria Hill	Absent

Johns Hopkins Staff Present:

1. Dr. Branville Bard
2. Phil Kasten
3. Dan Beck
4. Gus Sentementes (Livestream Technician)

Opening

Ed Kangethe, JH Accountability Board (JHAB) member and Chair, began the meeting at 6:08 p.m. with introductions by the Board members and JH staff. The meeting was broadcast live via toll-free call-in and on the [Accountability Board meetings live-stream webpage](#).

Updates from Dr. Bard: Overview of the Policy Process

Dr. Bard updated the Board on the policy review timeline. The policies are undergoing a final review for copyediting and could be delivered to the Board next week. Dr. Bard noted that the policy review process will be labor intensive, but the Board will be provided with resources to help facilitate the review. Per the Board's request, 21CP drafted a recommendation guide for policy review and provided a memo, which was sent to the Board on August 9, 2023. It is up to the Board to determine their process for policy review.

Duke Tremiere stated that the entire Board needs to be involved in the policy review process, given the depth and breadth of the policies; the diversity of opinions and perspectives, as represented by the Board, is a vital piece of the policy review.

Kangethe stated that, ideally, the Policy Committee would compile policy feedback to be presented to the full Board but does agree that all Board members should be involved.

Dr. Bard provided an overview of the 21CP memo, reiterating the Board's role in policy review and communicating community feedback. A key point of the memo was the importance of the 60 days for policy review, and the role experts (21CP consultants, civil rights, policing, and policy experts) played in shaping the JHPD policies. The policies were designed to exceed constitutional requirements. The memo recognizes and appreciates that Board members are not subject matter or policy experts but are tasked with reviewing an entire policy manual. As a result, the memo

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provides recommendations for managing the policy review process. Dr. Bard reiterated it is up to the Board as to how to proceed; the 21CP memo was provided for guidance. The nine recommendations are:

1. Clearly define the purpose and objective of policy review, with specific goals and outcomes the committee can achieve
2. Assemble a diverse and knowledgeable committee to review policies
3. Develop a transparent and inclusive policy review process that includes public feedback when applicable
4. Set clear timelines and deadlines to ensure the review process proceeds smoothly
5. Understand the basic concepts that the policy attempts to cover
6. Prioritize collaboration and consensus building
7. Document all discussions, decisions, and rationale for committee proceedings and recordkeeping
8. Evaluate the impact of the policy on different stakeholders
9. Communicate the committee's recommendations clearly and effectively

Q: Ryan Alezz: What is the role of 21CP and the Board?

A: Dr. Bard: Ultimately, the policy review process is up to the Board, so 21CP will be involved in whatever way the Board wishes. If the Board wants 21CP as external experts at Board meetings, we will ask them to attend.

Q: Alezz: Would it be possible to bring in subject matter experts on particular topics/policies?

A: Dr. Bard: Yes- subject matter experts will be available. If there is a particular topic the Board is interested in, let us know so we can make sure an expert is available when the Board requests. Internal experts, including Phil Kasten and Dan Beck, will also be available to answer the Board's policy questions.

Q: Ovais Khalil: What are the minimum requirements to be considered a subject matter expert? How is neutrality ensured?

A: Dr. Bard: Remember- the Board can determine who they want to hear from as a subject matter expert. The goal is to have experts who are neutral and do not have any ties to Johns Hopkins broadly.

Q: Kangethe: How can the Board let the administration know if the Board wishes to hear from subject matter experts?

A: Dr. Bard: The Board is welcome to ask for a single expert or even a panel of experts, particularly on national "hot topics" such as use of force.

(Note: Dr. Bard is happy to serve as an expert and answer any questions but appreciates he may not be viewed as a neutral expert.)

Q: Elizabeth Hazel: Would it be possible to have experts disclose any relationships they may have with 21CP and Johns Hopkins as part of the standard procedure? *Hazel and Khalil clarified that this question related to standard procedures to ensure transparency.*

A: Dr. Bard: Remember that 21CP employs several experts on various topics related to policing (government, civil rights, policy). There can be transparency around relationships with Johns Hopkins.

Q: Kangethe: Would it be possible to have information from the experts in writing?

A: Dr. Bard: The Board will be provided with the experts' credentials to ensure the expert(s) garner the approval of the Board.

Q: Alezz: Will the Board be able to suggest policies, and if so, what would that process look like?

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A: Dr. Bard: Of course- the Board is always welcome to suggest policies and make changes/suggestions to policies already in place. The legislation requires a response from the University within 120 days to any Board policy suggestions.

Board Business – July Minutes

Kangethe moved to approve the July 2023 JHAB meeting minutes, seconded by Alezz and passed unanimously by the Board.

Board Business - Committees

Kangethe introduced Sonja Merchant-Jones, Chair of the Community Outreach Committee. Merchant-Jones recommended holding a listening session to hear more from the community and attend community events and meetings when applicable. **Kangethe moved to accept the community outreach committee report as presented; this was seconded by Khalil and passed unanimously by the Board.**

Alezz presented on behalf of the Legal Committee and recommended revising the bylaws to include the ability to close a meeting from recording. This could be due to the meeting being administrative only (e.g., discussing parking or a meeting venue change) or if the meeting topic relates to personnel matters (e.g., human resources complaints). Additionally, Alezz questioned the role of JH's General Counsel in providing legal advice to the Board.

Kangethe noted that he understood that the General Counsel would serve in an advisory capacity; Dr. Bard agreed with that assessment and stated that the General Counsel could join a future meeting to explain any nuances.

Kangethe moved to accept the legal committee report as presented; this was seconded by Khalil and passed unanimously by the Board. Alezz moved to refer the topic of closing meetings to the legal committee; this was seconded by Katie O'Connor and approved unanimously by the Board.

Dr. Bard asked the Board if they would like the General Counsel to attend the September 20, 2023 meeting. Dan Beck, Associate General Counsel, who attended the August JHAB meeting, stated he was more than happy to attend the September meeting to discuss further the role of the General Counsel as the Board's legal advisor.

Kangethe thanked Board members for volunteering for committees.

Board Business – Vice Chair Elections

Kangethe asked for nominations for the Vice Chair position. No nominations were presented from the floor, but Kangethe did receive a nomination earlier for Alezz. Alezz expressed his interest in serving as Vice Chair and his appreciation for the nomination.

O'Connor nominated Hazel. Hazel expressed her thanks but declined the nomination in favor of Alezz. **Alezz's nomination to Vice Chair was approved unanimously by the Board.** Kamaria Hill asked if the Chair and Vice Chair were the only positions available for nomination, and Kangethe stated that was correct.

Board Business – Annual Public Meeting

Kangethe asked the Board if they would prefer a special meeting for the public forum or if they wanted to make an upcoming, regularly scheduled JHAB meeting the annual public meeting.

Alezz recommended a separate special meeting as policy review will consume most of the Board's time for upcoming meetings.

Khalil suggested looking at a weekend for the meeting to increase attendance.

Hazel asked for a brief overview of last year's annual meeting for new Board members.

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Kangethe responded that last year's meeting was a little rushed due to the tight timeline. It was fully virtual with a moderator and allowed members of the public time to share their thoughts and opinions on the JHPD.

Tremiere asked if press members and/or the City Council were present at last year's meeting.

Kangethe answered that two delegates attended but did not recall if press members were present. Kangethe reiterated the importance of community members being heard, as there are strong feelings around the JHPD.

Alezz suggested having multiple meetings at different locations and raised the issue of how many Board members should attend.

Khalil suggested that, in lieu of multiple meetings, the Community Outreach committee should work on visiting different locations separately and hold one public meeting annually to include the public and all members of the Board.

Kangethe suggested having the public meeting in October to overlap with part of the policy review and locating the meeting in East Baltimore due to public transit options.

Alezz agreed with scheduling the public meeting around the policy drop but recommended scheduling the meeting for 2-3 weeks after the policy drop to allow time to review.

Khalil expressed interest in a public meeting in late October.

Kangethe asked the Board if they preferred an in-person or virtual meeting and noted that last year's meeting was made virtual due to the environment around the topic of the JHPD. The Board depends on Public Safety for securing a location and providing necessary event support.

Alezz and Hazel expressed interest in a hybrid meeting format. Dr. Bard noted that October would coincide with the second round of policies, which are more administratively focused; there may not be as much commentary on those meetings. **Kangethe moved to have a special meeting in October as the annual public meeting, seconded by Alezz and approved unanimously by the Board. Kangethe moved to have the special meeting in a hybrid format, seconded by Alezz and approved unanimously by the Board.**

Kangethe will work with Public Safety to find a suitable location and create a poll for the October meeting date, including weekends.

Board Business – Questions/Comments

Tremiere asked for the online repository for Board information and contact information (email and phone numbers) for the Board.

Kangethe noted that the repository is being built and will be sent to the Board when completed. Members should email accountabilityboard@jhu.edu to indicate if they approve of sharing their contact with other Board members.

Alezz asked for a status report of the committees, which Kangethe will distribute to committee members. Meeting schedules will be set at the discretion of individual committees.

Kangethe will send an email to introduce the Policy Committee members to each other.

Hazel asked Dr. Bard for an overview of the Behavioral Health Crisis Support team, which expanded into East Baltimore on August 16, 2023. Dr. Bard explained that the program is a joint effort between mental health services and public safety to assist those dealing with mental health crises.

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Upcoming Meeting Updates

The next Board meeting is Wednesday, September 20, 2023.

Closing

Kangethe closed the meeting at 7:29 p.m.