

Johns Hopkins University Police Accountability Board Meeting

Wednesday, November 15, 2023

Accountability Board Members:

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

Johns Hopkins Staff Present:

1. Dr. Branville Bard
2. LaTicia Douglas
3. Amy Taylor
4. Kelly Allen (Livestream Technician)

Opening

Ed Kangethe, JH Accountability Board (JHAB) Chair, began the meeting at 6:10 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](#).

Board Business – October Minutes

Kangethe moved to approve the October 2023 JHAB annual public meeting minutes. The Board unanimously approved.

Revisit Vice Chair Election

Kangethe, the Board’s Chair took a moment to recognize the Board’s Vice Chair, Ryan Alezz (student) for doing a phenomenal job balancing his studies, taking on the role as Chair with excellence and for supporting the members of the Legal committee. Kangethe and Alezz spoke off line about another Board member taking on one of Alezz responsibilities to allow more time for studies. Alezz, shared that he would not be serving on the Board next calendar year and thought it appropriate to have a new Vice Chair appointed to allow for a smoother transition and to ensure the individual has enough time to familiarize themselves with duties and responsibilities.

Updates from Dr. Bard

Dr. Bard shared that the first batch of draft policies feedback period will close Monday, November 20, 2023 and encourages everyone to submit their comments by the deadline. The second batch, which will complete all Johns Hopkins Police Department (JHPD) draft policies, is scheduled to be released to the Accountability Board and the public on November 30, which will open up the next 60-day window public comment period to the end of January. Kangethe thanked Dr. Bard for the updates.

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Meeting with Johns Hopkins University President

Kangethe proposed a new agenda item for the Board to meet with the University's President. This agenda item was passed at the end of the last Board's term and Kangethe would like to open this discussion up for public comment.

Kangethe suggested all the community members that watched the live stream and may have feedback on how the meeting with this President should be structured, or as to what type of questions, comments or topics they would like addressed during that meeting to email the Accountability Board mailbox with those suggestions.

Kangethe suggested all Board members with any suggestions or comments concerning the structure or topics of the meeting to funnel those comments to the engagement committee starting November and December 2023. At the January's meeting the engagement committee will give a report on any feedback received. The report will be used to notify the President's office and request a structure and topics covered during the meeting. **Kangethe opened the floor for questions or comments.**

Q: Subramanian: Will there be a component that is not structured with pre-selected questions. Is there an opportunity for either Board members or community members to ask questions in real time?

A: Kangethe: So, I think that's the beauty of this. This is the first time we will be meeting so we don't have an agreed upon structure. I think it is on us as Board members to solicit that feedback from the community and then negotiate what we believe that meeting should be in the best interest of the community. This should absolutely be on the table for discussion.

Q: Tremiere: I know this is a new meeting that hasn't really had a structure but is this envisioned that it would only be the members of the Board, or would it also have Dr. Bard and people from the Public Safety Division present or is that yet to be determined? I'm also curious of the format and interaction that we would have with the president.

A: Kangethe: When it was originally envisioned that it would be with the president's office, naturally Dr. Bard, as leader of Public Safety and a novel chief of Johns Hopkins Police, should be present. Dr. Bard would have to speak to what other members of his team plan to be present. The community and Board members would need time to think on what they would want to get out of meeting with the president. How would the meeting be structured? What questions would we want asked? What would we want to hear from the President's office? Kangethe encourages members to be very deliberate in the decision-making process and not rush. The goal to request a meeting with the president's office would be January or February.

Committee Reports – Community Engagement Committee

Kangethe announced the engagement committee so they can discuss their report and the Board's new engagement strategy going forward; the opportunities the community members will have to engage with the Board, not just the annual public meeting but on an ongoing basis. Kangethe opens the floor to the community engagement committee chair, Ms. Merchant-Jones.

Ms. Merchant-Jones thanked the Board chair for the opportunity to speak and for his leadership. Merchant-Jones stated she wanted to make it clear and that it's understood that members of the Board are here to represent the communities in which they live and serve. Strategies related to building a better relationship with the community is having had the opportunity to go out and speak on several occasions but looking to increase that engagement. In mid-January, the community engagement committee would like to host a community meet and greet forming small sessions where the people can get to know the members, ask questions and have in person face time.

Ms. Merchant-Jones said, it's important for the community to know they are not assigned. We are assigned, according to what the Maryland General Assembly has decided, and that is exactly what we do. We are not selected. It is a privilege to serve on the Board, as is every member. We are of service to the community; we want to meet with

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you and that is the purpose of these introductory meetings and community conversations. It's of utmost importance that a relationship is built between community and members.

Kangethe thanked Ms. Merchant-Jones for her community engagement report update.

Committee Reports – Policy Review Committee

Kangethe opened the floor to the newly elected Policy Review Chair, Douglas (Duke) Tremitiere. Tremitiere, first made reference to the annual public meeting and addressing the statement made by Kangethe (Board's chair) on how the meeting had not gone as planned. Tremitiere expressed that, no matter the format chosen, the public meeting would have been challenging given some of the feedback received.

Tremitiere spoke to the feedback received on some of the policies. The policies were organized by themes and Tremitiere found this format to be very useful and suggested any member that has not looked over the feedback should do so. Moving forward, the policy review committee has had a couple of meetings and have reviewed the first batch of policies that have come out. Members were asked to submit their comments on the live online feedback document by Sunday, November 19, 2023. A cover memo will go out and include all the comments combined.

Alezz demonstrated how to submit general feedback in the online document. This is a public document; only Board members with the link can edit, but the public is able to view. The document is very straightforward. Anyone with very specific/urgent issues that need to be highlighted beyond putting them in the general feedback document has been asked to email Tremitiere directly and they will be included in the cover memo that will go from the policy committee to the Board's chair.

Tremitiere stated for confirmation the second batch of policies would be released on November 30, 2023 with an additional 60-day comment period.

Board Business – Questions/Comments

Q: Tremitiere: The correspondence committee may be working on this but I wondered, how are we responding to individual comments that might come in writing to the Accountability Board? Because of this perception that the Board hasn't been responsive to community members. I personally believe that we, as a Board and I know that we the correspondence committee, is looking at that need to be responding at least with something, to the individuals who take the time to write directly to the Accountability Board.

A: Kangethe: The communication committee is reviewing and does respond to community members inquiries. This process is a new process so we're still working on this. Today, inquiries come to the Accountability Board email box, and the Administrative Coordinator sends out a weekly digest to all Board members. Board members are free to respond and offer any suggestions they deem helpful. We've put in place a five-day turnaround time to allow the communications committee time to review and provide the final draft to the Administrative Coordinator for approval to be sent out to the committee members.

C: Merchant-Jones: When you're out in a community talking about this process, and it is a process I always emphasize that we can have robust and respectful discussions. I always talk with anyone about the Accountability Board because of the wonderful people that give their time to do this work on behalf of the communities that they serve and sometimes it's unpleasant, particularly when they say things that are so far from what it is true. We are. A group of people who have come together from diverse backgrounds and ways of thinking and doing this business, and we have made the commitment to do it respectfully with the other. I've never seen a board operate this way, and I've been on plenty of them where we are welcomed to have a difference of opinion, but committed the finding a way where we can meet and compromise. That's what we would like to take out into the community. That's why things have been the way they are, because we do not want to rush anything. We deal with a lot of different personalities. I want people to know that we're not told what to say as a Board, we're not given any type of script or anything to

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follow. Neither myself or anyone else on the Board will follow a script. We are allowed to speak our minds and our hearts and we do so knowing what's at stake and what we represent. We are committed to having a measure of trust in what we do, and expecting the best outcomes for most.

C: Kangethe: I want to take a personal point of privilege to add that my main takeaway from the public meeting was that the community wanted us to be more engaged and provide them more opportunities to have conversations with us the Board. I think at a bare minimum we owe them more opportunities to interact with us other than the annual meeting required by the statute. As the Board's chair, my hope is that next year we would have a multitude of opportunities. Ms. Merchant-Jones, I heard your vision and am excited to see it come to fruition.

At the conclusion of the meeting there were no additional questions or comments from the Board online or in the room. **A motion to adjourn the meeting was moved by Johnson and the second by Alezz and passed unanimously by the Board.**

Upcoming Meeting Updates

The next General Board meeting is Wednesday, March 20, 2024.

Closing

Kangethe closed the meeting at 6:45 p.m.