

WEBVTT

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00:00:12.500 --> 00:00:18.630

Public Safety: Good evening, everyone, and welcome to this special meeting. John Hopkins. Police Accountability Board.

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00:00:18.850 --> 00:00:22.849

Public Safety: especially with, I hope, will be the 1st in the annual meeting

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00:00:22.970 --> 00:00:23.840

Public Safety: 1st

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00:00:23.990 --> 00:00:33.900

Public Safety: president of the University of Rhonda. Thank you for joining us today and thank you to your team for joining us. And before we decided, I don't know if you want to say a few words.

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00:00:34.550 --> 00:01:01.779

Public Safety: So I speak relatively, briefly, because I'm really anxious to hear from all of you today. I know that you guys have, as I understood from the conversations that we had just before the start of this meeting. But the sense that you've been at this while. Several of you have been at this a while, and so I know you've been deep in the work of helping us to establish this new sworn space force.

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00:01:01.780 --> 00:01:11.089

Public Safety: And from that perspective, and just hear your thoughts and impressions concerns aspirations for what we're doing.

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00:01:11.090 --> 00:01:33.165

Public Safety: But I will only say for me, it's actually a little longer to be here, because, as you know, it took us a bit of time to actually establish this force, and we spent a fair amount of time in the legislative process and in various community meetings. I think. All told, I personally attended some something in excess of 40 50 meetings.

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00:01:33.650 --> 00:01:56.049

Public Safety: to discuss aspects of the of the Jhpd. Before the legislation was enacted. And you know at that time you talk generally about this, the commitment to accountability to taking seriously the learnings that we've developed from the challenges around constitutional.

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00:01:56.050 --> 00:02:20.389

Public Safety: non racialized policing. How policing can if it is done in the proper manner. It can meet the public's expectations around safety and security and appropriate treatment of everyone that the person interacts with. And you can talk about that in a general way, and talk about the architecture of the ways in which there's going to be

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00:02:20.710 --> 00:02:29.410

Public Safety: this accountability mechanism, this reporting, this data collection, this training, this requirement for qualification in terms of the force and

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00:02:29.758 --> 00:02:53.779

Public Safety: and so on. But you know ultimately it's the task of doing the hard work of taking these somewhat aspirational ideas and making them concrete, that we're all now joined in partnership to try to make happen. And you know, as as one well knows. There's a lot of scope between aspiration, actual implementation, or things not to turn out the way that we want them to. And

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00:02:53.960 --> 00:03:07.790

Public Safety: for me having you folks here, and you know, knowing that you've got a lot of other ways in which you can touch the community. I was really touched by your story. The number of things you can do that you've actually decided to

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00:03:07.790 --> 00:03:20.539

Public Safety: invest your time here with us in this enterprise. And again, I know there's a range of views around the desirability of the force. But what I'm really struck by is the extent to which

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00:03:20.540 --> 00:03:40.950

Public Safety: we understand this is happening, and there is a collective commitment to seeing that it's done right. And for that I'm really appreciative and anxious to work with you. To make sure, as I said before, that the aspirations and commitments that we made are actually fulfilled, and that you'll help us get there. And tell us

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00:03:40.990 --> 00:03:44.380

Public Safety: I have a several folks who are here from

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00:03:44.870 --> 00:04:08.097

Public Safety: from Hopkins will know one of the things I will say, particularly in meetings where there's a range of different views around the issue. Is that I expect friends to tell you, not what you want to hear, but what you need to hear, and you know we're counting you to be our true friends, and to ensure that we do this the right way, and I'll only say finally, that

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00:04:08.630 --> 00:04:35.273

Public Safety: you know, at the end of the day. It's a small force. It's really small force compared to other police forces across the United States. And so, in some sense, you know, it's easy to indulge the temptation that yeah, it's important for Hopkins. And maybe I I would argue, it's important for the city of Baltimore to get this right. Just particularly given the history of policing in the city and the challenges with with

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00:04:35.620 --> 00:04:47.339

Public Safety: with the municipal policing. And you know, the the various dramatic moments we've had. But it's sort of a local story. Someone think that I don't think it is. And you know for me.

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00:04:47.600 --> 00:05:07.369

Public Safety: even though this is a small force, but actually getting this right, getting this right under what I think is probably at one time we a few years ago we did the survey the most comprehensive, and I believe, modern piece of police legislation in the country, showing that

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00:05:07.755 --> 00:05:25.889

Public Safety: we can do this in a way that you can actually provide the augmented safety that is promised by the the possibility of a force, but at the same time doing in a way that is workable that you can actually police effectively discharge your public responsibilities.

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00:05:26.261 --> 00:05:35.208

Public Safety: And provide that safety because we know there are you seeing these debates around policing? There's a lot of folks saying, Wow! You're telling me you got.

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00:05:36.010 --> 00:06:04.465

Public Safety: you know, 28 pieces, 28 pages of legislation like that's not. That's not workable. How can you please, with all that restriction? All that accountability? It's it's like it's not doable. And what's great is that that? Dr. Bard feels very strongly as I do, and others involved in this, that this is eminently workable, and I think showing that this is workable

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00:06:04.990 --> 00:06:20.389

Public Safety: and can meet all these expectations is is important on a national basis at least, and maybe beyond. So it's it's small. It's local. It's 1 institution in a, in a in its in its home city.

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00:06:20.390 --> 00:06:38.700

Public Safety: But I think it's much more than that, and that's the way we're treated. And you're being part of this, an unusual entity. When you look across other police forces at universities and municipal police forces across the country just underscores the unique and important experiment that we're all involved in together.

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00:06:40.100 --> 00:06:44.350

Public Safety: so happy to take this in any direction you want to go.

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00:06:45.350 --> 00:06:55.399

Public Safety: So we we had some actually prepared questions that we sent over to the office. So we're going to 1st start there and then kind of see the difference of sure. Yeah.

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00:06:55.580 --> 00:06:56.660

Public Safety: So

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00:06:57.610 --> 00:06:59.720

Public Safety: the 1st question would be.

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00:06:59.980 --> 00:07:03.999

Public Safety: what is your message to those communities that already

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00:07:04.050 --> 00:07:11.390

Public Safety: are. They already feel that they're under, resourced and over policed. How will Jspd benefit those?

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00:07:12.720 --> 00:07:19.640

Public Safety: So we start off? And I think. 1st and foremost, you know, we have to create realistic expectations about this.

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00:07:19.700 --> 00:07:24.009

Public Safety: It is 74. It's a hundred person sworn force

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00:07:24.040 --> 00:07:31.129

Public Safety: that basically, that's a fairly restricted jurisdiction policing that is defined by legislation

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00:07:31.220 --> 00:07:59.700

Public Safety: around around the Johns Hopkins campuses in the city. So you know, to the extent that there are communities that are near the campuses or not so near the campuses. The truth is the direct impact, direct impact in terms of the way in which we're being able to police in

most communities is really, it's not just limited. It's restricted, we can. So we're we're tightly confined here.

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00:08:00.093 --> 00:08:14.669

Public Safety: And I think you know. For me it goes back to 1st and foremost what I would say to those communities who aren't directly adjacent to or part of our current police jurisdiction.

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00:08:14.670 --> 00:08:36.689

Public Safety: I think the most important thing that we can do is to actually demonstrate with this pretty comprehensive modern detailed system of accountability that's mandated with the legislation is actually workable. And for me, I'm a big believer in pilot projects that you get. People who want to do something new and unique

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00:08:36.690 --> 00:09:04.220

Public Safety: to show that it works. And then you hope that that actually causes others to say, Well, that's workable, and maybe it's not so great. And maybe we can actually have. You know, municipal policing other forces. Other universities should be thinking about accountability boards, all the requirements that we have embraced here. So for me, I think the important contribution is is the demonstration effect that I hope we'll be able to show from doing this well.

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00:09:06.550 --> 00:09:13.629

Public Safety: so understandably, members of some Baltimore communities live day in, day out, with a deep-seated fear of policing.

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00:09:13.850 --> 00:09:23.660

Public Safety: What is the overall vision? What's being done at the highest levels? And when I say highest levels, I mean not just the Jpd. But far as

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00:09:23.850 --> 00:09:26.190

Public Safety: the administration in general

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00:09:26.420 --> 00:09:28.799

Public Safety: to build trust and ensure that

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00:09:29.060 --> 00:09:37.939

Public Safety: John Cox, Pd. And public safety policies are becoming will have a positive effect on the communities that they seek to serve.

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00:09:38.990 --> 00:09:55.150

Public Safety: So I mean, I think again, you all collectively know better than anyone else the comprehensive work that's been done around the policy development process that will guide and inform the actual

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00:09:55.738 --> 00:10:22.160

Public Safety: folks who are ultimately recruited onto the force, and you know how much work has gone on to that. And I again appreciate the work that several of you have done in terms of reviewing and providing feedback on those policies to ensure that again these meet community expectations. And I think that's you know, that's an important way again, in which we demonstrate the you know, the accountability and the ways in which this course will

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00:10:22.170 --> 00:10:47.239

Public Safety: align with the public interest. You know, I said at several points, as we were talking about the request for legislation and the power. I don't for a moment take lightly the conferral of this responsibility on the university. And I do feel by definition the powers that come with sworn policing

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00:10:47.240 --> 00:11:08.589

Public Safety: really have to be accompanied by very significant accountabilities. And oversight. Simple like it's it is a it is a, it is a. It is a. It is a very potent power that requires accountability. Vigilance and and to my mind

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00:11:08.770 --> 00:11:09.850

Public Safety: that

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00:11:10.990 --> 00:11:14.430

Public Safety: our responsibility is to

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00:11:14.480 --> 00:11:25.450

Public Safety: earn that trust, but not to expect that we command it at the outset. In other words, and for me. The legislation. In some sense

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00:11:25.500 --> 00:11:29.500

Public Safety: it only has the possibility of earned trust.

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00:11:29.640 --> 00:11:53.390

Public Safety: But it doesn't assume at the outset that anyone's gonna trust us. It's gonna have to be earned. And it earned through the way in which we build up the policy, the way in which we recruit our professionals. The way in which they operate, the way in which we show accountability to this board, the way in which we respond to feedback make changes. So I really see this as only the

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00:11:53.660 --> 00:11:58.219

Public Safety: the the start of an opportunity to earn trust.

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00:11:58.310 --> 00:12:13.880

Public Safety: but to understand that. This. This comes with an appropriate level of skepticism. Around what we're embarking on, and we have to work with that

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00:12:14.030 --> 00:12:16.139

Public Safety: I could just fall up when they're happy.

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00:12:16.860 --> 00:12:23.209

Public Safety: Your previous 2 answers have mission policy, which is great. But to the average layman

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00:12:23.410 --> 00:12:25.539

Public Safety: that has a real fear of this

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00:12:26.090 --> 00:12:33.169

Public Safety: policy is a secondary point. So if you could just expand a little bit more as far as with

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00:12:33.250 --> 00:12:35.809

Public Safety: funds communicating with that church

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00:12:35.910 --> 00:12:39.540

Public Safety: which we feel empathy and vision.

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00:12:39.630 --> 00:12:42.838

Public Safety: So look, I don't. And

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00:12:43.870 --> 00:12:51.048

Public Safety: if I. If if it seems too abstract, it's only been to my mind. I start 1st and foremost thinking about

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00:12:52.340 --> 00:13:02.489

Public Safety: what rules? You know? What are the expectations that are gonna govern the way in which we do this. And so one looks to policy. But look ultimately.

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00:13:02.560 --> 00:13:16.780

Public Safety: I think, to the people who are watching to see how this rolls out. Of course you have to. You have to think about opportunities for and create meaningful opportunities for

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00:13:17.575 --> 00:13:37.359

Public Safety: feedback in terms of how. Let's not talk about general policy, but how you're going to. Very, you know concretely how you're gonna hire, how you're gonna patrol, how you're gonna react in certain situations to get very concrete and to be able to say, say how yours, you know, you will expect the behavior of the force

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00:13:37.440 --> 00:13:39.610

Public Safety: in those circumstances.

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00:13:39.760 --> 00:13:45.839

Public Safety: but I think, quite apart from that, truth of the matter, is, every day

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00:13:45.900 --> 00:14:08.150

Public Safety: one of our one of our sworn officers is walking the beat or driving around is seen by the community, is a moment in which you actually demonstrate whether we are doing this in a responsible, accountable way or not like every day, 24, 7, that our folks are out there.

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00:14:08.150 --> 00:14:18.580

Public Safety: They're making the case or not. And you know in in, you know, when I'm in circumstances that you won't happen. And so I think people are.

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00:14:19.080 --> 00:14:34.690

Public Safety: I really do believe you know, the model of Canadian policing is a very powerful one as we talked about how we think about what we'd like to see this force do and what we want them to do differently, and to my mind having

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00:14:34.700 --> 00:14:36.390

Public Safety: officers

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00:14:36.540 --> 00:14:37.990

Public Safety: who are

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00:14:38.521 --> 00:14:54.159



Public Safety: understood as wanting to work with the community, talking to people just being helpful. responding in a prudent and a measured way to conflict and crisis. I think

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00:14:54.160 --> 00:15:16.940

Public Safety: each and every day those folks are people are going to form impressions about how we're doing this and and whether we're we're doing this right way or not, and whether the work that you're all doing is looking at broad policy and so forth. But seeing fundamentally is, that is, that shaping that back in the way people operate on the ground is that having an influence, and ultimately.

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00:15:16.940 --> 00:15:20.339

Public Safety: are we doing this well or not? Are we doing it responsibly?

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00:15:22.170 --> 00:15:27.100

Public Safety: So that's the one who was in East Baltimore in East Baltimore.

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00:15:27.150 --> 00:15:30.340

Public Safety: While this was 1st initially

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00:15:30.610 --> 00:15:36.579

Public Safety: introduced in legislation, then it was ultimately decided that we brought back next year. There was.

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00:15:37.310 --> 00:15:57.059

Public Safety: And I want to put airports fully a community. Wide conversation about this. There are a lot of voices in East Baltimore and around the other 2 communities that felt like that. They weren't heard during that process. So hindsight is always 2020. But looking back on it, we wish you would have done differently.

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00:15:58.330 --> 00:16:22.970

Public Safety: So I I got tipped off this. This was going to be one of your questions, and you know, my 1st reaction is, if I could do it all over again, what would? What would have been done differently? It would. True, my 1st instinct 1st was to say, I wish I inherited a sworn force. But actually, I wanna I I want to.

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00:16:22.970 --> 00:16:28.380

Public Safety: I actually thought about it. And the more I thought about it. Actually.

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00:16:28.620 --> 00:16:36.330

Public Safety: I think it really reflects our good fortune in having others here.

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00:16:36.790 --> 00:16:39.730

Public Safety: I think in action. I think it was

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00:16:40.170 --> 00:16:41.900

Public Safety: a good thing.

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00:16:42.924 --> 00:16:47.520

Public Safety: That we had to create this force.

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00:16:48.138 --> 00:17:08.990

Public Safety: In the shadow of Freddie Braden of George Floyd. A number of other tragic incidents that really showed the failure of constitutional policing and the racialized character of it, and we were forced to actually establish a force on very different terms than had been established before in the country.

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00:17:09.290 --> 00:17:22.220

Public Safety: And I think you know so my 1st reaction to say that I I wish I had it when I came in. If we didn't have a blinking when I got to Hopkins, like every other university in the lion share of universities.

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00:17:22.809 --> 00:17:30.531

Public Safety: in our sort of the large universities like Hopkins, have had sworn policing for for decades. And

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00:17:31.273 --> 00:17:53.550

Public Safety: if not longer. And of course the public universities in Maryland, have had that power for a while, but they don't have our legislation. They don't have this accountability board of the other mechanisms. I actually think that's been a really, that's been good for us. So that's that's so. That's not my answer. I think if I could have done things differently. I think the major change.

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00:17:53.560 --> 00:17:58.580

Public Safety: It's I wish I we had known this going into this. I wish we had started

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00:17:58.590 --> 00:18:19.578

Public Safety: and knew where we ultimately ended up in terms of first, st you know, when we went out we asked for the same legislation that all the Maryland Universities had. The public University, which is about 2

pages, which is just granted power without any sort of detailed accountabilities in the way that we've developed here.

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00:18:20.265 --> 00:18:35.944

Public Safety: I wish I wish me at the outset and said, this is how I'm gonna think about it. It's going to be detailed and prescriptive. It's it's gonna require the burning of trust, but not assume it at the outset. It's not a trust me moment. It's an earn my trust moment.

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00:18:36.550 --> 00:18:53.040

Public Safety: I think I would have been great if we had known when we started that we were going to set up something like the behavioral health intervention teams and so forth, and been able to concretize. You know this idea of not every

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00:18:53.120 --> 00:19:07.739

Public Safety: problem that gets presented typically in the city and responded to by the police was actually going to be met by sworn policing. I said that in a general way I said that we didn't want it. You know, we want to be really limited and careful to focus on certain activities.

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00:19:07.770 --> 00:19:22.970

Public Safety: But I didn't. I didn't know how that was gonna end up. I didn't. You know. We talked about in a general way, wanting to support community based approaches to safety. And see that again, that

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00:19:23.460 --> 00:19:32.660

Public Safety: that that if folks had good ideas on how they could get at the root causes of criminal violence that we would provide support for that.

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00:19:32.890 --> 00:19:58.889

Public Safety: But we didn't have, we didn't have the innovation plan at that time. We weren't concrete about it. And so if I if you had to do it all over again, it would have been great to have been able to detail then all the ways, we ultimately ended up what that looked like. Only say, though, that it may, you know that's wishful thinking. Think all the interaction, the conversations, the criticism.

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00:19:59.236 --> 00:20:19.349

Public Safety: That we received ultimately forced us to get concrete. And maybe that's the nature of the good democratic process. We've we, you know. We we probably would have got. We would not have been able to do this on our own, and we needed to have a long gestation period as equal as it was for everyone.

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00:20:19.360 --> 00:20:23.689

Public Safety: but it actually got us to, I think, a really good place, and this goes back to.

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00:20:23.750 --> 00:20:28.569

Public Safety: There's no ambiguity on my part about the

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00:20:28.610 --> 00:20:37.869

Public Safety: level of responsibility that we have in terms of the comprehensiveness and the stringency of the legislation that governs our affairs. And

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00:20:38.390 --> 00:21:00.229

Public Safety: I I and I I think we're done for it. And I you know again. I look at the University of Maryland system there and other universities without sworn policing, and they've got a page or 2 of legislation. It's very different than what we're doing here. We're doing something unique.

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00:21:01.910 --> 00:21:06.770

Public Safety: And this is going to be the last of our bad questions that I want to open up to

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00:21:06.810 --> 00:21:08.070

Public Safety: board members.

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00:21:08.250 --> 00:21:14.089

Public Safety: I know you're a believer in big ideas, and that universities can solve societal problems.

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00:21:14.390 --> 00:21:20.779

Public Safety: So I'm really interested in what do you think are the moral and ethical implications of

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00:21:21.020 --> 00:21:31.389

Public Safety: a nonprofit managing a police force, although private universities have police force. These implications are important to consider. What is your personal experience.

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00:21:32.400 --> 00:21:36.000

Public Safety: So it is a

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00:21:36.810 --> 00:21:54.420

Public Safety: again, let's be clear. We're not a for profit. We're, we're we're a we're not for profit institution, that our, you know, our board has broad representation on it. We, you know we we have at some level

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00:21:54.420 --> 00:22:19.749

Public Safety: have a fair amount of accountability built into the institution by virtue of our our non for profit status. And I think that's that's important to distinguish us, for instance, from a for profit company that's publicly traded and is looking to get rich on this activity. That's that's not what we're doing here? So that's that's the 1st thing.

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00:22:19.780 --> 00:22:35.550

Public Safety: I think the second thing is, this happens to be in my entire life. I was a legal scholar, but I did. I did lots of writing and teaching, and one of the things I was really interested in is

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00:22:35.600 --> 00:22:40.269

Public Safety: a scholar. Is this idea? How do we get

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00:22:40.340 --> 00:22:48.860

Public Safety: private actors to align with the public interest? How do you make that happen? You know, through law, through regulations, norms whatever.

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00:22:48.930 --> 00:22:59.719

Public Safety: And for me, one of the things that I I you know, and I really feel this, and very sincerely, that although we are a not for profit, private organization.

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00:22:59.840 --> 00:23:02.690

Public Safety: I think the

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00:23:02.770 --> 00:23:17.360

Public Safety: legislation that is very detailed, and all the various mechanisms and put in place ensure that we're highly, public publicly regarding in the way in which we discharge this duty.

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00:23:17.460 --> 00:23:33.990

Public Safety: This is a this is, it's it's true. We have a grant of power that comes from the legislature, but it's got lots and lots and lots of accountability with it. And so for me, when you look at the

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00:23:34.530 --> 00:23:40.869

Public Safety: contact that we have with the State and with the with with with the citizens.

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00:23:41.130 --> 00:23:45.110

Public Safety: Baltimore, and with the stakeholders in our own community.

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00:23:45.300 --> 00:23:47.969

Public Safety: I think there's a lot of

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00:23:49.280 --> 00:23:59.100

Public Safety: very detailed ways in which we ensure that what we are doing will align with the public interest. And again, when I look at

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00:24:01.830 --> 00:24:08.880

Public Safety: other universities out of the state in the State, other municipalities

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00:24:08.930 --> 00:24:11.199

Public Safety: in the State out of the State.

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00:24:11.690 --> 00:24:16.400

Public Safety: And you know very often these are classically public institutions.

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00:24:16.470 --> 00:24:26.769

Public Safety: Actually think there's a strong argument that the accountability regime that the State has required, and which we are mandated to comply with.

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00:24:26.940 --> 00:24:27.850

Public Safety: is.

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00:24:27.990 --> 00:24:37.359

Public Safety: if not at least, I think, even arguably more powerful in aligning the conduct of this institution with the public interest.

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00:24:37.490 --> 00:24:41.030

Public Safety: So I you know I I don't get

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00:24:41.370 --> 00:25:00.900

Public Safety: I I know it's easy to say this is a private institution. That's sort of operating this responsibility, but it's doing so. That's

only true. We have this random part, but it is. It is. It is so highly inappropriately regulated.

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00:25:01.376 --> 00:25:09.279

Public Safety: On so many different dimensions. I think that's a way in which the public interest is appropriately respected. Protected.

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00:25:10.190 --> 00:25:29.199

Public Safety: I appreciate that answer. But I I need to push back just a little bit on that. You said. The institution which we can agree. It's not a private institution, but as far as the diversity of, I guess, perspectives or opinions of the governing body, I would have to push back. To be totally honest.

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00:25:29.800 --> 00:25:35.669

Public Safety: I would say, I I you know we're not a city government, and we're not a State government.

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00:25:35.700 --> 00:26:01.710

Public Safety: All I'm saying is, we're not a for we're not a for profit institution that's looking to like we're. We're not a private piston operator, you know. You know, we're we're we're we're an institution that operates, you know not for profit basis. And universities are complex animals. They have lots of different goals. But the one thing I think, is clear, though, is, we are enormously

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00:26:01.870 --> 00:26:19.989

Public Safety: affected by responsible to the legislature and the detailed prescription that it has given us in the way in which we discharge this responsibility. So I think that's to me that's like the tie in to how we go back to showing that you know that the public interest

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00:26:20.030 --> 00:26:23.230

Public Safety: is being appropriately protected here.

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00:26:24.380 --> 00:26:34.540

Public Safety: and I agree, and I understand what your legal training background that you have a little things that are. Certainly I do get that. But as someone who

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00:26:34.830 --> 00:26:43.430

Public Safety: move into a community, and if I moved into this community I was not aware of the Hopkins. I guess effect on the community.

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00:26:43.980 --> 00:26:56.130

Public Safety: It goes beyond policy, goes beyond good policy, and it concerns me to be totally honest, that I don't see that diversity and leadership of respect

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00:26:56.320 --> 00:26:57.720

Public Safety: that concerns me

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00:26:58.090 --> 00:27:10.960

Public Safety: to be totally honest with this, and you speak of this, and I don't want to take up too many months too much time. But you speak of this in an academic sort of framing

140

00:27:11.580 --> 00:27:13.759

Public Safety: to people in my community.

141

00:27:13.900 --> 00:27:20.170

Public Safety: This is, it has so much more real world cases. So I would just

142

00:27:20.220 --> 00:27:30.469

Public Safety: be mindful of you and your team to consider that when you make this I I can. I can respond to that by telling you you did very succinctly, President Daniels told me.

143

00:27:31.020 --> 00:27:32.320

Public Safety: Here's the legislation.

144

00:27:32.550 --> 00:28:01.149

Public Safety: I want people to be able to look at the Jhpd and say if they can do it right with all of this protective measures in place. Then you can't tell me you can't do it. So when he says that he wants us to be a model and kind of force other people to do what we're doing. That's what he means. And and you know, he said much more eloquently than than I just did. But that's what he said, force people to look at us and say, if they can do it that way, then you can do it too.

145

00:28:03.140 --> 00:28:27.850

Public Safety: I'm sorry. I I don't doubt that. No, I think and we we were very honored that in our Community association Dr. Bard came to speak to us, and we were able to have some of our neighbors. Speak to him. Last year. It was wonderful, but I think that there's a bigger piece, and I've only been in Baltimore for about 3 years. But there is

146

00:28:28.210 --> 00:28:36.990



Public Safety: a context that is missing, and I think that it's the whole story right, like Hopkins owns a lot of companies

147

00:28:37.060 --> 00:28:42.550

Public Safety: that they don't have to pay property taxes which supports the Baltimore police department.

148

00:28:42.900 --> 00:28:46.489

Public Safety: Then there's also the things that are set up to make.

149

00:28:46.840 --> 00:28:56.169

Public Safety: not to make Hopkins look good, but that make Hopkins look good. For example, the school, Henderson Hopkins is an incredible school. However, that was

150

00:28:56.510 --> 00:29:06.659

Public Safety: from what I from what I've been told in the research that I've done was set up to be a community school. However, many people in our community can't get in there, because

151

00:29:06.680 --> 00:29:11.579

Public Safety: in order to get priority listing to get into the school. You have to go to the early wine bird

152

00:29:11.700 --> 00:29:25.120

Public Safety: 10, in order to get in there. If you make a certain amount of money you wouldn't be able to afford it even with the subsidies. So that means that an employee of Hopkins, like a Cna or somebody that does not make

153

00:29:25.180 --> 00:29:41.130

Public Safety: a doctor's salary wouldn't be able to afford to go there even with the subsidy, because you wouldn't live in the neighborhood as well. So you have to have both of those conditions. You can't afford to live in the neighborhood, and you can't afford it. The child care as well. Then you are priority to get into the school.

154

00:29:42.950 --> 00:29:55.369

Public Safety: And so, while there's things that are great for the neighborhood, it's not necessarily supporting the neighborhood that it's in, I mean, like the 5 blocks

155

00:29:55.400 --> 00:29:56.920

Public Safety: put it from. That's okay.

156

00:29:57.040 --> 00:29:58.890

Public Safety: And so the big like.

157

00:29:59.690 --> 00:30:02.000

Public Safety: while you can understand that

158

00:30:02.860 --> 00:30:07.319

Public Safety: for some, for some people there is a feeling of

159

00:30:07.400 --> 00:30:13.089

Public Safety: these neighborhoods have been around Hopkins, and now you're having a police force to protect

160

00:30:13.780 --> 00:30:18.110

Public Safety: from the neighborhood, even though, like parts of it were bought out by

161

00:30:18.515 --> 00:30:23.770

Public Safety: Hopkins being part of the entity. We vdi. Now we want to protect it

162

00:30:24.360 --> 00:30:26.919

Public Safety: with your own kind of police force. But

163

00:30:27.510 --> 00:30:29.740

Public Safety: there, there's a

164

00:30:29.990 --> 00:30:31.860

Public Safety: a history of not

165

00:30:32.820 --> 00:30:35.620

Public Safety: having the responsibility to pay into

166

00:30:36.260 --> 00:30:38.519

Public Safety: with the broader community of Baltimore

167

00:30:39.070 --> 00:30:48.660

Public Safety: has already been paid sick. Well, maybe. Why don't we talk about the the school? Because

168

00:30:49.510 --> 00:31:15.660

Public Safety: So I've I've been here for 15 years and the school was really important to me. We had there was talk at some point during the life of Dv that we would get a school, and I I really I had come from University of Pennsylvania, where they had established a terrific school. And it's been really important and anchor institution for for really changing fundamentally

169

00:31:15.660 --> 00:31:26.230

Public Safety: the neighborhood and the understanding of you can. So like, when I got here and I spent a lot of time in my early years around the table at Epi said, we gotta get the school. We gotta get the school and get that right.

170

00:31:26.410 --> 00:31:50.040

Public Safety: It's 1 of the things that we I think we do a lot of things. Well, some things not so well. I don't think we tell our story well, so let me try and tell you the story as I understand it, Hopkins? Because I think it actually. And again, it's no doubt there's things that we've done that we should have done differently, and we should have been more, you know, effective with the community. But this one is actually touches me pretty deeply. So

171

00:31:50.040 --> 00:32:03.780

Public Safety: the school, just in terms of your understanding of who's there? The school and I've got a parent who's sitting on the table. Who can confirm this? The school is 97%,

172

00:32:03.900 --> 00:32:29.529

Public Safety: 98% free and reduced lunch it is, and it privileges. So it's it is. It is not a school for athletes. It's not. It's it is a school for you know, for the neighborhood. And 1st and foremost, there's a priority that goes through indigenous people within the catching area that are located on the school, and that is spent

173

00:32:29.530 --> 00:32:50.950

Public Safety: that it is. It was just given the given the demographics of the neighborhood. It's 77, 97, 98% fan reduced lunch, which means that these are these are families that are very, very, you know, challenged in terms of of their lives and the income levels they have. And

174

00:32:51.400 --> 00:32:55.910

Public Safety: you know it was. You know, for me what's been really amazing.

175

00:32:56.270 --> 00:33:12.840

Public Safety: And again, just as just given how important this has been for Hopkins. But I'll say, this is one of the things that I you know that

I spent a lot of time ago pretty proud of. But probably this point Hopkins has put

176

00:33:13.910 --> 00:33:30.640

Public Safety: in excess of 30 to 35 million dollars into the school we built, we put we. The school didn't have enough money to be built. We? We put close to 20 million dollars into the school. It's, you know, just this magnificent campus.

177

00:33:30.640 --> 00:33:51.599

Public Safety: Every time as we've seen, there's a need for augmented services within the school. Additional health care meals. A new a new playing field like we've gone. We've gone back to make these things happen and and play a lot of time. I didn't spend a lot of time actually

178

00:33:51.600 --> 00:34:15.960

Public Safety: supporting the school I meet. I meet every 2 months with Peter. Kind of who's the principal and we take it really seriously. So somehow, this you know, it's just as a this is one of these things that how we somehow don't tell our story. Well, that that's understood, as somehow, Hopkins, having abdicated its response to the community rather than

179

00:34:16.400 --> 00:34:36.020

Public Safety: Wow. They look at what they've invested, and the programmatic support. Our Dean of the School of Education is very, very engaged with Peter and supporting it. How it's somehow on the street, is understood as a failure rather than an as an embodiment. Of what?

180

00:34:36.020 --> 00:34:59.829

Public Safety: What good can it not be responsible? And I see a member online.

181

00:35:02.320 --> 00:35:15.192

Jerrell Bratcher: Hey, everyone, hey, President Daniels, appreciate you appreciate you appreciate you Marie, and think that looks like that's a good friend Jennifer also over there, but on the right side of.

182

00:35:15.550 --> 00:35:15.900

Public Safety: Yeah.

183

00:35:15.900 --> 00:35:16.610

Jerrell Bratcher: Of

184

00:35:16.730 --> 00:35:25.150

Jerrell Bratcher: and your leadership. President Daniels of us said before question in terms of I know

185

00:35:25.520 --> 00:35:40.469

Jerrell Bratcher: the name is Accountability Board, but we exist. Advisory in nature is the goal, and I'm not sure if this would be for you or for Maria. There's the the goal to kind of shift to align. You know that wording and that framing

186

00:35:40.540 --> 00:35:50.560

Jerrell Bratcher: to say or help folks in the community kind of better understand our nature role and work as it exists. Advisory in nature.

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00:35:50.910 --> 00:35:58.361

Jerrell Bratcher: as I know, accountability is a strong word and term. So you know how we perceive that here internally is different from

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00:35:58.780 --> 00:36:03.309

Jerrell Bratcher: how community may look at that when they hear Accountability board.

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00:36:04.030 --> 00:36:27.399

Public Safety: Well, as you know, the name comes out of the legislation legislation, so the legislature can only change the name. But I will tell you that the city's accountability with Baltimore City's Accountability Board made a recommendation that the name of this board be changed so that there will be less confusion around the 2 boards and the 2 the powers of the 2,

190

00:36:27.730 --> 00:36:36.160

Public Safety: whatever they want to call us, they they did not make a recommendation as to what the default, but just that it may remain

191

00:36:36.680 --> 00:36:41.760

Public Safety: so. Let's closely align with their titles made a good recommendation.

192

00:36:41.970 --> 00:36:43.550

Public Safety: If Ashley

193

00:36:44.270 --> 00:36:49.660

Public Safety: but sorry! This is, too. Did they make that recommendation to Annapolis, or

194

00:36:50.100 --> 00:36:54.439

Public Safety: they? They made the recommendation. And as a part of the yearly report.

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00:36:55.355 --> 00:36:55.850

Public Safety: okay.

196

00:36:58.870 --> 00:37:03.099

Public Safety: cause, I understand synopsis that would have to change it. It is

197

00:37:05.540 --> 00:37:06.820

Public Safety: occurring

198

00:37:06.920 --> 00:37:08.010

Public Safety: when

199

00:37:08.050 --> 00:37:12.829

Public Safety: folks talk about your tenure here about Legacy, Bill, and let's see, hope to be

200

00:37:13.230 --> 00:37:14.380

Public Safety: so

201

00:37:15.060 --> 00:37:26.199

Public Safety: when I hear those conversations. I don't hear this being spoke of as being part of that legacy which I think you and I can agree that this would be part of the like part of your life. Jhpd is

202

00:37:26.570 --> 00:37:44.332

Public Safety: okay. Okay. You talk about a number of it's, you know, a number of different ways which which you hopefully leave some kind of a footprint. But you know, just to be clear. I you know, from the moment I got to Baltimore. I

203

00:37:44.800 --> 00:37:58.460

Public Safety: I thought it was important to say that fundamentally that Hopkins wasn't just at burden. But I would say constantly throughout the city, and we're and we are. We are such a

204

00:37:58.923 --> 00:38:23.010

Public Safety: an important institution in terms of the capabilities that we can bring to the city we benefited from the city. I hope we contribute to the city. But fundamentally, we're deeply connected to the city. I

think. This this task of setting up a constitutional, non racialized, responsible, efficacious

205

00:38:23.485 --> 00:38:51.990

Public Safety: police force. In the way that we've talked about here is to show the city and the world beyond that we can do this well is a legacy moment and I'll be frank with you, you know, when I I talked a bit before about my life previously as a law, Professor, and, as I thought about, you know, going into later on becoming a president sort of being involved in university leadership.

206

00:38:52.230 --> 00:38:55.079

Public Safety: as as I thought about what I want to do.

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00:38:55.150 --> 00:39:21.829

Public Safety: Was there ever a moment that I said, Wow! University President, I really want to set up a resource like I really would love to be able to set up this morning like this is, there's? This is just this. Sorry. It's not a joyful task. It's a responsibility we can we offer for all the reasons we've discussed why we thought we had to do it. So it's a solemn responsibility that I know. You know we have to discharge

208

00:39:22.228 --> 00:39:38.179

Public Safety: in a way that earns the trust and confidence of the of the citizenry of Baltimore and of the stakeholders on our campuses. There's there's skepticism on our campuses, too, in various quarters about whether this can be done properly.

209

00:39:38.498 --> 00:39:54.440

Public Safety: So you know, I think that it's a legacy moment. And you know. I I went to the Legislature with with the leadership of the health system and the School of Medicine. We asked for this power. We have to download show that we can do this responsibly.

210

00:39:54.460 --> 00:40:08.079

Public Safety: So you know, we're we're, you know, this is where this body is a really important entity in ensuring that we do this the right way. And it's just there's a lot. There's a lot riding, we understand

211

00:40:12.110 --> 00:40:18.859

Public Safety: understand that. But yeah. But my, the point I was trying to get to. My question is.

212

00:40:19.250 --> 00:40:20.950

Public Safety: when you know

213

00:40:21.040 --> 00:40:22.670

Public Safety: you look back on this.

214

00:40:23.500 --> 00:40:27.720

Public Safety: what would be a measure of success with this with Jhpd

215

00:40:28.300 --> 00:40:29.649

Public Safety: be your office

216

00:40:29.660 --> 00:40:30.825

Public Safety: and

217

00:40:32.640 --> 00:40:33.609

Public Safety: that

218

00:40:35.570 --> 00:40:39.300

Public Safety: just, you know, when I come back to this board in years to come.

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00:40:39.380 --> 00:40:41.719

Public Safety: if there's a sense that we did this right.

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00:40:41.990 --> 00:40:48.669

Public Safety: that we. We showed that this we showed a different way to how you think about policing.

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00:40:48.730 --> 00:40:54.320

Public Safety: I regard policing as an indispensable function for

222

00:40:54.690 --> 00:41:03.780

Public Safety: modern society. It's it's it's it's part of what what allows us to function effectively. And so.

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00:41:03.920 --> 00:41:25.880

Public Safety: you know, given that and given the particular experiment that we're on here. And and it is in the nature of an experiment. It's it's it's. It's a very different approach to policing than a lot of other forces in the country of adopted, and are willing to be subject to and think, demonstrating that we can do this, that

224

00:41:26.070 --> 00:41:44.879



Public Safety: you know people on our campuses feel good about this. Feel that we've honored the spirit and the letter of what you're saying, and that's understood outside the the university campuses outside our walls. That's a big deal like that's that's the ultimate test of whether people can look and say.

225

00:41:44.940 --> 00:41:55.079

Public Safety: you know, look at those guys in that uniform. They they did it differently. And and there's a lesson to be learned for other forces

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00:41:55.300 --> 00:41:58.610

Public Safety: within the state and country from how they did this.

227

00:41:59.270 --> 00:42:08.439

Public Safety: That's that's what I'm lucky here they did it. Well, so what I've started that is to articulate, which means success with the right. So in your end. What would failure?

228

00:42:08.460 --> 00:42:23.349

Public Safety: Oh, you can see, you know this. We all know the the terrible things that can happen when we see ours are abused. And so you know, we just, you know, from the slightest to the most severe. We don't want that to happen.

229

00:42:23.820 --> 00:42:46.599

Public Safety: It's just, you know, this. We know all you know, all scenarios, and and we've got again a leadership team that is directly responsible for this with Dr. Art and his colleagues. So yes.

230

00:42:49.210 --> 00:42:52.909

Public Safety: we're aware of it. We're we're aware of what that basically looks like.

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00:42:53.840 --> 00:42:55.219

Public Safety: You want more different.

232

00:43:01.790 --> 00:43:03.620

Public Safety: Take all the questions

233

00:43:03.690 --> 00:43:06.355

Public Safety: I know. Board members have some.

234

00:43:07.380 --> 00:43:09.746

Public Safety: Well, they're not full time.

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00:43:10.750 --> 00:43:15.470

Public Safety: I think we 6 30 so wanted to make sure

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00:43:15.910 --> 00:43:17.590

Public Safety: if they have more questions.

237

00:43:17.800 --> 00:43:21.810

Public Safety: I've got a few more minutes questions

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00:43:24.340 --> 00:43:25.160

Public Safety: and

239

00:43:25.870 --> 00:43:30.490

Public Safety: sorry there was an an email that came in

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00:43:31.140 --> 00:43:33.165

Public Safety: accountability board, asking,

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00:43:33.870 --> 00:43:35.579

Public Safety: give me, one, second.

242

00:43:37.840 --> 00:43:38.630

Public Safety: see

243

00:43:43.954 --> 00:43:45.690

Public Safety: I, guess it was

244

00:43:48.130 --> 00:43:57.350

Public Safety: sorry about the the email saying that the rollout is gonna happen. But how? I guess, how soon will there be patrolling on?

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00:43:58.296 --> 00:43:59.810

Public Safety: Not to

246

00:44:00.060 --> 00:44:01.130

Public Safety: what part?

247

00:44:01.390 --> 00:44:26.129

Public Safety: Yeah. And prior to us, going live? I I offered to take any question that was in the operational realm, and to answer those you know, especially so that you didn't have to tie up the President's time. But so where we are right now is, the department consists of about 7. There's 7, including myself and a couple of people finishing through the process you have in the process. That's the Academy.

248

00:44:27.700 --> 00:44:34.469

Public Safety: Sorry. So a couple of people. So we announced the hiring of Deputy Chief Monique Brown. She's

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00:44:34.580 --> 00:44:36.240

Public Safety: from Baltimore.

250

00:44:36.330 --> 00:44:40.110

Public Safety: probably could reach more, is happy to have her

251

00:44:40.580 --> 00:44:42.420

Public Safety: Amongst the leadership team.

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00:44:42.870 --> 00:44:48.860

Public Safety: Robert Reid is the captain. Monique is deputy chief. But there's another deputy chief.

253

00:44:48.910 --> 00:44:50.809

Public Safety: She starts on

254

00:44:50.850 --> 00:45:15.160

Public Safety: September 16, th and so she'll be being announced soon. And there's 1 officer who was allowed who is certified in the State right now, and also has her card as a member of Hopkins. So right now, those are the only people who would be able to put a uniform on and and go get in one of those John Hopkins police cars and be on campus. We have another group of individuals

255

00:45:15.160 --> 00:45:21.119

Public Safety: who are later meaning they're sworn officers in the State of Maryland, and they're working their way through the process so

256

00:45:21.360 --> 00:45:44.989

Public Safety: as they begin to clear the hurdles. Then they can come on. They still have to undergo a little bit of training that we call a gap training, so they learn how to respond. But then you can see those individuals immediately. There's another group of entry level people

right now, 3 who start the Police Academy on October the 8th and the Police Academy is 850 h, 6 months long. So

257

00:45:45.460 --> 00:46:02.539

Public Safety: project that out to, you know, October 8.th So that puts them in early next year. Then they still have to do that gap training and then that's when and then field training. And then that's when you'll see them at the end of the fall semester well, spring semester next year, so

258

00:46:02.950 --> 00:46:18.810

Public Safety: any ladder. Once they clear her past that gap training which is learning all the 88 Hopkins policies and familiarize with the camera. They go live. When that happens. The other ones the entry level. They take a much longer time to go.

259

00:46:19.040 --> 00:46:25.709

Public Safety: So right now that number is 8 in the very beginning, with 3 of those individuals

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00:46:25.940 --> 00:46:32.330

Public Safety: having to go to the Academy. I'm hoping by the time the Academy starts that number is closer to double digits. We got about

261

00:46:32.470 --> 00:46:36.030

Public Safety: 20 people trying to clear the hurdles so

262

00:46:36.140 --> 00:46:43.469

Public Safety: pass through. I don't expect me or 20 of them to pass through, then to make it through. To be in the beginning, I'd be happy if

263

00:46:43.520 --> 00:46:50.435

Public Safety: handful of those, and just to be clear. I could have been 50 cop right now if I wanted to.

264

00:46:51.210 --> 00:46:53.720

Public Safety: to be flat arms. We we have

265

00:46:54.110 --> 00:46:58.890

Public Safety: 1,000 applications enough individuals who meet the standard that aren't.

266

00:46:59.050 --> 00:47:14.720

Public Safety: We're we're only we're only taking the the most highly, you know, desirable candidates, and we use them. I'm thankful that y'all

are helping us with your discernment in that process. So the fact that I only got 3 is not, you know.

267

00:47:15.040 --> 00:47:19.849

Public Safety: upset about that. I'm I'm pleased that we're being. Have the luxury to be split.

268

00:47:21.730 --> 00:47:27.238

Public Safety: Can I ask you a question? I have to be able to take back something to the students?

269

00:47:28.730 --> 00:47:33.109

Public Safety: since you said this is, the whole thing is like a pilot. And experiment.

270

00:47:33.320 --> 00:47:47.539

Public Safety: Is there a research component to it? How, as in how we can evaluate it like maybe a year later we'll be able to tell. This is how it was. This is what our expectation was, and this is how we met our expectation.

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00:47:48.060 --> 00:48:00.519

Public Safety: Well, I I would say, look others on this I mean, 1st and foremost, the legislation has a fixed term for enforcement.

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00:48:00.640 --> 00:48:09.450

Public Safety: It's 10 years from a few years ago. So actually, without a substance, without legislation, that renews it.

273

00:48:09.570 --> 00:48:20.350

Public Safety: The forces, you know, is dead. So that's the 1st thing you know, that there's a clear moment there where it's going to be subject to review and evaluation.

274

00:48:20.800 --> 00:48:49.690

Public Safety: When we looked at and well, secondly, if you start to think about, how do we understand the impact of the force and so forth? I think you can answer that question. A number of those we will know we will know from all the reporting, all the accountability that you know. If if there's failures to perform in a way that is expected by the public. We'll know you'll all know.

275

00:48:50.333 --> 00:49:08.959

Public Safety: When that happens, like there's there's all. There's transparency. There's accountability here, not just for this mechanism,

but through other other mechanisms that oversee the behavior of of place within the within the city. So you know whether it's whether it's

276

00:49:09.725 --> 00:49:13.360

Public Safety: beating the spirit and the expectations

277

00:49:13.380 --> 00:49:20.580

Public Safety: of the legislation. I think that will be pretty clear, and no one's all you in. You'll see that data. You'll know

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00:49:20.977 --> 00:49:37.960

Public Safety: and if incidents happen again. Everyone will be aware of this. This is not private information will be publicly shared. I think the question of did it impact to community safety like? Did it make a difference in terms of the level of violent crime?

279

00:49:38.519 --> 00:50:07.910

Public Safety: In the neighborhoods on the campus that will require a a different kind of study. But when we were going to the Legislature to request this authority, there's a there's 2 or 3 studies that we looked at that we took to the Legislature that were done in other place forces. There's 1 actually done on the University of Pennsylvania, and what happened when they

280

00:50:08.258 --> 00:50:33.350

Public Safety: enacted their sworn force and saw the extent to which this actually goes back into a question you asked earlier. But when they enacted the University of Pennsylvania police force. They, too, had a tight jurisdiction in terms of where they could patrol, but they found, not only did the creation of force reduce crime within the footprint, but it had a kind of a halo effect in the neighborhoods immediately adjacent.

281

00:50:33.350 --> 00:50:44.370

Public Safety: We'll know, you know. We'll know. We'll know whether that's happened. We can commission that kind of study. So you know. But that's gonna take time, like, you know, again, as

282

00:50:44.410 --> 00:51:09.870

Public Safety: so mentioned a moment ago, we're a long way from long way from anywhere near, although it's a small force. But we're a long way from having a full complement of sworn place that you could even begin to evaluate its ultimate impact on community safety. But but you'll know immediately in real time whether or not it's engaging in the expected care, kind of conduct

283

00:51:10.860 --> 00:51:16.070

Public Safety: from student perspective. There's this thing of when we intervene.

284

00:51:16.260 --> 00:51:26.390

Public Safety: Is it the point when something has happened, an undesirable outcome on the campus, or am I? Did I have the time or the motivation to prevent it?

285

00:51:26.460 --> 00:51:34.839

Public Safety: So, from the preventative perspective which, from the public health school point of view. Also, we have championed across the

286

00:51:34.960 --> 00:51:36.040

Public Safety: I

287

00:51:36.500 --> 00:51:42.809

Public Safety: wanted to say that there are certain triggers that could cause those undesirable outcomes.

288

00:51:42.990 --> 00:51:49.789

Public Safety: Do we also have a hold that we could put a PIN on those. I'll give an example. I had shared this before.

289

00:51:49.960 --> 00:52:01.899

Public Safety: or, for example, there are 3rd party private pharmacies on the campus, and when a medicine is dispensed, sometimes international students are asked to show their passports.

290

00:52:02.650 --> 00:52:14.009

Public Safety: Well, this is a horrible situation to be in. You're not supposed to show it. But you cannot get your medicine if you don't have one. You don't have state ids, because we're an international student, right? This is the trigger.

291

00:52:14.410 --> 00:52:17.380

Public Safety: because a lot of them have control medications.

292

00:52:17.450 --> 00:52:21.809

Public Safety: And all I'm saying is, we're sitting on some sort of a crisis.

293

00:52:21.820 --> 00:52:22.840

Public Safety: And

294

00:52:22.960 --> 00:52:48.699

Public Safety: do we have that, gaspedal. Where we know that. Okay, this, this is the PIN that might lead to an undesirable outcome. And I want to generalize it for the community as well. I'm not sure if that's how it works. But the campuses work like that. Do we have a PIN that we can put in needed that? Okay, I have prevented a situation. And I think that's the whole spirit of what we're trying to do here. And again, I think that's not just to the consultations

295

00:52:48.800 --> 00:52:51.509

Public Safety: with all of you and the sense of

296

00:52:51.946 --> 00:52:59.010

Public Safety: it's the old. If you see something, say something, I mean, that's that's why you guys are here. I mean, like

297

00:52:59.930 --> 00:53:07.810

Public Safety: Randall and his colleagues will consult. They'll listen. There'll be complaint lines. There'll be all sorts of ways to get feedback, but

298

00:53:08.130 --> 00:53:27.760

Public Safety: for you to see patterns or incidents that could become something serious bringing it here. It, you know, I I hope. And again I can say this in the abstract, but only time, and you're actually our interactions will delay your fears. But what I get is a sense of

299

00:53:27.840 --> 00:53:48.869

Public Safety: we want to do this right, and for you to tell us before something grows to a crisis. That we're off, course is really helpful to us, so like there's no spirit of No, don't tell us we don't want to hear. We're offended by it. You've insulted me because we're not. It's actually just the opposite. It's truly. If you see something they gotta say something.

300

00:53:48.950 --> 00:54:07.490

Public Safety: and I would hope that again, as as people who are going to be regarded as the in the community, as people who are connected to this enterprise. You know it. I would hope that you would wait for the meeting. If you see something at the next meeting, you know. Pick pick up the phone call.

301

00:54:07.490 --> 00:54:19.789

Public Safety: You know, any of the books in this table? It's, you know, this is actually again, this is the way it's gonna go like. But and it



shouldn't be. This is the virtue of this kind of relationship. We're, you know, we're building this

302

00:54:19.830 --> 00:54:23.102

Public Safety: very much, I hope, in a spirit that's collaborative. But

303

00:54:24.080 --> 00:54:26.189

Public Safety: And we really get our sense of

304

00:54:26.360 --> 00:54:35.070

Public Safety: want to do this right? We don't. We don't. Wanna. We don't want to find that we built something that is just one more example of.

305

00:54:35.260 --> 00:54:37.840

Public Safety: you know, badly seen.

306

00:54:38.227 --> 00:54:50.360

Public Safety: A sense of an institution that has got power, and it's not to start as well. That's that's not what. That's not what we're here. And so please help us get this to the right place.

307

00:54:55.460 --> 00:54:57.270

Public Safety: I've heard a lot of the what ifs.

308

00:54:57.570 --> 00:54:58.055

Public Safety: But

309

00:54:59.350 --> 00:55:26.429

Public Safety: I hear a lot of the positives as well. People who welcome this police department who thinks it's necessary, and I want to speak up for them those who are kind of fearful to say, I want it. I like it. We need it, and let's support it. I like hearing the objections, the challenges, because, like you said, and I heard you say it several times. That's what you want to hear. I've heard Dr. Bard say it from the moment that I met.

310

00:55:26.700 --> 00:55:35.379

Public Safety: and I knew sometimes when you live long enough, you know, when something is 100, and you know when it's not. I didn't know him.

311

00:55:35.510 --> 00:55:39.549

Public Safety: but yet he allowed me to get to know him, so that I could

312

00:55:41.000 --> 00:55:46.370

Public Safety: believe in the trust that I had in this and I I was neutral.

313

00:55:46.770 --> 00:55:49.060

Public Safety: I looked at it from everybody's side.

314

00:55:49.140 --> 00:56:02.059

Public Safety: They look at it from one side, and I think that Hopkins is an institution that knows that it has so much to lose. As I told Dr. Boyd when I 1st talked to him. It's got to be, but

315

00:56:02.160 --> 00:56:21.710

Public Safety: we have to work to make it right. I want people to hear me say that you can talk about what's wrong, but come up with a solution and make that happen. Turn it around, mother 50 days. My children never, never, ever let me down, because I lead them out through the mistakes that I've made.

316

00:56:21.720 --> 00:56:38.810

Public Safety: And so you seen the mistakes of police departments. Hopkins has seen them with their own 2 eyes. You would be foolish to come up in here and repeat what you've seen. You mentioned George Floyd. Amen! You mentioned others who have lost their last phrase. Right?

317

00:56:38.830 --> 00:56:40.988

Public Safety: His mother lived down one

318

00:56:41.747 --> 00:56:47.140

Public Safety: she lived right off Green Mountain Avenue. We knew his sister, and so I love this city.

319

00:56:47.340 --> 00:57:01.160

Public Safety: I I know that people academics, but I can go anywhere in the city. I work in public housing, and now I work for the State's attorney's office as a victim. Witness advocate. So I meet people from all walks of life. I talk all the time.

320

00:57:01.160 --> 00:57:26.939

Public Safety: A lot of them appreciate what Hopkins is doing. Should it be more? Yes, it should. I gave Annie some paperwork of some something that I know, in this city. You may not understand what a weaver is, but it's from the Aspen Institute. David Brooks started this in 2,018, and I was awarded a grant 2022, to do the work that I've been doing since I was a little girl.

321

00:57:27.030 --> 00:57:31.659

Public Safety: That's that's since I was 4 years old with my great grandparents.

322

00:57:31.700 --> 00:57:33.980

Public Safety: That's 63 years ago.

323

00:57:34.250 --> 00:57:41.210

Public Safety: and I can't stop because I believe what is good. And I wanted to be on this.

324

00:57:41.290 --> 00:57:48.149

Public Safety: and he and he is saying that that's why I mean i i i i i appreciate everybody else

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00:57:48.230 --> 00:57:49.810

Public Safety: what I would be

326

00:57:50.110 --> 00:57:53.380

Public Safety: release if I didn't say that I trusted.

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00:57:53.410 --> 00:57:54.840

Public Safety: I trust you. I

328

00:57:54.890 --> 00:58:02.590

Public Safety: I would say that anyway. You know I tell. I tell everybody that I come up. You know I who I know, and we talk real.

329

00:58:02.670 --> 00:58:29.730

Public Safety: And so I had to say, thank you for listening. I mean it from the bottom of my heart. You know that I do talk to you. And so we gotta work this. We gotta make it happen because, like you told him, it can't take place. Anything you want to do bad enough. It happened. That's what I told my 3 children, and they travel all around the world from our front porch and 9 11 voices. My children been all around doing great things. That

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00:58:29.840 --> 00:58:49.090

Public Safety: is the end of my story. All right. That's it.

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00:58:49.090 --> 00:59:12.390

Public Safety: Thank you for coming today. And we know our conversation. And I want to say publicly that you came so with no, I just want to say

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00:59:12.520 --> 00:59:15.770

Public Safety: I was able to hire.

333

00:59:16.610 --> 00:59:19.335

Public Safety: I believe that you know.

334

00:59:19.950 --> 00:59:22.530

Public Safety: Yeah, the best of intentions, but

335

00:59:22.930 --> 00:59:24.730

Public Safety: I just can't help but

336

00:59:25.060 --> 00:59:26.769

Public Safety: see the feeling that

337

00:59:26.980 --> 00:59:34.410

Public Safety: you are man in a position of power and immense power. John Hopkins is a very powerful and large institution.

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00:59:34.490 --> 00:59:37.479

Public Safety: To be honest, people in my community

339

00:59:37.510 --> 00:59:40.080

Public Safety: die, become very rewards money.

340

00:59:40.940 --> 00:59:45.989

Public Safety: and I would be remiss if I didn't, if I didn't take the opportunity to say that to you.

341

00:59:47.991 --> 00:59:50.659

Public Safety: And when I say that I mean

342

00:59:51.860 --> 00:59:56.550

Public Safety: you, you talk about the responsibility that you have with this Pop

343

00:59:56.560 --> 01:00:07.099

Public Safety: being branded as police force. You're right. It is an awesome, awesome responsibility. It is a responsibility of liking them, and I would be remiss if I didn't take the opportunity to say that to you.

344

01:00:07.220 --> 01:00:09.260

Public Safety: basically, it's not awfully

345

01:00:09.490 --> 01:00:12.370

Public Safety: so. I would just say that

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01:00:12.520 --> 01:00:18.920

Public Safety: I continue hope and pray that we continue this in the spirit of partnership.

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01:00:18.940 --> 01:00:24.280

Public Safety: I say, up to this point Dr. Bark has been a great partner in this effort, and

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01:00:24.790 --> 01:00:49.470

Public Safety: this is the 1st time I'm meeting you personally, but any of the office has also been a great project, so I do want to say that publicly. But again I would be remiss if I did not say that this is an awesome responsibility to this institution that you're taking, and you should absolutely not take it lightly. The role to help is paid with good intentions, and we all know that. And I just

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01:00:49.730 --> 01:00:56.020

Public Safety: wanted to implore you to when you make these decisions, think about those folks that need any applause.

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01:00:56.530 --> 01:01:14.450

Public Safety: So I very much appreciate. You know what you've said, and you know I I guess I would say that you know not for a moment. Have we ever been live? If we've been different to how serious is this? And and we know.

351

01:01:14.810 --> 01:01:21.360

Public Safety: for all the reasons we're discussing here that we got to get this right. We also know, you know there's there's

352

01:01:21.470 --> 01:01:47.049

Public Safety: it may not be every piece of this perfect, and that's where again we'll work with you and work with the communities and and get it to the right place. So you know again, I think what you need to hear and see from us is the extent to which we are so deeply committed. To doing this the right way and and if we need to make corrections or adjustments.

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01:01:47.260 --> 01:02:04.899

Public Safety: Count on you to tell us what we need to hear, and we'll work to figure this out together. I mean, it's it's it's it's it's a big project that we're undertaking and and we need your help. I will say that just you know, apart from the comments about policing.

354

01:02:05.270 --> 01:02:32.660

Public Safety: It's hard for me to hear about the sense of the people who are missing our Blind Spot. And so let's also, you know, in these conversations. It's good to hear about other things not related to policing about how we can do better for Baltimore. And we think about the things I'm really proud of in terms of what we've done with the Henderson Hopkins School. What we've done with

355

01:02:32.670 --> 01:02:55.900

Public Safety: a lot of the hiring and and very deliberate effort to build new in new firms give opportunities to people in a number of different, you know, spheres and all sorts of ways in which Hopkins interacts. But there's always more that we can do, and to the extent that we're missing an opportunity. Love, to get your thoughts on that. And again. This is what happens when

356

01:02:56.300 --> 01:03:02.859

Public Safety: people sit around a table together. It's not just one thing, so I welcome. Welcome the opportunity to

357

01:03:03.391 --> 01:03:06.519

Public Safety: get your insight and thoughts on that

358

01:03:08.150 --> 01:03:09.410

Public Safety: terrific

359

01:03:10.870 --> 01:03:11.760

Public Safety: Bruce.

360

01:03:11.910 --> 01:03:12.810

Public Safety: Right.