

# Johns Hopkins University Police Accountability Board Meeting

Wednesday, July 17, 2024

## **Accountability Board Members:**

Aprille Weron	Present
Ateeb Ahmad Parray	Asbsent
Chyna Sinclair	Present
Douglas "Duke" Tremitiere	Present
Ed Kangethe	Present
Elizabeth Hazel	Present
Freud-Williams Maignan	Present
Jerrell Bratcher	Present
Kamaria Hill	Absent
Kimyatta Ricks	Present
Laura Rossi	Present
Madhu Subramanian	Absent
Panagis Galiatsatos, MD	Present
Sam Johnson	Present
Sonja Merchant-Jones	Present

## **Johns Hopkins Staff Present:**

1. Dr. Branville Bard
2. Calvin L. Smith Jr.
3. Phil Kasten
4. Amy Taylor
5. Gus Sentementes (Livestream Technician)

## **Opening**

Ed Kangethe, JH Accountability Board (JHAB) Chair, began the meeting at 6:05 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 – May Minutes**

**Kangethe moved to approve the May 2024 JHAB annual public meeting minutes. The Board unanimously approved.**

## **Administration Updates**

Kangethe recognize Dr. Bard, to give administration updates.

Dr. Bard provided a brief update, informing the board that his focus is on preparing an update on the community message. This message will cover several topics, including the expected arrival of JHPD cars and personnel on campus. You can think of this as a "flip the switch" moment with a gradual ramp-up until JHPD are fully staffed and present on all three campuses. The update will also address policy, personnel, and more. Expect this community update before the end of the month.

Additionally, a prepared community engagement plan will be submitted to the board. This plan will be ready this year, ahead of the arrival of personnel. We can expect a comprehensive update soon.

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**Chair Kangethe opened the floor for questions or comments.**

### **Committee Reports – Engagement Community Committee**

Kangethe, the Board's Chair opened the floor for the Engagement Committee to share any updates. Merchant-Jones, Chair of the Engagement Committee, shared an update on the full agenda for the Engagement Community Conversation scheduled on Saturday, August 3, 2024.

A few facts shared were that each committee chair attending the community event will speak about their activities and then open the floor for questions. Public Safety will also provide updates on their current projects. Any questions that are unable to be answered within the allotted time should be submitted on a follow-up sheet. The committee will research the answers and respond to the individuals who submitted the questions.

Special thanks were given to Calvin Smith Jr., Amy Taylor and Clark Easley for all their hard work.

**Merchant-Jones opened the floor for questions or comments.**

**Q:** Weron: Who exactly receives the invitation for the community conversation? It says it's exclusive to two associations. Is that correct?

**A:** Smith Jr: No, it actually isn't. All community organizations within or touching the footprint receives this invitation. Each community leader can invite one additional person to attend, or send two people from their organization.

**C:** Merchant-Jones: I counted about twenty to thirty community associations and community partners, so we are expecting a large crowd, especially since this is in East Baltimore. That's why we decided to start there first. I'm looking forward to good attendance. Is there anyone else with questions?

**Q:** Tremiere: Just to clarify, the community associations invited to this meeting are those around the east campus, correct? And the later meetings will be in the Peabody and Homewood areas?

**A:** Smith Jr: Yes, that is correct

**Q:** Dr. Panagis: I'm a lung doctor at Hopkins Bayview. I just wanted to ask if we will be able to get a final list of attendees before the event. This would help us know who will be present and ensure we can put our best foot forward. As someone who does a lot of community engagement, it helps to break the ice when we know the community members attending.

**A:** Merchant-Jones: Yes, the reason for the RSVP is to know who is interested in attending the event. Once they receive the email, those who are interested will RSVP. We can discuss the distribution of that list so we can be prepared. I like that idea. Thank you so much, sir.

**Q:** Bratcher: Since we're talking about East Baltimore, my first question is: Does this include our Hispanic groups and associations? They should have a good presence there. Also, I'm looking at the calendar and the RSVP cadence. Is the three-day window enough time for folks to respond? Typically, with their schedules, does that give them enough time? Since we're talking about community engagement, I just want to make sure everyone has enough time to respond.

**A:** Smith Jr: This is more of a shock and awe approach, and we will extend it and keep doing follow-ups. Not just casual check-ins, but consistent follow-ups to reach as many people as possible. Again, the Community Association is

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within and around the footprint. It's not specific to any one association but includes all community associations within or touching the footprint.

**Q:** Bratcher: Regarding the company associated, are we talking about Unity or the churches like Grace?

**A:** Smith Jr: Yes

**Chair Kangethe thanked the Engagement Committee for their thorough report and the hard work they are doing. A motion to accept the report as presented was moved and approved by the board.**

### New Business – Chair/Vice Chair Elections

The first item discussed on the new business agenda was the election of the chair and vice-chair. Chair Kangethe mentioned currently, there is only one person standing for each position. There is no mechanism in place for him, as a candidate, to oversee the election fairly. The board also lacks a process for transferring this responsibility to someone else.

If the board agrees, I propose we defer this decision until our September board meeting. This will allow us to set up an apparatus for an independent party to administer the elections fairly. Additionally, this will give others time to consider whether they want to stand for one of the two offices.

**Kangethe opened the floor** for discussion among the board members.

**C:** Bratcher: It's important so, I'm raising my hand. I can go ahead and say this in a straightforward way. I will ask a lot of questions and do my work. However, if you want to address it right now and get it out of the way, we can do that to save time.

**Q:** Tremiere: May I ask for clarification? You mentioned there are only two positions now. Are we only discussing the chair and vice chair of the board tonight? I thought we were also going to address the committee chairs and vice chairs eventually. Is that correct?

**A:** Kangethe: Yes, we are.

**Q:** Aprille: I apologize, I have a question. How many total board members are present tonight? 12 out of 15? That's definitely helpful, so we do have a quorum?

**A:** Kangethe: Yes, we have a quorum.

**C:** Bratcher: I would like to get the voting done now since we have enough members present. We can put a mechanism in place as we go and keep things moving forward. Am I following Robert's Rules correctly?

**A:** Smith Jr: The chair and vice-chair need to go through the nomination process, and then we run the election. Typically, a Parliamentarian or a nominating committee would handle this process, but that committee doesn't exist. If Kangethe is the only one on the ballot, he can't run the process as the chair. He also can't delegate it to Elizabeth since she's on the ballot too.

**C:** Bratcher: I make a motion that, if there are no objections, we move forward with nominating the chair and vice chair Elizabeth. We need to be unified and speak with one voice.

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**C: Ricks:** I want to make sure no one else is interested in the chair positions. Has this been presented to the Board as a whole? If anyone is interested in the chair positions, please speak up now. We need to be clear on this.

**C: Kangethe:** If we decide to move forward with the election, I will need to hand over the administration of the election to another Board member. The position of power was handed over to board member Merchant-Jones for sake of the election.

Merchant-Jones, opened the floor for anyone who wishes to run for the position of Chairperson or Vice Chair. Members were asked to introduce themselves, explain why they would like to serve, and their name would be considered for the position. Additionally, it was suggested that individuals could also nominate others or self-nominate.

Board member Ricks nominated Ed for the position of Chair and Elizabeth for the position of Vice Chair, and asked if they would accept these positions. Kangethe was voted in as Chairperson for another term, and Hazel was voted in as Co-Chairperson for another term. The position of power was handed back over to chair Kangethe.

### **New Business – Training Committee**

Kangethe slightly altered the agenda and discussed the Training Committee before addressing committee assignments. At the May 15th meeting, the Board first discussed the idea of forming a Training Committee and a full motion to create this committee was decided. The board will need to clearly define the charge of this committee: What will the committee be responsible for, and how will it align with the Board's mission? **Chair Kangethe opened the floor for discussion, clarity and question on the creation of this committee.**

**Q: Bratcher:** Regarding the last meeting orientation we had, do we have the information that was captured in the room? There was a lot of feedback. I know that I and others saved it for reference. Having that context would be helpful. The information presented at orientation provided a good foundation to build upon with the commentary and ideas. All the information gathered by board members is valuable.

**A: Kangethe:** We do have the information recorded, but it was not fully distributed.

Kangethe suggested the board have an open dialogue on the Training Committee. The discussion was framed by asking: What do the Board members envision this committee looking like? It was stated that any members of this committee should be committed to taking the trainings themselves. While the Administration has offered the trainings to the Board as a whole, I think members of this particular committee should have an in-depth knowledge of the training. This suggestion was proposed as one of the points for this committee.

**C: Tremittier:** Let me summarize the general gist of the previous conversation. As the chair of the Policy Review Committee, our mandate included reviewing policy and training for the Johns Hopkins Police Department and providing feedback. There was an idea that policy and training were together, but my vice chair, Dr. Madhu, and I thought they should be separate. There was a consensus that this might be better.

The Training Committee would function similarly to the Policy Committee. We would review the training in depth, divide the work among committee members, and then present our findings to the full board. This approach ensures that not everyone has to go over everything in detail. **Chair Kangethe opened the floor for question or comments.**

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Board member Weron, moved to introduce the Training Committee as a standing committee for the Board's approval to review the training policies for the Johns Hopkins Police Department.

The motion was withdrawn by Weron to allow for further discussion and clarity regarding the Training Committee.

**Q:** Weron: To clarify, it was suggested that the Training Committee members take all the trainings. This is not necessarily required?

**A:** Kangethe: Correct, this is not necessarily required, but if agreed upon, it would be included in the charge. Board members should have in-depth knowledge of the trainings if planning to be on this committee.

**Q:** Johnson: Is there going to be a Training Committee separate from the Policy and Procedures Committee? Let me explain why I'm asking. The Policy and Procedure Manual is extensive. If there's a separate training manual, then the Policy and Training Committee could be combined, with the Training Committee as a subcommittee of the Policy Committee, focusing solely on training. Having two separate committees that might overlap could be problematic because training is based on policies. The two go hand in hand.

**C:** Dr. Bard: The Policy Committee touches everything because it's policy. Creating a separate committee under it doesn't affect the existence of the Policy Committee. The Training Committee's charge can be broad, such as reviewing all curriculum, attending trainings when possible, and gaining in-depth knowledge of the training. They could then make recommendations to the Policy Committee and provide broad recommendations about training. The statement made about the Training Committee interfering with the Policy Committee could apply to any committee interfering with the work of the main committee. It's not interference; it's a complementary relationship.

**C:** Tremitiere: Everyone must go through training. For a brand-new police officer, this means basic training at the County Police Academy, followed by Johns Hopkins-specific training. For a lateral police officer, they skip the basic training but still need to complete the Johns Hopkins-specific training. That's the training policy.

The content of the training is different and extensive. It includes the curriculum, lesson plans, hours on the shooting range, use of force, defensive tactics, and de-escalation training. This is separate from the policy itself and can be very detailed. I see a distinct role for a separate Training Committee. Even if there's some overlap, the Training Committee's focus on the content of the training is different from the Policy Committee's focus on the policy itself. Given that this is a university, there may be people with expertise in training, curriculum, and lesson plans who can contribute to this committee.

**C:** Kangethe: To summarize, we have two options: create a standalone training committee or a subsection of the Policy Committee. While debating the charge of the new committee, we should address this issue. Aprille's motion was withdrawn to continue the discussion. We currently don't have a motion to establish it as a full standing committee or a subcommittee of the Policy Committee. I wanted to clarify this for the Board members.

**C:** Bratcher: Without being able to pull up the video and notes from the last session in real time, I was sitting here trying to flesh out more details regarding training. I believe training should be separate from policy. Here are some points I started to write down:

For those members who are part of the training committee, it's important to have a deep familiarity with training. This includes reviewing and participating in trainings, and understanding the training manual thoroughly.

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The committee should review everything from start to finish, including the plan and process for rollout, implementation, updates, and modifications. We need a plan for trainings related to officer conduct, disciplinary actions, etc. This includes listening sessions for both internal and external audiences, and sharing information with the community.

The committee should ensure that the constituency understands and can ask questions about the training. This involves handling all communications related to training and reviewing both tangible and intangible resources necessary for thorough implementation. The committee also oversees the training plan and its execution.

**Kasten, Senior Director for Policy Training and Accreditation** shared information with the board that could help give insight on Training Committee.

There are some trainings, like how to complete a time card or payroll, that you might not want to attend. So, I suggest members attending relevant training rather than all training.

Kasten address a few questions that came up after the orientation and wanted to give an overview of their progress.

Training starts with policy. Completing the policy and procedure manual or written directive system has been a significant and positive process. We're finalizing it now. To draft it, we pulled in resources from various organizations, including good agencies and case law, to elevate our processes and actions. After posting it, we received feedback from 238 individuals, totaling over 800 comments.

During the orientation, Kasten mentioned that his team has been working with a copy editor to ensure we didn't miss anything. Our policy team has been collaborating with them. For example, we received multiple comments from Board members, and we made sure each was accounted for. We cross-checked to ensure all feedback was considered in the policy. If a suggestion couldn't be adopted due to legal or logistical reasons, it was addressed in the disposition report. We're confident that the Policy Manual, with 88 written directives, will be published in early August, along with the disposition report summarizing the feedback.

Currently, Kasten is finalizing the community policing policy, reconciling definitions, and ensuring proper citations. We've also set up email addresses and phone numbers for people to contact us about the policies. This has helped with laying out the training plan. We've received tremendous support from Dr. Bar, the University, and the Accountability Board. We've brought on two new training staff members, one from the University of Maryland, and we're preparing for a curriculum developer position next year. We've been working closely with the Maryland Police Training and Standards Commission to meet standards and with human resources to identify training needs.

Duke mentioned working with local agencies like the University of Maryland and Baltimore Police Departments, Howard County, and Baltimore County. We've condensed the 88 directives into about 48 lessons for a five-week gap training program. This program will help both new personnel and experienced officers from other agencies. It's a collaborative effort with input from those who helped develop the policies.

Over the next few weeks, we'll have a draft outline of the gap training for review and comments. There will also be a planning process in place to align with the training work group.

Lastly, we'll be moving the training section to the Eastern campus, which I think is a great place for personnel to start as they join the JHPD or any part of public safety.

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Kangethe addressed the board by asking if the training committee should be independent, or should it be a subcommittee under the Policy Review Committee? **The floor was open to make a motion.**

A motion was made by Bratcher and moved that the training committee be established as an independent committee, separate from the Policy Review Committee, similar to other committees on the police accountability board.

A second motion was made by board member Rossi with no opposition from the full board. Kangethe announces the board will establish the training committee as a standalone committee. The board was asked to define the charge of the committee and its responsibilities? **Kangethe opened the floor for discussion but later entertained a motion to table this part of the discussion until the next general board meeting scheduled for September, 17, 2024.**

Weron moved that members of the board bring suggestions for clarifying the responsibilities of the Training Committee at the September 17, 2024, board meeting and to table further discussion until that time. Tremitiere has volunteered to draft an outline of any feedback and suggestions received from board members about the training committee.

### New Business – Committee Assignments

Kangethe opened the discussion regarding committee assignments by asking if there were any questions about the descriptions of the committees that was sent out by Taylor. **Kangethe opened the floor for members to volunteer for at least two committees.**

Bratcher: Volunteered to join all committees, if that's acceptable

Weron: Volunteered to join Community Engagement, Policy Review and Training

Sinclair: Volunteered to join Data Analysis and Community Engagement

Tremitiere: Volunteered to continue with Policy Review and Data Analysis

Kangethe: Volunteered to continue with Governance and Training

Hazel: Volunteered to continue with Policy Review, Data Analysis and Community Engagement

Freud-Williams Maignan: Volunteered to join Policy Review and Data Analysis

Ricks: Volunteered to continue with Community Engagement

Rossi: Volunteered to join Policy Review, Data Analysis and Training

Johnson: Volunteered to continue with Data Analysis

Merchant-Jones: Volunteered to continue with Community Engagement and Governance

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Kangethe shared with the board the two committees that will be discontinued are the Communications Committee and the Agenda Setting Committee. The reason for discontinuing the Communications Committee was previously explained.

The Agenda Setting Committee was necessary when we did not have a support person. Now that we have a support person to handle logistics, this committee is no longer needed.

The Governance Committee is a very important committee that needs to follow a formal process to remove these committees from the bylaws, which is why updating the bylaws is crucial. The Governance Committee will handle this, along with other governance tasks such as policies and procedures.

Regarding committee membership, members are allowed to join a committee later in the year and does not have to decide on your committee assignments immediately. However, given the amount of work ahead, it would be beneficial for members to start as soon as possible.

If members need more time to decide on a committee, the Chair has asked that by the September, General Board meeting, members either volunteer for committees or a mechanism to assign members to committees will need to be established. The work needs to be done, and the accountability board need all hands-on deck.

Taylor was asked to send out a roster of the current committees and indicate which ones still need members.

Kangethe took a moment to discuss the board's social event in October. It was suggested that the board do a bus tour because board members, particularly community members, are from various areas like Peabody, East Baltimore, and around the Homeland campus. This tour would allow members to visit each other's communities. The idea behind this bus tour is to introduce all members to the three neighborhoods that the police department will be patrolling. The tour would likely conclude with dinner or a similar event. **Kangethe opened the floor to any comments.**

**Q:** Jerrell: Do we need to make a motion to vote on this to move forward, or is this just a discussion for now?

**C:** Tremitiere: I think combining the tour and the social event is a great idea. For example, if we take a bus to Homewood, we could get out and walk around to see different aspects of the area. When I walk around Homewood and Charles Village, I often see Public Safety Security officers, but I'm not always sure which buildings are dorms or where many students live. Understanding the jurisdictional boundaries of the police department and their patrol areas is important. Each campus, including Peabody, has its own unique aspects, and it's important for everyone to see them. For example, behind my house, there's a building with about 50 Peabody students. This tour would help everyone understand these differences.

**C:** Kangethe: The police department will function differently in East Baltimore compared to Homewood, so it's important for all board members to get a different perspective.

**C:** Merchant-Jones: Yes, I wanted to answer Duke's question about the security officers in green or yellow vests. They are hired by Charles Village but managed by Hopkins Security. They are stationed at designated blocks. This bus tour is a great idea because it will help everyone see where the paid security is and understand the differences between communities on the Hopkins footprint.



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Kangethe entertained a motion and Weron moved that members of the board move that our October board social event be a bus tour, followed by dinner. The bus tour will consist of visiting all three neighborhoods, followed by a group dinner. The motion carries and a poll will be sent to the full board to confirm dates.

### **New Business – Meeting with Outside Accountability Boards**

Kangethe opened discussion about the board meeting with outside accountability boards. A question was raised if members reviewed the information sent out about other university accountability boards? **Kangethe opened the floor for discussion.**

A reference of peer institutions document was provided to the board and included a grid with similar information to what is currently being used. Board members was asked to identify two or three outside boards with similar charges to our accountability board, particularly in urban areas like Baltimore. This ask will help build relationships and share best practices. The ask is to identify at least two to three peer boards that Taylor can reach out and start the conversation. Regarding accreditation, these are standards set by accreditation bodies. Most law enforcement agencies participate in this process.

To ensure members have enough time to review, Kangethe propose the discussion be tabled until members can provide their suggestions to Taylor by August 1st. Top suggestions are to be sent out to members.

The question was raised if most universities have accountability boards? Not all universities are required to have them. The benchmarking process lays out which institutions have accountability boards and their authorities.

The community conversation will be on August 3rd at Henderson Hopkins. All board members are invited to attend. Questions or comments, are to be directed to board member Merchant-Jones and Smith Jr. The meeting will be live-streamed.

At the conclusion of the meeting Chair Kangethe thanked Board members for their support and reminded them of important upcoming dates. There were no additional questions or comments from the Board online or in the room. **A motion to adjourn the meeting was moved and passed unanimously by the Board.**

### **Upcoming Meeting Updates**

Community Conversation #2 Saturday, August 3, 2024

Board meeting with President Daniels Thursday, August 29, 2024

The next General Board meeting is Wednesday, September 18, 2024.

### **Closing**

Kangethe closed the meeting at 7:33 p.m.