



Final Report on MOU Community Feedback

21CP Solutions

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I. INTRODUCTION & PURPOSE OF THE REPORT

This report summarizes community feedback received on the proposed Memorandum of Understanding (“MOU”) between the Johns Hopkins Police Department (“JHPD”) and the Baltimore Police Department (“BPD”). It is intended to provide a neutral summary and accounting of major points of, and themes from, community feedback.

This Feedback Report covers all feedback received from September 19, 2022 through November 18, 2022. This includes the 30-day public comment period (September 19 to October 18, 2022) and the 30-day City Council feedback period (October 19 to November 17, 2022). Johns Hopkins University (“JHU” or the “University”) committed to continuing to receive and consider all feedback from the public throughout this entire period. In addition to JHU’s internal review of individual comments and questions, this summary report seeks to assist JHU in infusing community perspectives into the ongoing implementation of standing up the JHPD.

As JHU publicly indicated during the town halls described below, when evaluating the feedback provided, the University committed to make every effort to adopt, incorporate, or otherwise reflect recommended changes and incorporate feedback into the final version of the MOU so long as the feedback is: (1) aligned with JHU values and commitments, (2) permissible within legal parameters, (3) aligned with community and officer safety best practices, and (4) acceptable to BPD.

Although the primary purpose of the community feedback initiative described and summarized in this report was to elicit specific community feedback regarding the proposed MOU, the overwhelming majority of feedback received did not include specific, actionable recommendations relating to the MOU itself. Instead, most feedback received took the form of:

- Comments on the creation of the JHPD in general, focused on comments in support of or in opposition to JHU’s decision to establish the police department;
- Questions to seek clarification on specific topics, only some of which were related to the MOU (e.g., jurisdictional boundaries, hiring, accountability mechanisms); and/or
- Questions and comments related to JHPD policy issues that will be examined later in the course of building the police department and are not part of the MOU execution process.

This report first describes 21CP’s process for gathering and memorializing MOU feedback. Next, the report summarizes feedback provided during the public comment period by type of content, JHU affiliation and campus. Common feedback themes are then summarized across various, identified categories, including: (1) specific recommendations for revising the MOU, (2) feedback related to the creation of the JHPD, (3) questions seeking clarification about the

MOU or other aspects of the JHPD, and (4) questions related to JHPD’s not-yet-developed policies. We conclude with an overview of the feedback received and recommendations for JHU moving forward.

II. SUMMARY OF THE MOU COMMUNITY ENGAGEMENT PROCESS

A Memorandum of Understanding is a legal, operational document that describes and clarifies how two agencies—in this case, the JHPD and BPD—will relate to one another. It is standard for universities/university police departments to enter into MOUs with local law enforcement agencies to establish agreement between agencies regarding jurisdiction, responsibilities, authority, and coordination between the agencies. Within the context of establishing the JHPD, such a document is legislatively required by the Community Safety & Strengthening Act (“CSSA”).¹ Here, the proposed MOU between JHU and BPD is unique because it was publicly shared for review and feedback that informed the final version of the MOU between JHU and BPD.

The proposed MOU was publicly posted on the Johns Hopkins Public Safety website on September 19.² The posting began a 30-day public feedback period, which was followed by a 30-day City Council feedback period; both are provisions of the CSSA legislation. During the engagement period, JHU committed to an extensive community engagement process, including regular meetings for Dr. Branville Bard, Vice President of Public Safety for JHU, with various campus and community groups during this 60-day period. The groups with which he has engaged to date are further described in Section 3.

Additionally, JHU committed to hosting three town halls open to the public to present the MOU and to receive comments on its content.³ Each of the town halls was livestreamed on the Public Safety website and the recordings could also be viewed later.⁴ The first town hall for the Homewood/Peabody campuses was held September 22, 2022 at 6:00 PM at Shriver Hall. Due to activities by demonstrators, the town hall shifted to a virtual setting after the slide presentation of the MOU in order to complete the session. The second town hall for the East Baltimore campus was held September 29, 2022 at Turner Auditorium at 7:00 PM. This session featured in-person and online viewing options for the livestreamed presentation and facilitated question and answer period. The final town hall, a fully virtual event, was held September 30, 2022 at 1:00 PM.

¹ “Maryland Senate Bill 793,” Maryland SB793: 2019: Regular session, LegiScan, <https://legiscan.com/MD/bill/SB793/2019> (last visited Nov. 7, 2022).

² Johns Hopkins University, Public Safety, *Memorandum of Understanding*, <https://publicsafety.jhu.edu/community-safety/jhpd/memorandum-of-understanding/> (last visited Nov. 9, 2022).

³³ The CSSA required two public forums to present the proposed MOU, one on or near the Homewood and Peabody campuses and one on or near the East Baltimore campus. JHU voluntarily included a third town hall.

⁴ Johns Hopkins University, Public Safety, *Virtual Events*, <https://publicsafety.jhu.edu/updates-and-events/virtual-events/> (last visited Nov. 23, 2022).

Each town hall began with introductory remarks by external Moderator Kera Ritter (The Ritter Group), who welcomed participants and described the purpose of the events. Commissioner Michael Harrison of the BPD delivered video remarks. Dr. Bard introduced himself and outlined JHU's larger vision for public safety and the role for the JHPD within that vision. Rodney Hill, Senior Advisor to Dr. Bard, delivered a slide presentation summarizing different sections of the proposed MOU to ensure participants were informed about its purpose and contents, including information related to jurisdiction, responsibilities of the JHPD, investigations, arrests, warrants, coordination between JHPD and BPD, hiring, and compensation for costs.⁵

Following these presentations, panelists including Dr. Bard, Mr. Hill, and BPD Deputy Chief Eric Melancon, answered questions from the public. Viewers of the livestream events were able to submit questions and comments through email, text, and the JHU Public Safety website. It was not possible to address all questions and comments in real time. During the town hall sessions, external facilitator Erricka Bridgeford (Executive Director of the Baltimore Community Mediation Center) independently reviewed and selected questions from the community for the panelists to answer live. A record of all feedback was maintained, and JHU has committed to providing responses to questions on the Public Safety website in the Frequently Asked Questions section.

The intended format of the first two town halls was to include small group discussions facilitated by trained volunteers from the Baltimore Community Mediation Center. Although the small-group discussions were not feasible, the questions developed for the small groups were posted on the JHU Public Safety website alongside the proposed MOU, and Ms. Bridgeford read them at least once during each livestream event. The questions were jointly developed by representatives from JHU, 21CP, and Ms. Bridgeford. These questions included:

1. What are your thoughts about the roles and responsibilities of JHPD and/or BPD in the draft MOU? Are they clear? What needs clarifying?
2. How would you describe the best way for JHPD and BPD to work together? Why? How is that, or isn't that, reflected in the draft MOU?
3. In general, are there parts of the draft MOU that are confusing or concerning to you? Are there aspects of the JHPD that you are looking forward to or are hopeful about? What questions do you have?

⁵ A more detailed version of this presentation was also publicly posted on the JHU Public Safety website as an accompanying resource to the proposed MOU. See Johns Hopkins University, Public Safety, *Overview of the Draft MOU*, <https://publicsafety.jhu.edu/assets/uploads/sites/9/2022/09/Slide-Deck-MOU-Town-Hall-09.19.2022-Summary-Deck-PRINT.pdf> (last accessed Nov. 9, 2022).

4. The campus patrol boundaries for the JHPD are written into state law (i.e., specific streets are named in the law). These boundaries do not cover all of JHU's facilities, so BPD will still have primary jurisdiction in other JHU locations. The JHPD is not permitted to exercise police powers on any property other than its campus area, with the exception of a few, limited circumstances, unless there is majority community support and City Council confirms by resolution that it has received support. What do you think about this overall approach to the JHPD boundaries.?
5. The MOU is a formal, operational document that does not cover all (or even many) of the policies that would govern JHPD. The full list of requirements for JHPD are in the law and in JHU's public commitments, as you can see in the Legal Framework and Commitments chart. As those other issues are turned into policies, they will be reviewed by the JHU Accountability Board and posted for public view. What are your thoughts about these other issues? Which ones are most important for them to consider?

Table 1 summarizes the questions answered in real time during the town halls. In addition to community questions and comments, the moderator also posed questions to the panelists based on pre-existing frequently asked questions that representatives from JHU had already identified based on community engagement sessions that preceded the finalization of the proposed MOU. Across the three town halls, panelists responded to 58 community questions.

Table 1. Questions Asked During Town Halls

	Total Number of Unique Questions	Number and Percentage of Pre-Existing Frequently Asked Questions	Number and Percentage of Community Submitted Questions/Comments
Homewood Town Hall	17	12 (71%)	5 (29%)
East Baltimore Town Hall	36	13 (36%)	23 (64%)
Virtual Town Hall	44	14 (32%)	30 (68%)

III. OVERVIEW OF COMMUNITY FEEDBACK

Between September 19 and November 18, 2022, the JHU Department of Public Safety received 263 unique public comments or questions regarding the proposed MOU between the JHPD and BPD and about the JHPD more generally. The remainder of this report provides an overview of these comments and questions, while synthesizing common themes identified

regarding both the MOU and the JHPD. Throughout the report, partial or full comments are provided as examples of each theme. The provided comments are not, and are not intended to serve as, an exhaustive inventory of all comments related to that topic. Instead, the excerpted feedback is included as particularly illustrative examples of the types of feedback received on the topic. To preserve the confidentiality of commenters, individuals are identified only by their self-reported affiliation; names and email addresses have been redacted, but the comments are otherwise unedited from what was received by email, text, or website submission.⁶

It is important to note from the outset that the feedback provided by those who participated in the town halls, meetings, or otherwise submitted comments to JHU Public Safety may or may not reflect the sentiments of the larger JHU campus community, health system, or neighboring Baltimore communities who did not choose to submit feedback. Participation in any sort of community forum is self-selecting – with individuals with more pre-existing interest, time and opportunity to attend, and a comfort level with public speaking often more likely to attend. The views of all participants are important for consideration, but this report can make no conclusions about how representative of Baltimore generally or of specific communities within the city or JHU particular comments may or may not be.

Table 2 summarizes the total number of comments and the nature of those comments (i.e., positive, neutral, negative) broken down by type of JHU affiliation, while Table 3 provides the same information by JHU campus. Many participants provided information about their JHU affiliation and campus with which they are associated; however, approximately half did not do so. Furthermore, no other demographic information was requested about individuals' gender, race/ethnicity, sexual orientation, disability status, etc.

Table 2. MOU Feedback Received, by Affiliation⁷

Affiliation	Total Number of Unique Comments	Positive	Neutral	Negative
Faculty	23	2	11	10
Student (Undergraduate or Graduate)	36	6	15	15
Fellow/Post-Doc	4	1	2	1
Staff	31	12	9	10

⁶ All original community comments will be available on the JHU Public Safety website as part of the MOU Feedback Disposition Document.

⁷ The total number of comments included in Tables 2 and 3 exclude comments and questions received during Dr. Bard's community engagement meetings.

Alumni	17	5	0	12
Community	34	8	3	23
Unknown / Not provided	118	9	63	46
<i>Subtotal: Faculty, student, fellow/post-doc, staff</i>	94	21	37	36
Total	263	43	103	117

Table 3. MOU Feedback by Campus⁸

Campus	Total Number of Unique Comments	Positive	Neutral	Negative
Homewood	76	21	17	38
East Baltimore	46	14	15	17
Peabody	3	0	2	1
Other or Not Applicable	10	1	5	4
Unknown	128	7	64	57
Total	263	43	103	117

Since beginning his tenure as the Vice President of Public Safety at JHU, Dr. Bard has regularly participated in community engagement through over 150 individual and group meetings. This engagement preceded the draft MOU and will continue following its finalization. Community engagement meetings during this 60-day period, however, were specifically related to providing an overview of the MOU, answering questions about and obtaining feedback on the MOU, and answering questions about JHPD implementation. Table 4 summarizes the meetings conducted from September 19, 2022 through November 18, 2022 for which notes are available.⁹ Feedback from the meeting notes is incorporated into the overall discussions in Sections 4, 5, and 6. Most MOU-related questions were about jurisdiction.

⁸ Note that commenters who indicated they were close in proximity to a particular campus are included in the total for that campus.

⁹ The meetings listed in Table 4 are not an exhaustive list. Dr. Bard participated in approximately 30 individual and small group meetings during the 60-day MOU feedback period, including: Johns Hopkins Health System Corporate Staff Meeting (9/20), Mount Vernon Belvedere Association (9/20), Board of Trustees Committee on Student Life (10/6), Whiting School of Engineering Faculty Senate (10/11), JHU Newsletter Editors (10/14), JHU Council Plenary Meeting (10/18). Scheduling and staffing limitations did not permit note-taking in all meetings, but topics discussed and issues raised were similar to those included in Table 4.

Table 4. Group/Committee Meetings with Dr. Bard During the 30-Day Community Feedback Period and 30-Day City Council Feedback Period (9/19/2022 – 11/18/2022)

Group/Committee	Date / Time	Number of Attendees¹⁰	Topics Discussed
Black Student Union Executive Board Meeting	9/25/2022 12:30 PM	12	MOU, policy, recruitment and hiring, opportunities for student involvement
Homewood Student Leaders	10/5/2022 5:00 PM	3	MOU, response protocol, expansion of BHCST, hiring, opportunities for student involvement, shuttles
LGBTQ+ Employee Resource Group Meeting	10/10/2022 12:00 PM	4	MOU, LGBTQ+ policy issues
Charles Village Community Benefits District Safety Advisory Committee Meeting	10/12/2022 12:00 PM	12	MOU, Recruitment and hiring
Disability Advocacy Student Leaders Meeting	10/12/2022 12:00 PM	2	MOU, response protocol, training (re: disability awareness, crisis response), opportunities for student involvement, requests for additional resources
Washington Hill Community Association	10/13/2022 7:00 pm	10	MOU, patrol operations, recruitment and hiring, JH Accountability Board, community investment
Greater Remington Improvement Association	10/19/2022 7:00 PM	15	MOU, policy, need for JHPD, community investment, hiring
Student Government Associate for Homewood Undergraduates— General Body Meeting	11/1/2022 7:00 PM	28	Results of student survey about JHPD, public safety, police-community relations, patrol operations, accountability

¹⁰ This does not include the representatives from Johns Hopkins Public Safety or other JHU leadership.

Finally, during the 60-day MOU feedback period, Dr. Bard met individually with Baltimore City Council members Odette Ramos, Mark Conway, and Antonio Glover in October and November 2022. Additionally, on October 19, 2022, the President of the City Council, Nick Mosby, sent an email communication to all Council members notifying them of the start and end dates of the City Council 30-day feedback period. To assist Council members with their review, the email included several attachments, including the proposed MOU, the “JHPD Legal Framework and Commitments” document, the draft MOU overview slide deck, and jurisdictional boundary maps. That email also provided links to the CSSA, updated final bill summary, and JHPD FAQ website.

Council members were asked to submit written comments by November 17, 2022 to a dedicated email address. The email communication also provided Council members with information and resources to share regarding how constituents might submit feedback on the MOU through the JHU Public Safety website or feedback email.

The only feedback received from City Council was an email with written comments from Councilwoman Ramos, which summarized feedback based on several meetings with JHU officials and a Town Hall event she hosted for constituents on November 9, 2022. As with the feedback received from Dr. Bard’s campus and community meetings, the themes of comments provided by Councilwoman Ramos are incorporated into the overall discussions in Sections 4, 5, and 6.

IV. MOU-SPECIFIC FEEDBACK

This section describes community feedback that provided general comments on the proposed MOU between JHPD and BPD and recommendations for modifying it.

Several participants suggested additions to the MOU for consideration in negotiations between JHU and BPD. For instance, one faculty member recommended that the cost-sharing provision should be reciprocal:

- *B.1.3 and K.5, Additional costs. Overtime pay has caused scandals in many police departments. If the City requests JHPD support, and as a result JHPD personnel incur overtime, will the City cover the costs? What about covering costs in general when the Mayor or the BPD makes a request of JHPD? The MOU seems one-sided in charging additional costs to JHPD when JHPD requests help, but not the other way around.*

Another faculty member recommended discussion of the protection of civil rights with the addition of “upfront language that the constitutional rights will be protected [sic] for people of all races, ages, abilities, etc.” Councilwoman Ramos’ feedback included the recommendation that the MOU should specify the authorization process for the expansion of

current jurisdictional boundaries. A University staff member suggested that the MOU should include a review or expiration date to evaluate its sustainability.

Other commenters did not outline or provide specific language revisions, but instead expressed broader concerns about content of the proposed MOU. One student expressed concern about the language indicating JHPD would respond to all calls for service.

- *The idea that JHPD will “serve as the first responder to all routine calls for service” and “all non-emergency calls for service” according to this document does not make me feel safe, as a student at Homewood. It undermines the claim that Hopkins has a “holistic” approach to public safety. How can the university claim to invest in mental health and community safety when a bolstered police presence on campus causes stress, unease, and trauma for any number of students, faculty, and visitors on campus, especially marginalized groups? The first response should never be a police force, especially in the cases of routine and non-emergency services. We do not need police to take care of our day to day problems on campus— and in cases of harm, we can invest in nonviolent, non punitive solutions that center restorative justice.*

Another JHU student offered:

- *Over and over again your information emphasizes how the JHPD will be different from every other police department, and how they will be trained to not uphold the same systemic problems that every other police department upholds. If every piece of press about the JHPD seems to downplay their role of acting as police officers, what is the point of even having them?*

What is the need of armed officers taking the roles of community safety officers, therapists, crisis response, EMTs, and on and on? In downplaying the policing role of the JHPD and amplifying every other role that you think they must fill, you only make it clear that you do actually understand that their function is to police, and that you understand that more policing is not actually what this community wants or needs.

A Baltimore community member expressed concern over the possibility of temporary, emergency expansion of JHPD police jurisdiction to become permanent.

- *I am concerned about the expansion of boundaries. While the MOU states that further expansion must be approved by the City Council and Mayor, which would imply but not guarantee community input, it also allows for the Mayor alone to approve expansion of boundaries under specific situations. It does not say how long these periods of “temporary” expansion*

are to last. My concern is that Hopkins will use this to further their boundaries during an "emergency" and then keep them in place. I would like to see language requiring that, after a specific and very short period of time, the temporary expansion must be reviewed by City Council and include community input to continue or be ended immediately.

Other campus and community members said that the proposed MOU did not provide enough separation between BPD and JHPD or that they had concerns about JHPD being too reliant on BPD. Many of these comments referenced the abuses of power by the BPD that resulted in the current DOJ consent decree. For example:

- *A history of violent, egregious, illegal behavior on the part of BCPD has resulted in a consent decree between BCPD and the US Department of Justice. I believe that insufficient time has passed for us to feel comfortable that the Consent Decree is having a positive effect and that we can begin to reduce our fear of Baltimore police officers and to feel that they provide a sense of security.*
–JHU faculty member
- *On page 3, it is written that “At the inception of the JHPD, it will adopt policies and practices appropriate for the University and broader Baltimore community that shall meet or exceed the principles reflected in BPD’s polices that have been approved by the community...”. I think many students have made it clear that if the JHPD were to be created, it should be a responsible force UNLIKE that of the BPD, thus all policies and practices by the JHPD should exceed those by the BPD. Additionally, it was heavily implied that the policies and training of the JHPD would be thought through thoroughly before instated, rather than copy-pasting policies from the BPD (which this and many other statements imply). If the JHPD is to set a good example, it should not simply be an extension of the BPD as much of this MOU seems to demonstrate.*
–JHU student
- *Why is so much of the MOU modeled after the Baltimore Police Department if the supposed justification is that Hopkins needs its own superior police force?* –JHU Fellow/Post-Doc
- *As a community member (Charles Village), I did not consent to a private police force. Especially not an armed private police force. And especially not an armed private police force that collaborates with another police force that harbors liars and murderers.*
–Baltimore community member

- *Reducing the number of police officers from BPD given that the US Department of Justice has called out racial profiling among their officers; we do not want to risk bringing that into the JHPD.*
–JHU Faculty

Some comments focused on concerns about the interaction between the current federal consent decree involving the Baltimore Police Department and the eventual operations of JHPD. For example, Councilwoman Ramos’ feedback expressed concerns that the relationship between BPD and JHPD could endanger their compliance with the Consent Decree.

Additionally, several community members raised concerns about why certain topics or provisions were not included in proposed MOU—including accountability board responsibilities, transparency, use of force, and punishment for violations of the MOU. Finally, a small number of community comments recommended minor language corrections to the MOU, including clarification of acronyms, punctuation errors, and rephrasing awkward wording.

V. JHPD GENERAL FEEDBACK

Although the public comment period was intended to solicit feedback on the MOU, nearly three-quarters of the total number of comments provided more general feedback regarding the creation or generalized operations of the JHPD. This section summarizes the broader themes and questions most identified by commenters.

Several individuals who have engaged in the MOU feedback process expressed support for the creation of the JHPD and equated the establishment of the department with anticipated increases in feelings of safety. Some examples are included below:

- *I have worked at JHH [Johns Hopkins Hospital] and lived in the East Baltimore community for over 6 years. Our patients, families, neighbors and staff all deserve to feel safe coming to and from the hospital and our homes each day, This is a long overdue step and welcome addition to our security teams.*
–East Baltimore staff
- *I do think the Hopkins police is needed to uphold safety on the campus as it effects retention as well as new hire and thus effects the overall the quality of the entire institution.*
–East Baltimore staff

- *I definitely support Johns Hopkins in their endeavor to provide a private police department to support safety on the campus and the surrounding community.*
–Baltimore community member
- *This is a step in the right direction to ensure the safety and security of our patients, staff and the community surrounding the hospital. I have worked on the East Baltimore campus for more than [sic] 20 years and want to continue to work here, despite my family wanting me to transfer outside of the city. Bravo JHU for doing the right thing and providing the protection we all so desperately want and need.*
–East Baltimore staff
- *I live close to Homewood. I fully support JHU having a police force. It will help to keep our area safe.*
–JHU alumnus
- *I am in full support of the Johns Hopkins Police Force. I do not feel safe when I come to work and this has an impact on how I feel about my workplace. It is my hope that things will change in the near future.*
–East Baltimore staff
- *The proposed police department is vitally important to safety and well-being of our students, patients, faculty, and staff.*
–East Baltimore staff

For several community members, support for JHPD appears to be based on perceptions of or direct experiences with crime on and near the Hopkins campus:

- *100% agree with the JHPD. Enough is enough. Submitting this anonymously due to the abuse I would receive if I spoke out publicly. I am tired of being harassed around the Eastern campus, racially abused, and being generally fearful of walking to buy food or visit the adjoining buildings by walking outside. If nothing is done, I would consider leaving Hopkins.*
–East Baltimore staff
- *Writing in support of the proposed police department. I am a faculty member at the East Baltimore Campus, and I do NOT feel safe on that campus, even during daylight hours. There are regular reports of armed robberies, shootings, etc on and around campus. I do not like coming to work and worrying about being shot or mugged. I don't feel safe walking across the campus to run an errand or get coffee or lunch, because I am afraid of being*

shot or mugged. I worry about being carjacked. I have considered leaving Hopkins to find a faculty position elsewhere because I simply do not feel safe on the East Baltimore campus. I hope that increased police presence there would decrease the amount of crimes that occur and increase a feeling of safety among faculty, students, and most importantly patients who are seeking care there!

–JHU faculty

- *I enthusiastically welcome our own police department. As was stated by someone in the town hall, the stress of having to come into work has increased tremendously the past couple of years. I was born and raised in Baltimore City and after 45 years of life, I'm actually nervous for the first time with parking and walking around East campus and much of East Baltimore that I've never felt uncomfortable in before. Employees and patients need the security of well trained and armed officers.*

–East Baltimore staff

- *Good Evening. I'm a parent of a student. I read the notices about the crimes and I'm really disgusted by it. I've been watching JHU try to get police since 2018. What do we have to do to get campus police? How hard can this be? What are you guys waiting for? Please do something because it appears that things are out of control. Thank you.*

–Parent of JHU student

- *I understand the proposed JH Police force has come under recent criticism, however we can all acknowledge the current state of events is unacceptable and unsustainable. Specifically, I support your office in moving forward boldly to do what is necessary to bolster the safety of our Hopkins community, and thereby the greater Baltimore community we serve and the world. Without a safe working environment we cannot effect change in our surrounding community or fulfill the mission of Johns Hopkins University and Medicine.*

–JHH Resident

At the same time, other individuals providing feedback opposed the establishment of the JHPD. For some of these community members, the presence of JHPD officers is seen as something that will make them feel less safe:

- *I do not want armed private police patrolling my neighborhood. It will not make us safer.*

–Baltimore community member

- *The creation of a private police force does not make me feel safer and instead puts community members at risk for conflict and harm with armed officers. From the national conversations about policing, we know that more armed police is not the solution to crime and I don't think JHU should be a part of increasing the number of police on the streets.*
–Baltimore community member
- *I support the students and residents of Baltimore who have clearly said that more police is not the answer to community safety. I object to this initiative with the strongest of terms and don't believe it will make students, faculty, or Baltimore city residents any safer to harm.*
–JHU Faculty
- *As a community member who owns a home of 28th Street, I will feel less safe as my neighborhood is more policed.*
–Baltimore community member
- *As a student I would immediately transfer out of John Hopkins University for the sake of my own life and safety if JHPD happened. I would make sure that anyone I know who is considering applying to JHU never apply due to the risk of losing their life at the hands of JHPD.*
–JHU Student

A majority of comments expressing opposition to or basic concerns about the JHPD were rooted in concerns about the potential harms of policing, including the over-policing of BIPOC communities, excessive force, and lack of accountability for misconduct. Specifically, a number of commenters feared that the creation of JHP will lead people of color to be even more disproportionate and unfairly subject to increased policing:

- *There is a risk that students, faculty and staff of color will be harassed, and even harmed, while on campus, eradicating a fragile gains in diversity.*
–JHU Faculty
- *I have no confidence in JHU to create an [sic] non-racist police force and I do not wish to see armed police in my neighborhood harassing my neighbors.*
–Baltimore community member
- *How does Hopkins reconcile the fact that research published by this university shows that police are harmful in urban areas and people of color with the development of the JHPD?*
–Anonymous

- *Black and brown bodies are under attack at every juncture that police are involved.*
–Baltimore community member
- *The JHUPD poses a grave threat to all JHU students and Baltimore residents, especially Black students and residents.*
–Anonymous
- *More police does not equal an increase in safety. In reality, a greater police presence in the communities around Hopkins property would have a marked increase in danger for students of color and non-Hopkins community members of color, who would be actively surveilled, targeted, arrested, and harassed based on police profiling.*
–Baltimore community member

Many other commenters who expressed opposition to JHPD focused on the fact that officers will be armed with firearms. Many of these individuals suggested that the risks associated with the possibility of JHPD using lethal force inappropriately or unnecessarily are too high:

- *If the aim is to make the adjoining neighborhoods safer, why not simply rely on the visibility of a much better trained version of our unarmed, but already large security force, especially as it already patrols adjacent neighborhoods? We don't need a controversial, armed police with all its dangers, especially for black affiliates and residents, either on campus or off it.*
–JHU Faculty
- *What will you say when the first person is killed by JHPD?!?!?*
–Several anonymous commenters submitted variations of this question
- *You want Hopkins police to be armed with lethal weapons, including firearms. You say this is nothing new, that all universities in Baltimore have armed police forces. But that's not true. The public universities have units of the Maryland State Police. But that's different. You're talking about a private institution deploying a private armed police force. Loyola and Notre Dame have their own security departments, but they are not armed. They are not armed precisely because as a private security force they do not have a right to kill people in the name of the law. A private armed Hopkins police force with the right to kill would be unprecedented. Why do you think it should have this unique right?*
–JHU Faculty
- *Police are not the answer. Police are never the answer. Nobody deserves to be killed by a cop and when it happens at the hands of JHU it will be a*

shameful but predictable event. Stop this profoundly violent and unpopular decision before that happens.

–Anonymous

- *I am a resident of Charles Village, and the presence of an armed private police force at JHU would affect myself, my family, and my community in addition to the staff and students at JHU. I want to indicate my strong opposition to the creation of this force. It is not only unnecessary but entirely unacceptable for more armed police to be present in our community. The people here do not want this. Please rethink this dangerous choice that goes against the needs, wants, and values of the majority of this community. We do not want more weapons and more police here.*

–Baltimore community member

Other community comments focused on the sense of unease that the presence of an armed police force on campus will create for some community members. One JHU student wondered, “how will you ensure students feel safe on campus? A hostile, policed environment will bar people from doing their work.” Another student related feelings they experienced as a result of the armed officers on campus for the town hall:

- *How will Hopkins ensure its students' comfort being on campus? I was almost scared away from returning to lab yesterday because of all the officers in full gear outside of Turner. It makes a very hostile environment that can intimidate students from accessing their workspaces.*

Additionally, several comments expressing fundamental opposition or concerns about JHU appears to be related to JHU’s status as a private university. Several commenters expressed the view that, unlike publicly funded police departments, there would be no accountability, transparency, or oversight of the JHPD:

- *Private police will never equal public safety.*
–JHU student
- *Many of my neighbors and I agree that a private police force will only make police-related issues worse. Accountability is a huge concern. What are the plans for accountability if a member of the JHU police force violates any of the policies you are referencing, especially related to excessive force?*
–Anonymous
- *As a democratic society, we have agreed that the state should have a monopoly on violence. How will a waiver on this rule and the provision of weapons to a private institution with a long history of violence against its*

- neighbors, for example experimenting on black community members without their consent, make for a safer environment for anyone?*
–Anonymous
- *Hopkins doesn't need it's[sic] own little army, and Baltimore doesn't need more unaccountable thugs on the streets when we can't even make BCPD act ethically or responsibly.*
–Baltimore community member
 - *Police must be accountable to all the people they have jurisdiction over, which is not possible when they answer to a private organization instead of elected officials.*
–JHU alumnus
 - *I find it disgusting that the University thinks there is any legitimacy in a private police force. It is highly laughable to point to Hopkins' "peer" institutions throughout the city and county when all of the schools that have such departments are public institutions. Those forces remain answerable to the state. A private police force at a private institution, on the other hand, does not.*
–JHU alumnus
 - *I am so disappointed that this is still moving forward. There has been strong consistent opposition to this from citizens across the city. It's evident that JHU does not feel accountable to the citizens of Baltimore. A private police force would have even less accountability to us than the city police - this is so frightening!*
–Baltimore community member and JHU alumnus

To this end, other community members argued the opposite: that the creation of JHPD may ensure greater oversight options than are currently available with respect to BPD – and that, with a campus-specific police department, the Hopkins community can have increased voice and ongoing oversight as to how police officers interact with community members within the campus area.

- *Without JHPD, Baltimore police will police the area in any way the[sic] want. So isn't having JHPD a win for the community?*
–Anonymous
- *Thank you for providing this MOU for review. this is so important for the safety of the campus. I understand the concerns from others but this has reached a critical phase and this is something that needs to happen. the*

University has provided in writing a number of safeguards such that there is accountability. I am 100% supportive.

–JHU Faculty

- *The level of crime in Baltimore City is unacceptable and detrimental to the city's image and growth potential, and the Baltimore police department appears overwhelmed by the scale of the problem. While a university police department won't solve these problems, it certainly could help, particularly if it is accountable, inclusive, and transparent, as advertised. It should be able to relieve the strain on the city police department's resources and allow for faster response times for incidents that occur on or near university property...Other public and private educational institutions possess their own police forces, and I see no reason why Johns Hopkins should be treated differently.*

–JHU alumnus

- *Glad that this plan is moving forward--I've attended two Ivy universities and lived in Baltimore for decades, and all of the colleges that I've attended or been affiliated with professionally in comparable cities have their own security and police forces. It's a routine part of campus life and, to my knowledge, has caused no problems in terms of coercion or police "brutality." I'm not sure why it's taken this long to move forward with such a sensible plan and I have confidence that this will enhance life for the community at large and students. Seems like you've built in some good protections in terms of regulation and expectations of comportment and conduct. THANK YOU.*

–Baltimore community member

Several community members expressed doubts about whether JHPD would appreciably help prevent and reduce crime and violence any further beyond what Public Safety personnel currently do:

- *It's still not clear WHY Johns Hopkins needs an ARMED police force. What benefits will this police force provide to Hopkins that are not already provided by the existing security personnel and the small number of armed officers that already exist on campus?*

–JHU Faculty

- *This is absolutely insane. There is no justification for JH to have their own police department. Having the community watchers on every other block works just fine. Added police presence in a quiet neighborhood simply makes me feel uncomfortable. I believe this will do more harm than good.*

–Baltimore community member

- *How does more police bring safety? What empirical evidence can you site[sic] that proves this?*
–JHU Student
- *I don't believe that more policing will reduce crime.*
–Baltimore community member
- *I live in Charles Village/Abell and have for most of my 31 years in Baltimore City. We now have three layers of security: the BPD, the Charles Village Community Benefits District, and JHU security/potential police. We still have crime. More police does not solve this problem. We know this and JHU's own academic output shows this.*
–Councilwoman Ramos

The views of many regarding JHPD – including both positive and negative views – are inextricably linked to their perceptions of policing in general – and the ongoing, national conversations about race and policing:

- *I do not trust your commitment to "progressive, constitutional, community-oriented, and community-accountable policing" because no such thing exists. Such a group must necessarily abandon the core principles of policing itself to commit to those values, and in that case there is no longer a police department. Extending the role of police into our institution only weakens our internal community, weakens our bond with the external community, and threatens the health (both mental and physical) of both.*

Over and over again your information emphasizes how the JHPD will be different from every other police department, and how they will be trained to not uphold the same systemic problems that every other police department upholds. If every piece of press about the JHPD seems to downplay their role of acting as police officers, what is the point of even having them?

–JHU student

- *While I appreciate the heightened vigilance and concern some people in opposition have in light of many policing incidents around the country against citizens, I have confidence in the standards that will be set for the university department, as well as realize that given the recent history of various incidents involving the Baltimore Police Department there have been so many measures and policies set in place to prevent bad actions/actors as much as possible.*
–East Baltimore staff

- *Has Johns Hopkins reached out to Tawanda Jones for input regarding the JHPD in general and the M.O.U. specifically? Ms. Jones's brother, Tyrone West, was killed by Morgan State Police and Baltimore Police in July of 2013. For nearly a decade, she has been a committed advocate for victims of police brutality around the country. There are few people in Baltimore or otherwise who are more deeply acquainted with the consequences of police violence, and with those who have been affected by it, than Ms. Jones. I cannot think of anyone whose voice would be more important to any conversation about an armed private police force.*
–Anonymous
- *From living here for decades, we know that police reform, including body cams, does not prevent harm caused by police to communities (substantiated by countless examples documented by the New York Times, Washington Post among other mainstream news sources). By placing more police on our streets you will be endangering many of us, particularly our Black, Brown, and poor neighbors whom we want to be safe.*
–JHU alumnus

Importantly, community members did not have uniformly stark opinions on JHPD. Although the comments of many participants suggested clear support for JHPD, those of many others indicated definitive opposition to the JHPD in any form, and many others articulated a sense of both the potential benefits and challenges associated with the University establishing a new police organization:

- *As a Baltimore City resident and staff member, I support in principle the concept of a JHU police force. The argument that I would put forward is that in an era when police reform is sorely needed, a new and relatively small force might be a vehicle to pilot new and more humane/effective policing techniques. And I would also hope that the majority of JHU safety personnel will be unarmed 'eyes on the ground' with an observation and mediation skill set, and a small proportion of the force will be focused on criminal apprehension and armed/trained for response to violence. I believe that this force could be a better use of JHU money, as far as policing quality for the dollar, than hiring moonlighting cops or private security (i.e. the de facto current force). And it may allow BCP to use some patrol resources elsewhere.*

I would say that the biggest concern, as a citizen, would be that JHU affiliates, perhaps even a subset of affiliates who are well-connected, may receive preferential treatment compared to neighbors. This should not be a force that shields our students or faculty or alumni from accountability for

crimes that they commit on campus or within the community, that just can't be allowed to happen if this goes forward.

VI. CLARIFYING QUESTIONS ABOUT MOU AND JHPD

Many community members and residents submitted questions seeking clarification on specific topics related to the JHPD. In keeping with their public commitments, JHU has updated the Public Safety website FAQs to provide responses to many of these questions. These inquiries focused on jurisdictional boundaries, the relationship between the JHPD and existing JHU Public Safety personnel, and the perceived expenditure of JHU financial resources on the JHPD instead of community investment. The following sections address each of these areas in turn.

A. Jurisdiction

Most MOU-related comments submitted, as well as questions from Dr. Bard's ongoing community engagement meetings with various campus and community groups, focused on lines of jurisdiction for the JHPD. The legislation and the MOU prescribe three "campus area" geographies for policing, and some commenters sought clarification about whether these criteria were all necessary or could be limited in some way:

- *Are the street boundaries as defined by the MD legislature the boundary for JHPD? And as long as it is within the boundary, it is under JHPD jurisdiction independent of whether it is JH owned or privately owned?*
–Anonymous
- *First, let me seek clarification as to how the law is interpreted. Subtitle 24-1201(c) (1) defines the term "Campus Area". There is I, II, and III. "I" states "owned, leased, operated by, or under the control of the University. "II" states "Located on" "the east Baltimore campus, meaning the area bounded by East Eager Street on the north, East Baltimore Street on the south, North Caroline Street on the west, and North Castle Street on the East, "III" used for educational or institutional purposes. Subtitle 24-1201(c) (2) extends the boundaries – "Campus Area" includes the public property that is immediately adjacent to the campus, including sidewalk, street, other thoroughfare and parking facility.*

The key question is whether to be within the JHPD jurisdiction, must the location satisfy all of the above, or any of the above. For example, if a property falls within the street boundaries but is not owned and operated by Hopkins, is it within the JHPD jurisdiction? Secondly, if a property falls outside the street boundaries, but is owned and operated by Hopkins, is it within the JHPD jurisdiction... I am deeply concerned that the boundary

confusion would require clarification when a dire emergency is in progress, and both JHPD and BPD believe it is within the jurisdiction of the other.

–Anonymous

Others sought clarity about what they perceived to be inconsistencies in the specific JHU-provided jurisdictional boundary maps and addresses identified in the MOU text. As summarized by Councilwoman Ramos' feedback:

- *There is confusion right now as to the boundaries and the jurisdiction. It is unclear in the MOU and needs to be clarified. The MOU has the description of the boundaries being the same as in the state legislation. However, the maps presented, which are not attached to the MOU, speak to different boundaries. The maps should be attached to the MOU, and the boundaries should be clarified in the MOU with regards to those which are within the boundaries outlined in the statute but for now are only on St. Paul and N. Charles in Homewood, and the other boundaries in the other two areas.*

Other commenters made similar comments about the lack of clarity with respect to the jurisdictional boundaries.

- *Would the map be amended as I pointed out a sizable number of addresses that are JH owned but not highlighted on the map, and >> 10 addresses not JH owned or operated, but highlighted in green, graphically designated to be under the jurisdiction of JHPD.*

In your description of "and" rather than "or", I infer that it refers to the excerpts from MD Senate Bill 793: "I" states "owned, leased, operated by, or under the control of the University. "II" states "Located on" "the east Baltimore campus, meaning the area bounded by East Eager Street on the north, East Baltimore Street on the south, North Caroline Street on the west, and North Castle Street on the East, "III" used for educational or institutional purposes.

If the 3 requirements were drawn as a Venn diagram, would it be the intersection of I, II, and III, where the 3 criteria are simultaneously satisfied? If so, the map is inaccurate and has become a source of confusion.

–Anonymous

- *This question is about the jurisdiction boundaries of the JHPD. I understand that the maps of our three campuses have been up on the Public Safety website for a long time with the clear GREEN area defined.*

Please let me explain why it is still not clear to all of us, through the example

of the Homewood campus. Upon reading the MOU, we actually find 3 definitions of 'campus area' on page 4:

- the narrow definition in section B, 1, a) (i) of the buildings owned by Hopkins;
- the expanded definition that 'includes the public property that is immediately adjacent to the campus'
- and, in-between those two definitions, there is the Homewood area perimeter, which is much larger.

The GREEN area covers the narrow and expanded definitions. The ambiguity concerns the larger perimeter.

–JHU Faculty

Several individuals asked questions about whether specific addresses were included within JHPD jurisdiction:

- Will the JHPD operate in the following locations, which are directly adjacent to the boundaries on the map? Grey Ghost Best Forward Building, R House, Remington Row (JHCP), Former Pizzaboli's Building
–Baltimore community member
- On the 500 block of N Washington Street, the odd side, Johns Hopkins owns and operates 509-511 N. Washington Street. Does the jurisdiction encompass the entire block as the map indicates?

On the 600 block of N. Castle Street, Hopkins owns both sides of the block with few exceptions. But this block is not highlighted to be within JHPD jurisdiction. 2024 McElderry Street is owned by Hopkins, but not highlighted green in the map. 503 N Chester Street is owned by Hopkins, but not highlighted green in the map.

At the corner of Fayette and Broadway, there is an open parking lot, owned by Hopkins, but not marked green. There is a multi-level parking garage operated by Hopkins on Baltimore St, between Broadway and Dallas; it is not marked green. There is a multi-level parking garage, operated by Hopkins between Castle and Chester, Monument and Madison, not marked green. What about the remote parking lot on Monument Street near Haven Street? Whose jurisdiction is that under? And the Broadway Services buildings across the street from this remote parking lot?

–Anonymous

Other questions focused on issues related to the potential expansion of JHPD jurisdiction or power in the future, particularly as the university expands:

- *If JHU acquires property outside the mapped jurisdiction, does that property then fall within the proposed JHPD jurisdiction?*
–Baltimore community member
- *Johns Hopkins is continually expanding its boundaries by purchasing new property, buildings, and land. As Hopkins property expands, how will you ensure that members of the community who may suddenly find themselves JHPD jurisdiction have their voices heard?*
–JHU Faculty
- *As it stands, Hopkins is the largest land owner in the city and it seems reasonable to think that they will likely procure more land over time (a nonprofit land owner like this in a poor city is its own problem for taxation purposes). I'm concerned that eventually, JHU will apply their policing powers to more properties they already own, vastly expanding the areas where private police are present.*
–Anonymous

Some participants identified particular questions about how the MOU's required community consent for expansion of jurisdiction would be demonstrated. For example, in a community meeting with Dr. Bard, one participant sought clarity surrounding the process for jurisdictional expansion:

- *-Explain the language in the MOU regarding the expansion of JHPD police powers outside of Hopkins property and what the metrics will be.*
-We would like to see a framework for that process. If expansion occurred in the Remington community, it would likely cover homes in the neighborhood (between 28th & 29th streets on Remington). We would like to see the plans posted on the website in advance of an expansion with clear language that this would be a City Council-led process, not a JH-led process.
-The community would need clarity on how "the majority" of the community is defined.
–Baltimore community member

B. JHPD and JHU Public Safety

Although the CSSA legislation requires that JHU maintain current public safety personnel positions, a few commenters were unclear on this point and expressed concern about the future of existing public safety security officers once the JHPD is established.

- *What will happen to all of the current Hopkins security officers? Will they become JHPD?*

- Anonymous
- *Will you keep your booths?*
–Baltimore community member
- *Can I assume that Johns Hopkins Campus Special Police Officers, Campus Security Officers and contract security officers will continue to patrol areas surrounding the Homewood Campus which are NOT highlighted as within the jurisdiction of the JHPD? I specifically thinking about areas in Remington and Charles Village where I often see officers in their hi-vis uniforms or in campus patrol vehicles...Will the position of Special Police Officer at Homewood be done away with?*
–JHU alumnus

Others, as noted in Section 5, sought clarity around how the JHPD would improve public safety in ways that the current Public Safety personnel cannot. For example, one community member noted that:

- *JH already has a large security force and employs armed, off-duty officers. How will having JHPD improve public safety when a large security presence already exists on Hopkins campuses and the surrounding areas?*
–Baltimore community member

C. Community Investment

Several commenters and meeting participants sought clarity around the budget for the JHPD and how investments in the JHPD would impact other potential community investments in non-policing initiatives. There was an express interest in transparency on this topic. For example:

- *Are there plans to publish the JHPD budget and budget for violence prevention efforts?*
–Baltimore community member
- *[W]hat is the proportion of funds going to JHPD versus other public safety initiatives, contributions to address the root cause of crime[?]*
–JHU Fellow/Post-Doc student

These comments appeared to presume that dollars earmarked for JHPD would have otherwise been invested in the JHU or local Baltimore community. Thus, they question why JHU is proceeding with a police department instead of investing in the community to address root causes of crime:

- *Is JHU putting an equal amount of funding into violence prevention efforts (such as ones adopted by the Baltimore Office of Neighborhood Safety) as it is putting into the JHPD?*
–Baltimore community member
- *It is a true shame that JHU is not pouring its countless resources into real change to make its students, staff, and communities safer, such as mental health care, general health care, food security, and housing security. I'm sure you all know this is a more effective option, as well as a possibility to make more money through nationally-recognized and groundbreaking actions, yet instead you are taking a cowardly and intentionally harmful path forward.*
–JHU alumnus
- *We are living in unprecedented times, with an ongoing pandemic and rise in inflation, rent, and cost of living, if we can remedy these and support our community materially, only then can we can make it safer for everyone.*
–JHU Faculty member
- *I don't understand how the formation of a Johns Hopkins police force is evidence-based. It seems very reactive rather proactive without affecting the root cause of crime in our area. I would rather see resources distributed directly to the community.*
–East Baltimore staff
- *Hopkins must stop this and invest in building up communities rather than over policing them and tearing them apart.*
–JHU student
- *I believe that Johns Hopkins should reallocate the wealth and resources being used for the new police development towards supporting the areas that seem to need more policing. If JHU is looking to provide a safer environment for students outside of campus, countless studies show that supporting the areas and communities in question is a more effective and lasting solution than increased policing. If JHU funded preexisting community benefit organizations and provided mental health, traffic, and investigation services, the overall safety of the area would be vastly increased.*
–JHU student
- *Thousands of students, faculty, community members, and alumni have been saying for four years that we simply do not want a private police force at JHU. Hopkins has refused to listen. Hopkins is wealthy and powerful. It could work with community groups and city officials to try to address root*

causes of violence in Baltimore. Instead, it uses its wealth and power to silence the voices of its own students and staff and railroad over its neighbors in Baltimore to create its own police force that will create more — not less — violence for poor people and Black people in Baltimore.

—JHU alumnus

- *It is true that Baltimore can be an unsafe city and I believe that Johns Hopkins has a responsibility to Baltimore to be part of the solution. However, an armed police force is not the solution. A private armed police force will serve to further insulate Hopkins workers and students from the larger Baltimore community. This will create more antagonism between Baltimore residents and Hopkins, and will lead to higher levels of crime against Hopkins staff/students. Instead, Hopkins should invest in affordable housing, education and mental health services for the low-income residents of Baltimore.*

—East Baltimore staff

- *JHU could spend its \$100 million helping us with our broader issues of housing insecurity, lack of opportunity, and the need for substantial healing in our city. The fact that we are valuing more police instead of our young people is extremely telling. While I sympathize with the institution—and all our institutions—that recruiting is difficult because of the narrative of violence in our city, all of us have the responsibility of actually working hard on the root causes rather than perpetuating that narrative.*

—Councilwoman Ramos

VII. QUESTIONS ABOUT JHPD POLICIES AND OPERATIONS

Finally, although the current public feedback period was designed around soliciting feedback on the proposed MOU, many commenters and meeting participants offered comments and questions that related more broadly to JHPD policies and operations. As noted above, responses to several of these questions have been included in the updated FAQ on the Public Safety website.¹¹

A. Policy & Training

Several commentors raised questions about the recruitment and hiring process for JHPD officers. For example:

- *Is JHPD officer recruitment limited to city residents?*

—JHU Fellow/Post-Doc student

¹¹ <https://publicsafety.jhu.edu/community-safety/jhpd/jhpd-frequently-asked-questions/>

- *Will their[sic] be a pipeline for JH security officers to become JHPD officers?*
–Anonymous
- *Will retired BPD officers join the JHPD?*
–JHU student

Others were focused on the JHPD hiring process, including the vetting process and stakeholders involved in the work.

- *My only concern is regarding the recruitment of candidates. The Baltimore City Police Department is hundreds of officers short and struggles to keep up with the rampant crime throughout the city. I would be concerned that the university will be forced to lower their standards in order to attract candidates, resulting in an incompetent police force for the university.*
–JHU alumnus
- *What types of background checks and mental health screening will JHPD hires be undergoing prior to employment?*
–Anonymous
- *How are you vetting former police offers before offering them the opportunity to be part of JHPD?*
– Baltimore community member
- *Who oversees the hiring of the JHPD officers?*
–JHU student
- *I am all for the safety of Johns Hopkins Employees if there is a protocol observed for screening officers hired for this for racial awareness and empathy and excluding the ones that could pose danger based on their biased thinking to people of color.*
–JHU alumnus
- *If Baltimore Police Department fires someone for misconduct, can this person be hired by JHPD?*
–JHU Fellow/Post-Doc student
- *Will the JHPD have access to disciplinary and other records when hiring officers?*
–Baltimore community member

Other community members had policy-related questions and comments focusing on training in general as well as training in the areas of fair and impartial policing, use of force, and arrests.

- *I would like more information about the training that these new officers would undergo as part of the JHPD. Specifically, how many hours of training will they undergo until there is a state sanctioned gun in their hands? How will their readiness to be in the field be assessed? What specific training related to individuals in psychiatric crisis will be provided. We need more than qualitative descriptions about the type of training to be provided.*
–JHU student
- *What policies will be put in place to prevent the police department to not target students of color and ensure they will not be targeted by stop and searches at higher rates than there[sic] white counter parts.*
–East Baltimore staff
- *Will JHPD officers carry naloxone, and how will they be trained to response[sic] to potential opiate overdoses?*
–Anonymous
- *Will the JHPD officers be armed? If so, with what items? How will they be trained on the use of force?*
–Anonymous
- *This question pertains to the weapons that the JHPD officers will carry. I could not find anything about this topic in the MOU: is this issue still completely open and dealt with later on under ‘policies’ discussed with the Accountability Board? If there is one issue that is gathering the most opposition, it is the fact that the JHPD will be armed. When and where will the details be posted?*
–JHU Faculty
- *What is your arrest policy, and how will you handle juveniles?*
–Baltimore community member

Other community questions focused on issues relating to about accountability, oversight, and discipline.

- *Who reviews body camera footage? Who investigates bad actors?*
–JHU Fellow/Post-Doc student

- *Many officers who wear body cams fail to turn them on during crucial encounters. What is the plan for ensuring that body cams are turned on?*
–Anonymous
- *Will Baltimore police investigate accusations of misconduct or corruption in the JHPD?*
–Anonymous
- *Will the University control the recruitment, training and oversight of the JHPD?*
–Anonymous
- *If a JHPD officer DOES respond to an issue outside of their area of jurisdiction, what is the procedure/punishment?*
–Baltimore community member
- *Will the JHPD be subject to Freedom[sic] of Information (FOIA) procedures?*
–Baltimore community member

Within some of the community meetings Dr. Bard has attended, participants expressed a desire to provide continued input, particularly about hiring, training, and policy development. For example:

- *How will students and community members provide their input throughout this process?*
–JHU Student
- *Are there spaces within training and hiring where student input would be accepted? And also, the discipline board?*
–JHU Student

B. Operations

Commenters and meeting participants asked several questions to better understand what the day-to-day operations of the JHPD will entail, including patrol, interactions with community members, uniforms, and firearms.

- *Will officers be in cars or on foot in the community?*
–Baltimore community member
- *Of your 100-person department, how many would be police officers? How would you deploy that number of police officers to patrol that amount of*

public sidewalks, streets, and alleys in the three areas? How many police officers would be on patrol at a time in each of the three areas?

–Anonymous

- *How will the JHPD impact response time?*
–JHU student
- *In one of the town halls when asked about how the proposed JHPD would deal with the JHH "no guns" policy, VP Bard stated that the jurisdiction of JHPD only covered educational buildings, implying that the JHH complex is not part of the jurisdiction. Can we get confirmation on whether or not any of the JHH facilities where patient care takes place (but also student instruction takes place) will fall under the jurisdiction of JHPD? If it does fall under that jurisdiction, can more information on what patrolling of these building will look like, specifically if armed officers will be stationed/regularly patrolling INSIDE of any building where medical care takes place?*
–Anonymous
- *How does the notification to deploy the JHUPD system work? Should individuals on campus call 911 or a JHUPD specific number?*
–Anonymous
- *Will affiliates receive different treatment than community members when it comes to arrests, interventions, etc.? Will the officers be allowed to ask about this status?*
–JHU staff
- *Will armed and unarmed police officers have different uniforms?*
–JHU student
- *Will the types of arms that officers will actually be carrying and when they will be carrying them be clarified at some point? For example will 'beat' officers be having the typical taser + 9mm/.45 pistol + body armor array or will some be also carrying semi-auto rifles or higher capacity magazines than standard pistols? I think an understanding of what exactly 'armed' means would be helpful since...students and community may not feel comfortable with those types of weapons on the 'beat' officers as opposed to officers directly responding to a violent crime where greater armament may be justified.*
–JHU Student

Several commenters and meeting participants also were interested in how the JHPD will impact response to situations involving mental health crises, including how they will relate to the JHU Behavioral Health Crisis Support Team, a co-responder program that pairs behavioral health clinicians with specially trained public safety personnel.

- *There is an increasing effort to improve mental health on campus. If a student is experiencing a non-violent mental health crisis, how can we ensure they are not seen as violent?*
–JHU student
- *When is mental health crisis team deployed versus armed officers?*
–JHU Fellow/Post-Doc student
- *Will BHCST also work with armed officers when appropriate? If not, why not?*
–JHU student

VII. CONCLUSION

The perspectives of JHU-affiliated individuals and Baltimore community members are diverse and nuanced. They are rooted in differential experience, historical exposure to policing and JHU, and vantage point. The feedback gleaned in the 60-day public and City Council feedback period on the proposed MOU mirrors many of the same themes received during community engagement sessions documented in the 2018 Interim Report.¹² Similar themes include:

- A concern for public safety and protection from violent crime;
- Opposition to the JHPD that is rooted in concerns about the abuses of power by police in Baltimore and nationally;
- A desire for meaningful community participation in reimagining public safety at JHU;
- Support for JHU’s continued investment in violence reduction initiatives that address root causes of crime; and
- Strong interest in the types of training, civilian oversight, and other measures that will be adopted to demonstrate accountability to, and promote transparency with, the public.

¹² Johns Hopkins University, “Interim Study on Approaches to Improving Public Safety on and around Johns Hopkins University Campuses,” Report to the Maryland General Assembly on HB 1803 (from the 2018 Legislative Session), (Dec. 21, 2018), <https://publicsafety.jhu.edu/assets/uploads/sites/9/2020/05/Interim-study-report-FINAL.pdf>.

The feedback informed revisions to the proposed MOU that are reflected in the final MOU with BPD. The community engagement process also provided JHU with public commentary to incorporate throughout the continued implementation of the JHPD. Additionally, it is important for JHU to continue to be responsive and transparent throughout these processes and demonstrate both a willingness to listen, and to respond, to inquiries and critiques. Some commenters and meeting participants perceived that their feedback would not actually be considered, that questions would go unanswered, and that JHU was merely giving “lip service” to the campus and community members. It therefore will remain critical for JHU to demonstrate how both the MOU and general JHPD feedback was considered or incorporated, and how the information provided will inform future decisions.



21CP Solutions