

# Johns Hopkins University Police Accountability Board Meeting

Wednesday, January 17, 2024

## Accountability Board Members:

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

## Johns Hopkins Staff Present:

1. Jarron Jackson
2. Phil Kasten
3. Amy Taylor
4. Kelly Allen (Livestream Technician)

## Opening

Ed Kangethe, JH Accountability Board (JHAB) Chair, began the meeting at 6:10 p.m. with introductions by the Board members and JH staff. The meeting was broadcast live via toll-free call-in and on the [Accountability Board meetings live-stream webpage](#).

## Board Business – November Minutes

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

## Committee Reports – Policy Review Committee

Kangethe, the Board’s Chair requested that Duke Tremitiere, Chair of the Policy Review Committee, provide an updated report on policy review to the Board. Tremitiere informed attendees that the second tranche of policies were released and are being reviewed by members of the Policy Review Committee. The committee plans to follow a similar process from the first batch, dividing the policies up between the members of the Policy Review Committee for initial review sharing them with others. The shared document has been uploaded to the committee’s Dropbox where any member of the Board can access it. Board members are welcome to review comments already uploaded, and or add new comments. Board members are to reach out to Tremitiere or any members of the Policy Review Committee should they have any issues or questions. Tremitiere will forward the combined comments by memorandum to Dr. Bard, on or about the closing comment period for public comment which is January 29, 2024, for the second batch of draft policies. The Board members were asked to upload all general comments being reviewed by their area by January 28, 2024. Tremitiere encouraged all Board members to review the policies, even as the Policy Review Committee is looking specifically at these policies. Comments from the wider Board are welcome, and will follow the same procedure to go to DocuSign and upload comments in the appropriate table format area.

## Johns Hopkins University Police Accountability Board Meeting

Wednesday, January 17, 2024

It was asked for any Board member leaving comments who feel it necessary to highlight the important information to either underline it or put it in red, leave in parentheses and to initial after the comments. Initialing comments will help with any follow up questions, issues or clarification we have for the Accountability Board members, or specifically from the Policy Review Committee leaving a particular comment. **Tremiere opened the floor for questions or comments.**

**Q:** Kangethe: For all the Board members please state again what date would you like the comments to be uploaded to the document?

**A:** Tremiere: All documents will need to be uploaded to the shared document on the DocuSign platform by 28<sup>th</sup> of January.

**C:** Phil Kasten: Thank you to the entire work group and the Board for the feedback in the memorandum that came through to us back in November. It's been extremely helpful. We're grateful for the input and the guidance that we've received and our policy writers are working to incorporate the recommendations wherever possible and definitely looking forward to receiving the Boards input and guidance again, with that second group at the end of months. Thank you very much.

**A:** Tremiere: Thank you so much for the positive feedback. It can be a lot of work, and I don't mean physical labor, but it's thought work to go through and try to envision how those policies will be implemented on the ground. I know there are people on the Policy Review Committee who have different backgrounds and they have different perspectives, so I've found some of their comments really interesting and helpful in understanding different points of view and how we foresee the police force functioning. So, I appreciate the positive feedback, and I'm sure the other members of the Policy Review Committee do also.

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

Kangethe introduced Ms. Merchant-Jones, Chair of Community Engagement committee, to give an update on behalf of her committee. Merchant-Jones thanked her committee for meeting on the Monday, January 8, 2024. During the meeting they received a draft copy of the "Engagement Community Plan" from 21CP and Johns Hopkins Public Safety. The draft included recommendations, information received from community members interested in how the Engagement Committee plans to engage with the community face to face, and the committees vision moving forward. Ms. Merchant-Jones will share the engagement plan with the Board and would like feedback from the entire Board two weeks after reviewing. **Ms. Merchant-Jones opened the floor for questions or comments.**

**Q:** Kangethe: Has the committee confirmed a tentative schedule? Are they planning to meet sometime in March?

**A:** Ms. Merchant-Jones: No, a tentative date has not been set. We received the draft the day of the Engagement Community meeting and had not had time to review, so a date will be set at the next meeting and will be able to inform when the draft will be made public.

### **Old Business**

Kangethe received a message from the current Vice Chair (Alezz), who unfortunately was unable to attend the meeting but wanted to offer his apologies and full endorsement of the candidate standing for Vice Chair. At the last Board meeting, Alezz announced his intention to step back from Vice Chair role. One member reached out to me and expressed their interest in the role and has been keeping the communication open and following up with Ryan and I. Member Elizabeth Hazel was the only individual to express interest in becoming Vice Chair and we are extremely excited to have Elizabeth take this role. **A motion to elect the new Vice Chair was called so members of the Board could vote and was moved by Johnson, the second by Tremiere, and passed unanimously by the Board.**

## Johns Hopkins University Police Accountability Board Meeting

Wednesday, January 17, 2024

Kangethe expressed his thanks for Elizabeth reaching out and volunteering to be the new Vice Chair of the Accountability Board. Elizabeth thanked Chair Kangethe for his support and the opportunity. Elizabeth has enjoyed getting to know everyone over the past several months and looks forward to the upcoming year as Vice Chair.

### New Business – Policy Overview

Kangethe introduced the Sr. Director of Policy and Training, Phil Kasten, to give a review of the second tranche of policies.

Kasten thanked the Chair for the time. Kasten and his team are currently working through the feedback received from the first group of policies; this includes input received from the Accountability Board, Policy Review Committee, and general public. Approximately 300 comments were submitted, including some from the same people as the first group. Feedback is being incorporated, where applicable, into final policies and much of the feedback submitted was very helpful. We are eagerly awaiting the second batch of feedback. As of Monday, January 15, we have not received as much commentary on the second batch from the public as we did with the first group. We selected that first group because we realized they would be the ones that received the most attention and certainly most timely and relevant to current conversations. We wanted to have them out with the maximum amount of time and maximum time to edit as well and incorporate where we can. Kasten reiterated that January 29, 2024 is the deadline to submit feedback. We will be working with the policy writers at 21CP on a report that will describe the work that has been done, the information that has been received, the feedback, and how that was incorporated, where it was incorporated, or where we took other actions.

Kangethe asked Kasten, before opening the floor to questions, to please comment on two or three policies from the second batch that he feels the Board should pay close attention to? The first batch supported the more high-profile policies like use of force whereas the second batch includes policies focused on administrative details.

Kasten responded that one important piece of running any law enforcement/public safety organization is the business process itself; this is largely what is included with the second group of policies. There are pieces that reference the fiscal responsibility, the actions that we have to take from a fiscal standpoint, and how we would harmonize with the University itself. Other examples of second tranche policies include the management of equipment uniforms, how items are issued. It seems like something that would not draw a lot of attention but as we know, there is money that's invested in the equipment and maintenance of equipment, especially the vehicles. It is critically important to review how these policies will be enforced and monitored. Other policies in the second group talk about business practices around field reporting, the completion of reports, the storage collection, and storage of evidence, and how we work with the Baltimore police department and some of our surrounding partners to carry out these practices. The information that's taken down and presented in court is very important to securing a good prosecution and protecting our victims.

Kasten continued, at the same time, how we protect and secure evidence is very important to a successful. I think that's a little bit of an overview from both administrative and operational standpoints, but very common practices that aren't necessarily always looked at for the important significance that they have. **Kangethe opened the floor for questions or comments related to the second batch.**

**C: Tremiere:** I have also pulled out a few highlights of the second tranche, from the client or community point of view, these are the ones that I might highlight. I do this because, like I said, I would like to invite the wider members of the Board also to comment where they feel they have some expertise, or some particular knowledge or training or skills that might help us to review. Under Policy #201 authority and command, this area talks about the jurisdiction of the police, and it specifically talks about extra jurisdictional activity so when they would potentially cross over into the jurisdiction of the Baltimore Police Department, how that relationship would actually function. There have been a lot of questions about that both from our own board and committee members, but I think also from the public so it's probably good if you can point people there if they have a question.

## Johns Hopkins University Police Accountability Board Meeting

Wednesday, January 17, 2024

**C: Tremitiere:** Policy 2.2.2 the Clery Act. The Clery Act is a federal act regarding the requirements of the University to inform the University community when there's an active threat, also to report crime and campus law enforcement statistics to the members of the community and prospective students. I think three years' worth of crime statistics must be reported. I was in university at the time the murder of Jeanne Clery at Lehigh University, in Bethlehem, Pennsylvania took place and her parents always thought that if there had been better warnings giving to the students that her murder could have been avoided. They fought to have that act passed in Congress so that there are requirements for colleges and universities to report. **C: Tremitiere:** This batch includes Policy #305, on training and policy and Professional development. One interesting thing to note, the policy foresees a training Advisory Board which will advise the Police Department on training matters, and that Training Advisory Board has several members from the police department, but also is one member from the Police Accountability Board. For those people interested in interactions between the police and the public, there is a policy on behavior and threat assessment, and how the police are supposed to assess behavioral threats. In this batch, there is an area that talks about medical interventions and Board member Alezz, who has ENT training, was asked to review. Those are the policies I would highlight. If other members of the Board have particular ideas or knowledge or training in those areas, they may assist by reviewing those particular draft policies.

**A: Kasten:** I feel these are great policies to review. I enjoy the policy writing piece, and certainly all of the work that we've put into their development; this is why we feel so strongly about the input process. Any input or feedback on any of the directives is always welcome. The policies that the Chair pointed out are great policies to look at as well. The Clery policy is, actually a memorialization of a process that associate Vice President Jackson and his team have been advancing for some time; the same with the behavioral threat assessment process he had worked to form both of those processes with university and those directives harmonize or identify where the police department fits into those existing.

**Q: Kangethe:** What are the ways that our members of the community can offer their feedback?

**A: Kasten:** Community members are encouraged to talk to the Board and/or submit feedback online, using the form on the Public Safety website. It's very easy to fill out the form or paste in your comments in the comments section. Once submitted, the information goes directly to the policy writing team and individuals who are tasked with tracking the feedback. If preferred, comments and suggestions can also be mailed to Public Safety.

**C: Subramanian:** When I was reviewing some of these policies, I noticed that the policies make reference to MOU with the Baltimore police department and policies that are specific to the Baltimore police department. I would suggest that, on the website, there should be a link to those Baltimore police department policies, so that the public has a better understanding of what they're referencing and can read those policies as well.

**A: Kasten:** I will see how we can work that out, if nothing else, we can definitely link to where the Baltimore police department policies are, and where they can be viewed and make a list of what those are.

### **New Business – Bylaws Updates**

Kangethe shared that he reached out to the Office of the General Counsel for guidance on how we should proceed when we want to update the bylaws. There is one bylaw update that I would like to share. When Board member Alezz wanted to step down as Vice Chair, there is no mechanism in the current bylaws to appoint a Vice Chair when the Vice Chair leaves during that term. This is one update to the bylaws we need to look at. Guidance from the Office of the General Counsel is expected soon. Between the January 17<sup>th</sup> meeting and the next General Board meeting in March, Boardmembers are encouraged to review the bylaws and see if there are any updates or changes needed to the bylaws to help the Board run more efficiently. Please reach out to either Chair Kangethe or Vice Chair Alezz. Alezz is the point person for legal matters for the Board, so reach out to Alezz and Kangethe with any suggestions.

**Kangethe opened the floor for questions or comments about the bylaws or potential updates. No hands were**

## Johns Hopkins University Police Accountability Board Meeting

Wednesday, January 17, 2024

raised. Kangethe opened the floor for members that may have any items or concerns that they would like to bring to the whole body that has not been placed on an agenda.

**Q:** Tremitiere: Is there an update regarding the Accountability Board's meeting with the University's president? Personally, it would be interesting for me as a community member to meet with him and hear his prospective on matters.

**A:** Kangethe: I appreciate you bringing this up. Yes, the meeting is still being planned. At the last general Board meeting, we extended the invitation to community members to offer feedback as to what they would like to be included in a meeting. We have not received any feedback from community as to what they would like to be included. The meeting is scheduled tentatively for second or third quarter of 2024. I want to keep the offer open a little longer because I really would like community members to offer input on topics for this meeting. If we don't receive any feedback from the community members, Board members should offer their feedback. The engagement committee will be taking lead at compiling the feedback, presenting it to the Board members, and documenting that we will then formally present it to the President's Office. Kangethe encouraged community members to send their feedback on the meeting to the President's Office to the Accountability Board mailbox, and encouraged all Board members to provide their feedback to the Engagement committee.

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

### Upcoming Meeting Updates

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

### Closing

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