

## Johns Hopkins University Police Accountability Board Meeting

Wednesday, March 19, 2025

### **Accountability Board Members:**

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

### **Johns Hopkins Staff Present:**

1. Calvin L. Smith Jr.
2. Jennifer Mielke
3. Amy Taylor
4. 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 – January and February Minutes**

**Kangethe moved to approve the January 15, 2025 and February 19, 2025 JHAB meeting minutes. The Board unanimously approved.**

### **Old Business – Community Engagement Document Review**

Kangethe shared at the last meeting, Dr. Bard presented the community engagement document and solicited feedback from the board. The original deadline for feedback was March 12th, but it had been extended to the 31st to accommodate board members' questions and additions.

**Chair Kangethe opened the floor for questions, comments or feedback about the document.**

**Q: Laura:** I think it's really comprehensive, covering both formal and informal opportunities. However, I'm concerned about communication. Should we expect regular updates from JHPD leadership? For example, Dr. Bard provided a

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helpful update during the last accountability board meeting. Could we establish a communication cadence, such as semi-annual or quarterly updates, to keep us informed about initiatives?

**A: Ed:** If no one has objections, we could propose Laura's idea to the administration. They would then inform us if they can accommodate it. Calvin, do you have any thoughts?

**C: Calvin:** I agree. Your recommendations are valid and worth considering. The CSSA outlines the minimum communication requirements, but we can certainly do more. If you believe additional communication should be part of the community engagement plan, include it in your recommendations.

**C: Ed:** One of the addendums attached to the shared drive discussed communication channels. Many community members prefer printed communications over email. Could we distribute printed copies in high-traffic areas like Northeast Market in East Baltimore? Has there been any discussion on this?

**A: Calvin:** I'm not aware of any opposition to this idea. If the board recommends it, leadership would likely consider it. We already have printed promotional materials and hiring flyers, so distributing printed copies of the plan is feasible. Let's make the recommendation and see where it leads. Elizabeth also suggested sharing information via social media platforms using infographics.

**Q: Duke:** I know there are several comments circulating, and some have been proposed. Process-wise, how are we incorporating these recommendations into the document? Is everyone expected to upload their edits to the shared drive? I just want to clarify, as I don't think this was discussed.

**C: Ed:** Elizabeth's understanding was that board members would submit all feedback to her by the 31st. She will compile it into one document for everyone to review.

**C: Duke:** I'll circle back with Elizabeth to see if she needs any assistance. I also want to highlight the two comments I sent around via email.

First, I think we need stronger language about the role of sergeants, supervisors, and commanders in ensuring community engagement happens properly. It's one thing to include it in a document, but if supervisors and commanders don't create a supportive work environment, it won't happen.

Second, since community engagement will likely be a standard by which the performance of Hopkins police is judged, this should be noted in the document. The work of JHPD officers at all levels should be reviewed in performance appraisals to ensure they are implementing the community engagement plan.

**Q: Ed:** Are you suggesting that officers be graded on how well they implement the engagement plan with their subordinates?

**A: Duke:** Yes, I suspect this will already happen, but it should be explicitly stated. Officers should be reviewed on their community engagement efforts every six months, with feedback on their performance. This should be part of their regular performance review and noted in the community engagement plan. This ensures accountability and transparency for the community.

**C: Ed:** I agree. That's well thought out and should be one of our official recommendations.

**Q: Aprille:** Currently, in light of the changing political climate and recent events at other universities where students have been removed, there is a need to address how the Johns Hopkins Police Department will handle similar

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situations. This question is directed to everyone, as it is important to understand the approach and policies that will be implemented to manage such scenarios effectively.

**A: Calvin:** If Johns Hopkins is asked to engage with immigration enforcement on campus, the process involves complying with the law if a valid federal warrant is received. This means that if a signed federal warrant from a judge is presented and, after consulting with our general counsel, we are advised to comply, we must do so. However, without such a document and legal counsel's direction, we will not allow federal agents into sensitive spaces. It is important to note that we cannot prevent federal agents or anyone else from entering public, non-secure spaces. Our stance remains consistent: we will not take a different posture than we normally would. Compliance with a valid federal warrant is mandatory for all staff and faculty, not just the police department. To clarify, the Johns Hopkins Police Department (JHPD) will not be co-opted into participating with ICE. Hopefully, this answers your question.

**C: Aprille:** I want to make a point of distinction regarding reports in the news about unidentified agents who did not have any documentation and did not identify themselves. In such situations, I would hope that the Johns Hopkins Police Department (JHPD), if involved, would ensure that anyone detaining someone on campus property follows the proper protocols.

**A: Calvin:** We have received guidance from the State that aligns with our own protocols, applicable to all security personnel, not just the Johns Hopkins Police Department (JHPD). If individuals do not present the appropriate documentation and seek access to non-public spaces, we cannot grant them access. This policy applies to anyone who is unidentified and not authorized to be in those spaces. We are committed to ensuring that our employees operate with the highest level of integrity in these situations. It is important to reiterate that this policy applies to all federal agencies, not just a specific department. If we receive a federal warrant or need to apprehend a fugitive, we are required to comply with the law as part of our normal operations. While this issue is currently highlighted, we have established protocols to handle such situations.

**Q: Jerrell:** In the same vein of ensuring and reassuring the protection of individuals' First Amendment rights, it is important to address how we handle such situations. There have been reports at other institutions of potential violations of freedom of speech and First Amendment rights.

**A: Calvin:** It is crucial to clarify that we are committed to protecting these rights. We have specific policies in place that dictate when the Johns Hopkins Police Department (JHPD) can engage with demonstrations, activities, or other related issues. Demonstrations occur frequently on our campus, and in 95% of cases, there is no need for security involvement. These events are often managed by our student affairs colleagues or other campus staff. However, in scenarios where security is required, there are specific protocols that must be followed before JHPD or the Baltimore Police Department (BPD) can engage. These protocols ensure that our actions are in line with institutional policies and that our officers do not engage until all necessary steps are completed.

**Q: Ed:** Calvin, to dovetail off Aprille and Jerrell's question, from a force standpoint, the JHPD is currently not in a position to respond to these scenarios is this correct? For example, if a warrant were issued today to assist with an apprehension, the JHPD does not have the necessary number of officers to provide assistance at this time.

**A: Calvin:** I can't answer that question based on the scenario you're presenting. However, if the question is whether we currently have sworn officers with policing power on our campus, the answer is yes. We have officers in the Academy and sworn officers on campus. If a scenario arose where they needed to take action, they are here and ready. While we are not yet at the level Dr. Bard has projected for the end of the year, we are working diligently to reach that goal. This is a phased approach, and we are still heavily dependent on the Baltimore Police Department (BPD). As we grow and increase the number of officers at Hopkins, our reliance on BPD will decrease. However, if

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something were to happen at this moment, we would still rely heavily on BPD. That said, we do have sworn officers present and ready to respond.

**Q: Ed:** Once board members provide their feedback on the community engagement document, is there a mechanism for community members at large to provide their feedback on the engagement plan?

**A: Aprille:** I think the community engagement plan will be made public after we finalize our recommendations. Once that happens, the public will have the opportunity to provide input through the board. We, as the board, will make recommendations and pass them on. We serve as a conduit for the community, so any additional recommendations or feedback will be considered by us. I believe we should include a recommendation to create space for community feedback, setting a deadline for submissions. Feedback could be directed to us or to public safety, and we would forward it accordingly. I don't recall seeing a public comment period in the document, but for other policies, there is usually a lengthy public comment period. I'm thinking we should propose a 60-day public comment period after the document is posted. This seems more feasible, and I will include this suggestion in my email to Elizabeth.

Chair Kangethe reminded board members to submit their feedback to Elizabeth by March 27th. This will allow her to compile everyone's feedback into a document for final review and provide time to address any questions she may have with board members.

**The floor was open for additional questions or comments; none were raised at that time.**

### **New Business – 2025 Roadmap: Community Conversation Special Meeting**

Chair Kangethe asked board members to give thought about the schedule for the upcoming 2025 year. Statutorily, the board is required to hold the public comment meeting annually. Additionally, Kangethe wanted to poll members on their thoughts about the past community conversation meetings. How did they go? Should community conversation meetings continue? If so, in what capacity?

Kangethe also wanted to discuss any other special meetings or partnerships that board members might want to pursue in 2025.

**The floor was open for additional questions, comments, discussion of past meetings, what we've learned, and what you'd like to replicate or change this year.**

**C: Jerrell:** Deferred response until next board meeting on May 21<sup>st</sup>

**C: Sonja:** When we finalized the bylaws and they were accepted by the Community Engagement Board, I was ready to have meetings with the community immediately. I always wanted to have conversations and understandings in place. These meetings didn't sneak up on us; sometimes, circumstances got in the way of them happening as planned. The Community Engagement Board wanted to proceed immediately.

In 2025, I'm confident that whatever we plan will go through. It's important to understand that supporting the Johns Hopkins Police Accountability Board doesn't mean agreeing with everything that happens. Supporting it means having a voice and being able to communicate, regardless of our stance. Whether we like it or not, want it or not, support means having a voice.

Looking ahead, maybe we can consider organizing smaller meetings where representatives from different groups—those with questions or concerns—can come in and speak with us. We could start slowly and work our way toward

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broader, more inclusive conversations. That's what I'm thinking as a new approach—something different that might actually work.

**C: Aprille:** I really like the idea of holding meetings in each neighborhood where the JHPD is located. I think it would be valuable to also have meet-and-greet opportunities with officers at community meetings. That kind of engagement is already part of the community engagement plan, but it could be even more effective if members of the Board could also participate when possible.

We shouldn't forget about events like National Night Out, which are great opportunities for connection. These events are fun and relaxed, with music, food, and a festive atmosphere. They offer a chance to hear from community members who might not typically attend formal meetings—people who just aren't "meeting people." Engaging with the community in these more natural, informal settings could help us gather meaningful feedback and build stronger relationships. I think this kind of outreach would be really beneficial for both the JHPD and the Board.

**C: Duke:** I've been thinking about my community association, where we've presented before. It's an older group, and I feel like we need to find better ways to engage with the student population. This has been brought up before by Jerrell, Sonya, and Aprille. We really need to improve our lines of communication with students. Personally, I have a good relationship with my neighborhood association, but I feel like I'm missing that connection with the students—even though many of them live in my community.

Because I'm not their age and because they typically don't join the neighborhood association—which is mostly made up of property owners—I feel somewhat disconnected from them. I think that's a gap not just for me, but possibly for the entire board. It's something we should really consider addressing moving forward.

Another important point is making sure our meetings and engagements are as productive as possible. One idea Jerrell and I worked on previously was creating a Frequently Asked Questions (FAQ) sheet. I think it's time to revisit that. There's always something new to add, and I'm currently working on updating it. If we can find a way to regularly update and distribute this FAQ at each meeting, it could really help. It would allow us to cover the most common questions upfront and avoid repeating the same information over and over again.

We've talked about this living on a website, and it has already been reviewed by everyone. However, there are still a few additional items that should be added. I'm now fully committed to updating it so we can upload it online. Before we move forward with any community or student engagement efforts, I think it's important to circulate the updated version as widely as possible—not just online, but in other accessible formats too. Doing so will help make our meetings more productive by reducing the number of repeated questions and allowing us to focus on deeper, more meaningful discussions.

**C: Ed:** I think it would be helpful to consider holding a dedicated meeting with Dr. Bard in his role as Vice President of Public Safety. A lot of the questions we receive through the mailbox are related to public safety, but they often fall outside the direct scope of the Police Department. While these questions are adjacent to the PD—since the department operates under the broader umbrella of public safety—they're really more appropriate for someone in Dr. Bart's position to address.

Although I haven't brought this up with him yet, I believe he would be open to the idea. He's made himself available on numerous occasions in the past. Having a meeting specifically focused on his role could give the community a chance to ask questions about public safety officers and other related concerns that don't directly involve the PD. I just wanted to put that idea out there and see what the group thinks about organizing such a session.

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**C: Aprille:** We talked about the possibility of meeting with the Baltimore City Police Accountability Board, as well as with accountability boards from other universities. I had made a lot of notes on this but never actually submitted the three institutions I was most interested in connecting with. It might be helpful to bring this topic back up at our next meeting and reshare the document listing the other university boards in the area.

So, my request is that we identify and list the three local institutions we'd like to engage with and recirculate that document. This document—the one we shared last fall—includes information on whether these institutions have accountability boards, and if so, what kind of reports they produce. I believe only one person, possibly from Duke, submitted their choices for institutions to connect with. I didn't receive any other responses. So, it would be helpful if we could recirculate those options and finalize our list.

### **Administration Updates from Calvin Smith**

Calvin updated the board on a request to discuss social media accounts—specifically whether JHPD would have its own account to provide more frequent updates to the community. It was confirmed that Public Safety, which oversees JHPD and is part of the Office of the Executive Vice President, is currently exploring potential social media options. However, no final decision has been made yet. The idea being considered is a unified social media presence that would include JHPD, rather than JHPD having a separate account.

This is the current administrative update in response to the request from members. If there's further interest in the social media strategy or related communications, the Senior Director for Communications would be happy to join a future meeting to discuss it in more detail.

Calvin also shared as a point of reference for Hopkins's stakeholders. They have several tools in place that allows them to communicate regularly with their affiliates. For example, the RAVE system is used to send out emergency alerts, and Hopkins have various apps and platforms that support real-time communication. There's a wide range of resources available—especially in urgent situations—so when information needs to get out quickly, Hopkins is well-equipped to do so.

**Q: Duke:** If announcements or updates are being shared through those other platforms, would it be possible for members of the board to be copied on them as well? It would help us stay informed and aligned with the broader communications going out to the community.

**A: Calvin:** For clarification – if you live in a specific area, you may be able to sign up for text alerts—but I need to confirm that. For example, based on my previous experience, parents of students were able to sign up for alerts regardless of where they worked, so they could stay informed about what was happening around campus. I'm not entirely sure if that same access applies to community members, but I'll look into it and send board members an email once I confirm this information.

There may also be other tools available to you as community members or as part of the board. Additionally, I want to emphasize that when our office sends out communications—especially anything specific to JHPD—we typically share that information with you first. Our goal is always to keep you in the loop, because nine times out of ten, you're the ones who will be approached with questions, not us. We want to make sure you're prepared with the right information, and if anything is unclear, you're always welcome to reach out to us for clarification.

**Kangethe opened the floor for board members with questions and additional comments.**

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**C: Jerrell:** Since I joined the board last summer, I've seen firsthand the effort and dedication that's gone into our work. Now, as we enter a new phase—with sworn officers coming on board and spring bringing new developments—it feels like we're stepping into the next iteration of our responsibilities. There's been a lot of foundational work done, including community conversations, policy development, and the establishment of bylaws. All of that has brought us to this point.

As someone who thinks a lot about governance, structure, and sustainability, I believe it's important that we continue to evolve in a way that supports good order and effective leadership. With new board members expected to be nominated and confirmed in the next couple of months, I think we should be intentional about creating a smooth transition. That includes giving incoming members a clear view of the work we've done and helping them feel excited and empowered to contribute.

**With that in mind, I'd like to make a motion that we consider selecting a new chair.** This isn't a critique of Ed or the time and energy he's put into this role—far from it. It's simply about recognizing that change can be healthy and necessary. Leadership transitions can bring fresh energy and new perspectives, and I think now is a good time to explore that.

We already have the mechanisms in place to support this kind of transition. And again, this is about continuing to move forward in a way that reflects the values of this board—transparency, accountability, and community engagement.

**Q: Duke:** Given that we're now holding full board meetings every two months, I'm wondering when exactly the new members will begin their terms, and when the current members who are cycling off—myself included—will have their final meeting. It would be helpful to clarify that timeline.

**C: Jerrell:** First, there's the motion to replace the current chair. Second, there's the motion to hold a vote to appoint a new chair to serve out the remainder of the term.

**Chair, Ed Kangethe addressed the board before they proceeded with a vote, stating that he would fully accept whatever the outcome of the motion might be. He emphasized that he serves at the pleasure of the board and has appreciated his time on it. He also confirmed that he would continue to serve until the end of his term.**

**A motion to replace the current chair was moved and approved by the following members:** Aprille W, Duke T, Jerrell B, Laura R, Madhu S, Sonja MJ.

Ed Kangethe - Abstained

Sam J - No.

**Jerrell nominated Aprille Weron to step in as chair until May 31, 2025.**

**A motion to appoint a new chair to carry out the remainder of the term until May 31, was moved and approved by the following members:** Aprille W, Duke T, Ed K, Jerrell B, Laura R, Madhu S, Sam J, Sonja MJ.

The newly appointed Chair, Aprille Weron, personally thanked Ed Kangethe for his service. She acknowledged that the Accountability Board has been close to his heart and expressed appreciation for the insight and progress he contributed. His efforts are deeply valued and received with sincere gratitude.

Aprille also extended her thanks to her fellow Board members, expressing appreciation for their trust in her as they work together to carry the Board through the remainder of the year.

**A motion to adjourn the meeting was moved and passed unanimously by the Board.**

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### **Upcoming Meeting Updates**

General Board Meeting Wednesday, May 21, 2025

Board Committee Meeting Wednesday, June 18, 2025

### **Closing**

Aprille closed the meeting at 7:29 p.m.